



**SEABROOK CIVIL SERVICE COMMISSION
NOTICE OF MEETING
MONDAY, APRIL 13, 2026 - 5:45 PM**

For city information visit www.seabrooktx.gov
For agendas visit www.seabrooktx.gov/agendas

NOTICE IS HEREBY GIVEN THAT THE SEABROOK Civil Service Commission WILL HOLD A MEETING ON **Monday, April 13, 2026 AT 5:45 PM AT CITY HALL, 1700 1ST STREET, SEABROOK, TEXAS**, TO DISCUSS, CONSIDER, AND IF APPROPRIATE, TAKE ACTION WITH RESPECT TO THE ITEMS LISTED BELOW.

ALTHOUGH THIS IS NOT AN OFFICIAL COUNCIL MEETING, A QUORUM OF COUNCIL MEMBERS MAY BE PRESENT.

1. PUBLIC COMMENTS AND ANNOUNCEMENTS

At this time we would like to listen to any member of the audience on any subject matter, whether or not that item is on the agenda. All comments are limited to a maximum of four minutes for each speaker, shall be limited to City business or City-related business or matters of general public interest, and shall not include any personal attacks or abusive language.

All public remarks shall be addressed to the Chair. Comments shall not be directed toward individual Board members, City staff, or other members of the public.

In accordance with the Texas Open Meetings Act, members may not discuss or take action on any item that has not been posted on the agenda. When your name is called, please come to the podium and state your name and address clearly into the microphone before making your comments. Thank you.

REGISTER ONLINE TO SPEAK IN PERSON DURING PUBLIC COMMENTS:
www.seabrooktx.gov/publiccomment

2. NEW BUSINESS

2.1 Consider and take, if appropriate, action on an appeal by Kimberly Boniface, Derrick Christensen, and Rebecca Ojeda to challenge certain question(s) on the promotional examination for the rank of Sergeant administered on March 07, 2026.

3. ROUTINE BUSINESS

3.1 Approve the December 18, 2025 Civil Service Commission Meeting minutes.

4. ADJOURN

THE CIVIL SERVICE COMMISSION RESERVES THE RIGHT TO HEAR ANY OF THE ABOVE DESCRIBED AGENDA ITEMS THAT QUALIFY FOR AN EXECUTIVE SESSION IN AN EXECUTIVE SESSION BY PUBLICLY ANNOUNCING THE APPLICABLE SECTION NUMBER OF THE OPEN MEETINGS ACT, (CHAPTER 551 OF THE TEXAS GOVERNMENT CODE) THAT JUSTIFIES EXECUTIVE SESSION TREATMENT.

THIS FACILITY IS WHEELCHAIR ACCESSIBLE AND ACCESSIBLE PARKING SPACES ARE AVAILABLE. REQUESTS FOR OTHER ACCOMMODATIONS OR INTERPRETIVE SERVICES, MUST BE MADE, 48 HOURS PRIOR TO THIS MEETING. PLEASE CONTACT THE HUMAN RESOURCES OFFICE AT (281) 291-5680 OR HR@SEABROOKTX.GOV FOR FURTHER INFORMATION.

I certify that this notice was posted on the bulletin board on or before Wednesday, April 01, 2026 no later than 5:00 p.m. and that this notice will remain posted until the meeting has ended.

Crissy Naranjo, PSHRA-SCP, SHRM-CP,
Human Resources/Civil Service Director



Agenda Briefing

Date of Meeting: April 13, 2026

Responsible Department: Human Resources

Presenter:

Briefing Prepared By:

Strategic Focus Area:

General Information:

Consider and take, if appropriate, action on an appeal by Kimberly Boniface, Derrick Christensen, and Rebecca Ojeda to challenge certain question(s) on the promotional examination for the rank of Sergeant administered on March 07, 2026.

Executive Summary / Background:

Funding / Fiscal Information:

Supporting Materials Attached:

1. K. Boniface 3.13.2026
2. D. Christensen 3.10.2026
3. R. Ojeda 3.11.2026
4. URE Consulting Group's Response- Sergeant Appeal- March 27, 2026

Prior Action / Review by Council, Boards, Commissions:

Staff Recommendation:



**CITY OF SEABROOK
PROMOTIONAL EXAMINATION
APPEAL OF EXAMINATION QUESTION**

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

Promotional Examination was held on 03/07/24.

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:

The podcast was not part of "All Chapters"
in Extreme Ownership. This question
was taken from the Appendix

Kim Bonifale

Candidate Printed Name

03/13/24

Date

[Signature]

Candidate Signature

Date and Time Stamp:

Received by: [Signature]

10:34am 3/13/26



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 Nov 7th 2021.

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 16-20

Reason for the Appeal:

Reading list stats "All Chapters" of Extreme Ownership
Question 16-20 are pulled from the Appendix portion
of the Book not a chapter as instructed

Derrick Christensen
Candidate Printed Name

3-10-26
Date

[Signature]
Candidate Signature

Date and Time Stamp:

Kiarra Bellow 3.10.2026
2:09 PM

Received by: _____



**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 Mar 7th 2026

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 92

Reason for the Appeal:

The Question states that it is a defense to prosecution
when which of the following occurs. The correct Answer "A"
is wrong. Answer "C" is A defense^{to prosecution} per Penal Code
Answer "A" is not a defense to prosecution.

Derrick Christensen
Candidate Printed Name

3-10-26
Date

[Signature]
Candidate Signature

Date and Time Stamp:

Kiarra Bellow 3.10.2026
2:09 PM

Received by: _____



**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 Mar 7th 2026.

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 39

Reason for the Appeal:

wrong policy listed on the test

Derrick Christensen
Candidate Printed Name

3-10-26
Date

[Signature]
Candidate Signature

Date and Time Stamp:

Kiarra Bellow 3.10.2026
Received by: 2:09 PM



**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 March May 7, 2026.

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 18

Reason for the Appeal:

listed as a podcast question- Podcasts were
listed in the Appendix and not a specified chapter
Reading material was marked to read All chapters

Rebecca Ojeda
Candidate Printed Name

3/11/2026
Date

ROjeda
Candidate Signature

Date and Time Stamp:

Received by: R. Bellow
10:42am 3/11/26



**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 3/07/2020.

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 41, 42, 45,

Reason for the Appeal:

Pages on posted Seabrook Police Department
manual do not match up with the page numbers
posted on the test.

Rebecca Ojeda
Candidate Printed Name

3/11/2020
Date

NAJED
Candidate Signature

Date and Time Stamp:

Received by: Below
10:42am 3/11/20



**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 March 7, 2024.

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 ~~70~~ 71

Reason for the Appeal:

In article 15.051 it prohibits polygraph for
specific sex acts. sec. 21.06 is not listed
as prohibited

Rebecca Ojeda
Candidate Printed Name

3/11/2024
Date

NAJEE
Candidate Signature

Date and Time Stamp:

Received by: K. Bellaw
10:42 am 3/11/24



**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 