

The Seabrook Civil Service Commission held a meeting on Monday, February 25, 2019 at Seabrook City Hall, 1700 First Street, Seabrook, Texas to discuss, and if appropriate take action on the items listed below.

**THOSE PRESENT WERE:**

|                    |                         |
|--------------------|-------------------------|
| JOHN CHISLER       | CHAIRMAN                |
| JOE WINTER         | COMMISSIONER            |
| LARRY DORECK       | VICE CHAIRMAN           |
| YESENIA GARZA      | CIVIL SERVICE DIRECTOR  |
| KAYLA SMITH        | CIVIL SERVICE SECRETARY |
| JASON SMITH        | POLICE OFFICER          |
| FERNANDO RODRIGUEZ | POLICE OFFICER          |

John Chisler, Chairman, convened the meeting at 6:02 p.m.

**1. NEW BUSINESS**

1.1 Consider and take all appropriate action on an appeal by Fernando Rodriguez to challenge certain question(s) on the promotional examination for the rank of Sergeant administered on February 15, 2019.

Yesenia Garza began to explain that the City of Seabrook held an exam on the previously stated date. She also explained that Officer Rodriguez missed the passing grade by one point, and with that he came to her office the Monday following the test to file an appeal on some of the questions.

She then notified the Commissioners as to what their options are regarding the final call for each of the questions (i.e. Overturned, Sustained)

John Chisler wanted to let it be known that him nor any of the other two commissioners have seen the questions prior to the meeting.

Larry Doreck asked Yesenia if the commissioners had copies of the books that the questions were taking from.

Yesenia explained that they have a copy of the City of Seabrook's Employee Manuel, the Police Departments Policy and Procedures Manuel, they have a computer to look up the Texas Penial Code, and if needed to purchase the Stephen R. Covey book that she had her City Credit Card and access to Amazon Books to make the purchase and be able to review it online.

Joe Winter asked if they find one question that goes in the candidate's favor, could they stop at that point.

Yesenia Garza answered with yes, if they find one that can be dismissed than that will meet Officer Fernandez's goal of obtaining a passing score.

Larry questioned that if they continue to the next stage, that if their test scores are averaged in with their assessment center score.

Yesenia explained she was unsure but that each applicant can earn up to two hundred points total and biased off that score will determine where they fall on the Eligibility list.

Officer Jason Smith stepped up to the microphone to clarify the points and how they are averaged. He stated that you can receive up to 100 points on the written section and that if at least two candidates passed the written portion then the candidates would be required to go into the assessment center. They have a chance to receive up to 100 points on the assessment center as well, and once they have completed both tests their average total from both the written test and the assessment center will then determine the rank order they will fall on the eligibility list.

John made it be known that he agreed with what Officer Smith had stated regarding the way the scores are calculated.

Larry stated the reason he was asking about the calculation of the tests is so that he could make a point that the commissioners would need to go through every question that was appealed in order to give Officer Rodriguez a fair chance.

Officer Fernando Rodriguez stepped up to make a statement letting the commissioners know that he was only seeking a passing score to gain a spot on the eligibility list, and because there would be another Sergeants spot opening up soon he was not after padding his score from the written test.

John requested that Yesenia make the final call regarding if the commissioners should go through all of the questions or stop after finding one.

(while Yesenia was researching) Officer Jason asked if they were to overturn a question that originally he had gotten right and Fernando had gotten wrong, would it deduct from his original score.

Larry responded with yes, and explained that it would affect Jason if they throw out a question Jason had gotten right.

Jason then asked if he was affected in a negative way by them throwing out a question he had originally gotten right, if he would then be allowed to appeal their decision.

John replied "yes" to Jason.

Yesenia determined they would have to proceed with reading through all of the questions that were appealed.

John made it be known that we were still in section 1.1 of the agenda.

Yesenia requested that they move question numbered seventeen to the end of the stack so that she could get the study material ready for review.

The commissioners agreed.

John started off with question number 35, and read it out loud; see attached documentation for question and the reason for appeal.

Larry quoted the Police Policies and Procedures book with "143.023 stated that the eligibility for a beginning position is between the ages of eighteen and forty-four at the time of hire." Which would make answer "D" the correct answer.

The commissioners determined that question was sustained.

John went to the next question numbered 40, and read it out loud; see attached documentation for question and the reason for appeal.

Yesenia quoted the Civil Service Rules and Regulations book with "Section 5: If a negative letter, memorandum, document or other notation of negative impact is included in a Police Officer's official personnel file, the Director shall, within thirty (30) days, notify the affected individual. (Examples of such documents are written reprimands and documentation of oral reprimands.) The Police Officer may, on or before the 15th day after the date of receipt of the notification from the Director, file a written response to the negative letter, memorandum, document or other notation. If the Director or Director's designee fails to notify a Police Officer in accordance with this section, the Police Officer may file a written response within fifteen (15) days of becoming aware that the document is in his or her file." Which would make answer "D" the correct answer.

The commissioners determined that question was sustained.

John went to the next question numbered 41, and read it out loud; see attached documentation for question and the reason for appeal.

Larry quoted the Civil Service Rules and Regulations book with "All Police Officers in the classified service shall earn a minimum of fifteen (15) working days (120 hours) vacation leave with pay each year and up to twenty-five (25) days (200 hours) depending upon years of continuous service..." Which would make answer "B" the correct answer.

The commissioners determined that question was sustained.

John went to the next question numbered 45, and read it out loud; see attached documentation for question and the reason for appeal.

Yesenia quoted the Civil Service Rules and Regulations book with "A person commits an offense if the person accepts money or anything of value from another person in return for retiring or resigning from the person's civil service position. A person commits

an offense if the person gives money or anything of value to another person in return for the other person's retirement or resignation from the person's civil service position. An offense under this section is a Class A misdemeanor." Which would make answer "A" the correct answer.

The commissioners determined that question was sustained.

John went to the next question numbered 51, and read it out loud; see attached documentation for question and the reason for appeal.

John then read to himself and finished off stating that the book only stated the City Manager or the City Attorney.

Larry stated the only answer choice on the test would have been the City Manager, which would make the correct answer "C".

Yesenia then spoke up, stating that this policy is incorrect, and the City trains it's employees to report all Sexual Harassment incidences to HR directly regardless of who it is. She then states how she could see the conflict.

Larry questioned where the study material came from for this particular question.

Yesenia explained that is was from the Seabrook Police Department Policy and Procedures.

Larry stated it didn't matter what was currently being enforced, but that the answer itself has to come from the book directly that was the assigned study material.

The commissioners determined that question was sustained.

John went to the next question numbered 54, and read it out loud; see attached documentation for question and the reason for appeal.

Larry stated that the answer still must come directly from the study material, and which it says the next business day and that would be the most appropriate answer. So "D" will be the appropriate answer.

The commissioners determined that question was sustained.

John went to the next question numbered 74, and read it out loud; see attached documentation for question and the reason for appeal.

Yesenia stated the only thing she could find was "A person who witnesses family violence is encouraged to report it to their local law enforcement agency."

John stated that was correct, it is encouraged but that there was nothing in there stating they would be charged with a crime if they didn't report it.

Joe stated that this question could be questionable.

John agreed that it could be, but that he was going to go with Mr. Doreck's example and that if it wasn't directly out of the book than it is incorrect.

Joe asked if the commission would consider disqualifying that question.

Larry agreed, saying that there is no statute in failing to report a witness, but he would think that a person studying for the test would be looking for that to be said exactly. He continued to agree that he could see where this is a confusing question.

John said that yes he could understand the confusion in it, but that police officers can't make up their own statutes.

Larry stated that no, there was no statute for it.

Joe stated that the answer then is actually "C" which said that "There is no Statute for failing to report as a witness".

John agreed

Yesenia said, she is taking the stance that it is left up in the air, and if there are other statutes out there that do require people to come forward and report a crime then she could see where the confusion would lie. She explained that he was looking for a direct answer and there isn't one.

John then stated that this would then turn into a "what do you think vs. what does he think" and they are trying to stick to that the book states X.

Joe said he still believes that the question is a bit faulty.

John then asked what the commission thinks

Joe said that he agreed with the answer choice "C" which stated that "There is no Statute for failing to report as a witness"

John agreed.

Larry said he agrees with that as well but he does feel it is a bad question.

John stated they will be moving on.

Yesenia then looks up the options the commissioners have for determining if they feel a question is faulty. She read out section 4: "Promotional examination questions appealed to the Commission will be sustained, overruled, or eliminated by a ruling issued by the Commission.

a) Sustain the answer key - A ruling which rejects the appeal presented to the Commission will require the Director or designee to accept the answer as given on the answer key, while grading the promotional examinations of all eligible candidates.

b) Overrule the answer key - A ruling which sustains the appeal of a promotional examination question will require the Director or designee to accept two or more answers, as directed in the ruling, while grading the promotional examination of all eligible candidates.

c) Eliminate the test question - A ruling, which rejects the test question, related to the appeal of a promotional examination question will require the Director or designee to disregard the question and its answer and rescore the exam on the basis of the total correct answers only while grading the promotional examination of all eligible candidates."

Yesenia then turned it over to the commissioners to decide stating that they did have a hard time deciding if the answer was right or wrong. She said that they could sustain it, overrule the question by saying there is two possible right answers, or they can just say no.

John said that before they go into over ruling they better have a good reason or have some options.

Yesenia commented that the other questions were very "black and white", but this one was not.

Larry said that Officer Smith had an opinion he wanted to state.

Officer Smith asked if he was allowed to get up and make a statement.

John stated that this is typically not the practice but they are trying to determine the correct ruling, so Officer's Smith's opinion would be welcomed.

Officer Jason Smith, came up to the stand and said, "On .002, which specifically references the appending question, says it is encouraged not that we can make them. There is no statute that specifically says we can charge them with a criminal offense if they don't report it. It just says that they are encouraged. This is straight out of the 091.002, which I think is referenced in the question".

John agreed saying that he doesn't see how you can force someone to go be a witness.

Larry said, "I agreed with the fact that the test showed there was no statute to failing to report a witness. What my point is, is that I just think it is a poor question. In the fact that it does not show a clear answer for someone to recall. It's not "black and white", where it is actually stating that there is no statute against failing to report".

John asked Mr. Winter if he had an opinion.

Joe stated that he doesn't like the question and should allow the question to go by unanswered.

Larry then informed them that they had to make a definitive ruling. That yes the correct answer is "C", but also that it is a very poor question. So, that the decision needs to be made if they are going to let it stand or throw it out on the ground for it being an ambiguous question.

John then said they would have to take the options in the rules and either over rule the answer key, sustain the answer key, or eliminate the test question. He explained, "If you overrule the answer key you're just setting it aside, or if you eliminate the test question that's just taking it out altogether. It would come down to the points, and if Officer Smith answered it correctly and we throw it out, then Officer Smith would go down by a point. I am very cautious about doing something like that, but that is just my opinion".

Joe agreed and said, "Mr. Chisler is correct about that and that we aren't trying to go backwards with this, so just leave it in there as the wrong answer".

John asked Joe if he wanted to withdraw his previous suggestion.

Joe stated yes, that he would like to withdraw his previous suggestion.

John then asked Larry if he wanted to withdraw his previous suggestion as well, and let the question stand as it is.

Larry agreed.

The commissioners determined that question was sustained.

John went to the next question numbered 75, and read it out loud; see attached documentation for question and the reason for appeal.

John stated that the time is now 7:00PM and he is good to stay for a while longer.

Larry read off a brief part of the code saying, "It is a child ten to seventeen years of age. Which would make "D" the correct answer".

The commissioners determined that question was sustained.

John went to the next question numbered 100, and read it out loud; see attached documentation for question and the reason for appeal.

Larry said in section 12.23, that it clearly states it is five hundred dollars. He continued saying, "It doesn't matter what the daily practices are but that the answers are coming directly out of the book itself. Which would make "D" the correct answer".

The commissioners determined that question was sustained.

John went to the next question numbered 17, and read it out loud; see attached documentation for question and the reason for appeal.

While Yesenia was pulling up the book (7 Habits of Highly Effective People, 25<sup>th</sup> Anniversary), John asked, "Ms. Garza is this book in the Seabrook Library and what is the access to get the book? Do the officers have to purchase the book in order to get the answers?"

Yesenia informed John that it is one that the officers have to go out and purchase on their own.

Joe then stated he had a question for Officer Smith, and proceeded to ask him if he had to buy the book.

Officer Smith answered that he did purchase the book, but he believed there were places online that he could download it for free. He let the commissioners know that he did go get the audio from the library on his own though.

Yesenia found the paragraph and Larry read it aloud, "Character is the foundation of win/win and everything else is made..." Which would make "C" the correct answer.

The commissioners determined that question was sustained.

John asked if anyone had any opinions.

Larry stated that he feels that the questions stand as the answers were given in the key.

Joe and John both agreed with Larry.

Larry made a motion that the test questions stand with the answers that were given in the answer key.

Joe second the motion.

**MOTION CARRIED UNANIMOUSLY.**

**1.2 Consider and take all appropriate action to approve the Eligibility List for Rank of Sergeant from the exam conducted on February 15, 2019.**

Larry made a motion that the Eligibility List stands as it was given, and that the only eligible Officer at this time is Officer Jason Smith.

Joe second the motion.

MOTION CARRIED UNANIMOUSLY.

## **2. ROUTINE BUSINESS**

2.1 Establish future meeting dates and agenda items.

Yesenia stated, "At this time we do not have any future meeting dates scheduled".

2.2 Adjourn

Joe made a motion to adjourn the meeting.

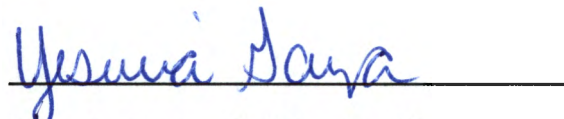
Larry second it.

MOTION CARRIED UNANIMOUSLY.

Meeting adjourned at 7:25PM.

APPROVED THIS 16<sup>th</sup> DAY OF December, 2019.

  
John Chisler, Civil Service Chairman

  
Yesenia Garza, Civil Service Director

35. (Seabrook Civil Service Rules and Regulations) A person may not take an entrance examination for a beginning position in the police department unless the person is at least how old?

- a. 19 years of age.
- b. 21 years of age.
- c. 17 years of age.
- d. 18 years of age.

36.

37.

38.

39.

40.

(Seabrook Civil Service Rules and Regulations) If a negative letter, memorandum, document, or other notation of negative impact is included in a Police Officer's personnel file, the Director shall, within 30 days, notify the affected individual. The Police Officer may, on or before the \_\_\_\_\_ day after the date of receipt of the notification, file a written response to the negative letter, memorandum, document, or other notation.

- a. 15th
- b. 7th
- c. 21st
- d. 10th

41.

(Seabrook Civil Service Rules and Regulations) Police Officers are entitled to earn a minimum of \_\_\_\_\_ working days' vacation leave with pay in each year.

- a. 20
- b. 15
- c. 10
- d. 30



CITY OF SEABROOK  
PROMOTIONAL EXAMINATION  
APPEAL OF EXAMINATION QUESTION



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Promotional Examination was held on 02-15-2019.

This form represents my formal written appeal to the question I have indicated below along with the reason for appealing the examination question. I understand that under Section 143.134 of the City of Seabrook Civil Service Rules and Regulations, I may file this written appeal through the Director for the Civil Service Commission to review.

\*(The Civil Service Commission will be provided the appropriate documentation to review this appeal and a Civil Service Commission meeting will be scheduled. All candidates will be notified of any meetings with items involving this appeal.)

Examination Question Number 35

Reason for the Appeal:

Section 143.023 in Seabrook Civil Service Rules and Regulations does list the Age range as 18-44 however it goes on to list a requirement of being certified as a peace officer or certifiable at the time of appointment which would then make the age 21 or more appropriately 20 years old, turning 21 <sup>before</sup> ~~upon~~ appointment.

Fernando Rodriguez Jr.  
Candidate Printed Name

2-18-2019  
Date

[Signature]  
Candidate Signature

Date and Time Stamp:

16 FEB 18 2019

Received by: G. Sava



CITY OF SEABROOK  
PROMOTIONAL EXAMINATION  
APPEAL OF EXAMINATION QUESTION



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Examination Question Number 40

Reason for the Appeal:

I interpreted this question to be addressing an appeal of the negative document in the personnel file. The appeal time frame is stated as 10 days in the disciplinary actions section. This caused me to search my memory of that section of the material when trying to recall from memory.

Fernando Rodriguez Jr.  
Candidate Printed Name

02-18-2019  
Date

Fernando Rodriguez Jr.  
Candidate Signature

Date and Time Stamp:

16 FEB 19 10:11 AM

Received by: Lyndia



CITY OF SEABROOK  
PROMOTIONAL EXAMINATION  
APPEAL OF EXAMINATION QUESTION



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Examination Question Number 41

Reason for the Appeal:

The vacation hours earned at a minimum are 120 hrs per year.  
I recalled 120hrs and given the police <sup>officers</sup> ~~department~~ work 12 hour  
shifts, I calculated the minimum vacation days to be 10 days.  
15 days at 12hr shifts is considerably more hours. The question may be clearer  
presented as hours.

Fernando Rodriguez Jr.  
Candidate Printed Name

02-18-2019  
Date

Fernando Rodriguez Jr.  
Candidate Signature

Date and Time Stamp:

Received by:

Y. Serna

[illegible]

THE [REDACTED] MAY BE FOR A [REDACTED] PERIOD [REDACTED]

(S) [REDACTED] b6  
[REDACTED]  
[REDACTED] without pay for a period not to  
exceed 90 days.  
[REDACTED] shall have no right or privilege to  
promote.

[REDACTED]

[REDACTED] b6

[REDACTED]

[REDACTED] OF TWO COUNCIL MEMBERS

- 9



CITY OF SEABROOK  
PROMOTIONAL EXAMINATION  
APPEAL OF EXAMINATION QUESTION



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Examination Question Number 45

Reason for the Appeal:

Sec. 36.02 of Texas Penal Code states the punishment for Bribery as 2<sup>nd</sup> degree felony. For this reason is chose the highest punishment option given. The Class A misd. punishment in the same chapter is for ~~mis~~ coercion, improper influence, etc.

Fernando Rodriguez Jr.  
Candidate Printed Name

02-18-2019  
Date

[Signature]  
Candidate Signature

Date and Time Stamp:

Received by: y. daya

50. [REDACTED] on Police, Immigration, and Records, [REDACTED] to the Use of Force policy.  
[REDACTED] under which [REDACTED] [REDACTED]

51. (Seabrook Police Department Policy and Procedures) An allegation of sexual harassment that involves the Chief of Police should be reported to which of the following?

- a. Director of Human Resources  
b. Mayor  
c. City Manager  
d. All of the above are correct.

52. [REDACTED]  
[REDACTED]  
[REDACTED] voluntary compliance with the [REDACTED] procedures, orders,

53. [REDACTED] Police Department, Baltimore, Maryland, advised that [REDACTED]  
[REDACTED] complaint is classified as [REDACTED] [REDACTED] [REDACTED] [REDACTED]  
[REDACTED] [REDACTED] [REDACTED] [REDACTED]

54. (Seabrook Police Department Policy and Procedures) Any Seabrook Police Department supervisor has the authority to impose emergency relief from duty for an employee when it appears that such action is in the best interest of the Department and/or the employee. How long can the supervisor impose "emergency relief"?

- a. For twenty-four hours.  
b. For one shift.  
c. For six hours maximum.  
d. Until the next business day.

55. (b) [REDACTED] 55

56. [REDACTED] per guidelines under Section 2-206(b) [REDACTED] Sam and [REDACTED] a [REDACTED] [REDACTED] search of the premises if consent has been given [REDACTED] the following [REDACTED]

- \_\_\_\_\_'s sole consent.
- c. Both Sam and Joe's consent.



CITY OF SEABROOK  
PROMOTIONAL EXAMINATION  
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Examination Question Number 51

Reason for the Appeal:

The City policy states all perceived incidents must be reported  
to his or her Department Director, Human Resources Manager, or City manager.  
Furthermore it states under this policy the incident may be reported  
to HR directly without regard to chain of command. This creates a  
conflict in information from listed resources. There is more than 1 correct answer

Fernando Rodriguez Jr.  
Candidate Printed Name

02-18-2019  
Date

[Signature]  
Candidate Signature

Date and Time Stamp:

Received by:

Ysaya



CITY OF SEABROOK  
PROMOTIONAL EXAMINATION  
APPEAL OF EXAMINATION QUESTION



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Examination Question Number 54

Reason for the Appeal:

Due to the unconventional work hours of Police Officers; one shift is more appropriate than one business day if that is the intended action. Until the next business day means, to me, the next day the officer works. The nature of our profession could mean that is a day which is not a regular business day.

Fernando Rodriguez Jr.  
Candidate Printed Name

02-18-2019  
Date

[Signature]  
Candidate Signature

Date and Time Stamp:

Received by:

[Signature]

[REDACTED] b6  
[REDACTED] b7C  
[REDACTED] b6  
[REDACTED] b7C  
[REDACTED] b6  
[REDACTED] b7C  
[REDACTED] b6  
[REDACTED] b7C

Family Code Section 71.027(b)(1) [REDACTED]

[illegible]

(Texas Family Code) Section 91.002 [Reporting Family Violence by Witness Encouraged] A person who witnesses family violence is encouraged to report the family violence to a local law enforcement agency. If the violence is not reported the witness can be \_\_\_\_\_.

- b. Charged with failure to report a crime.

(Texas Family Code) Section 51.02 [Definitions] defines child as “\_\_\_\_\_ years of age or older and under \_\_\_\_\_ years of age (assuming that no prior delinquency behavior exists).”

- a. 10; 18  
b. 9; 18

(b) (7)(C), Family Code Section 59.025 (Domestic Violence Restraining Order)  
[REDACTED] processing [REDACTED]  
[REDACTED] the processing office for longer than [REDACTED]  
[REDACTED]

[REDACTED] b6  
[REDACTED] d [REDACTED]



CITY OF SEABROOK  
PROMOTIONAL EXAMINATION  
APPEAL OF EXAMINATION QUESTION



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Promotional Examination was held on 02-15-2019.

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Examination Question Number 74

Reason for the Appeal:

Section 91.002 states the question as written. The addition of the  
2<sup>nd</sup> sentence, "If the violence is not reported the witness can be —."

This lead me to believe that an affirmative act of violence had been committed.

This is like a trick question. An act a reasonable person would describe as "violence."  
In my opinion, the word violence should be incident or event or something along those lines.

Fernando Rodriguez Jr.  
Candidate Printed Name

02-18-2019  
Date

[Signature]  
Candidate Signature

Date and Time Stamp:

Received by:

[Signature]



CITY OF SEABROOK  
PROMOTIONAL EXAMINATION  
APPEAL OF EXAMINATION QUESTION



The following appeal is for the Promotional Examination for the position of Sergeant.

Promotional Examination was held on 02-15-2018.

This form represents my formal written appeal to the question I have indicated below along with the reason for appealing the examination question. I understand that under Section 143.134 of the City of Seabrook Civil Service Rules and Regulations, I may file this written appeal through the Director for the Civil Service Commission to review.

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Examination Question Number 75

Reason for the Appeal:

Section 51.02 definitions defines the question as stated without the qualifying information in quotations. The question would be correct without it. The addition of the information in quotations is only provided in Sec. 51.02 to modify the ages to the answer I chose. The presentation of the question was confusing.

Fernando Rodriguez Jr.  
Candidate Printed Name

02-18-2019  
Date

[Signature]  
Candidate Signature

Date and Time Stamp:

Received by:

[Signature]

100. The Texas Penal Code, Section 12.23. An individual found guilty of a Class C misdemeanor shall be punished by a fine not to exceed:

- a. \$ 250
- b. \$ 2,000

- c. \$750
- d. \$ 500



CITY OF SEABROOK  
PROMOTIONAL EXAMINATION  
APPEAL OF EXAMINATION QUESTION



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This form represents my formal written appeal to the question I have indicated below along with the reason for appealing the examination question. I understand that under Section 143.134 of the City of Seabrook Civil Service Rules and Regulations, I may file this written appeal through the Director for the Civil Service Commission to review.

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Examination Question Number 100

Reason for the Appeal:

The fines presented in our city jail are in excess of \$500.00 for several of our Class C violations. I worked up to and on the day of the test and answered this question based on daily practices.

This question would be answered incorrectly if I was informing a prisoner of their fine without a detailed explanation. The classification of misdemeanors increases so it would not be unreasonable to consider if the punishment amounts increased as well.

Fernando Rodriguez Jr.  
Candidate Printed Name

02-18-2019  
Date

[Signature]  
Candidate Signature

Date and Time Stamp:

Received by: [Signature]

- b. [REDACTED] will [REDACTED] judgment [REDACTED]

- [illegible]

- [REDACTED]
- [REDACTED] b6 [REDACTED] b7C [REDACTED]
- [REDACTED]

- 4-11-68

\_\_\_\_\_ radius of interaction reports the \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

- a. Power  
b. Self-complacent  
c. Character  
d. Relationships



CITY OF SEABROOK  
PROMOTIONAL EXAMINATION  
APPEAL OF EXAMINATION QUESTION



The following appeal is for the Promotional Examination for the position of Sergeant.

Promotional Examination was held on 02-15-2019.

This form represents my formal written appeal to the question I have indicated below along with the reason for appealing the examination question. I understand that under Section 143.134 of the City of Seabrook Civil Service Rules and Regulations, I may file this written appeal through the Director for the Civil Service Commission to review.

\*(The Civil Service Commission will be provided the appropriate documentation to review this appeal and a Civil Service Commission meeting will be scheduled. All candidates will be notified of any meetings with items involving this appeal.)

Examination Question Number 17

Reason for the Appeal:

My understanding of the text leads me to believe <sup>Relationships</sup> ~~that~~ is the foundation of Win/Win when viewed as a paradigm. Every action and thought taken to achieve win/win is done with the relationship in mind. If I focused on Character and sacrificed the relationship for my ideal of what a "win" means to me. That is more of a win/lose. If the presentation of this text was to foster a system of thought in new supervisors. I hope the subjective interpretation would be considered instead of simply recalling the sentence which begins the last chapter on pg. 227. I truly believe in what this text discusses and hope to apply it. I read this question in a big picture view.

Candidate Printed Name  
Fernando Rodriguez Jr.

02-18-2019  
Date

[Signature]  
Candidate Signature

Date and Time Stamp:

Received by:

Y. Sava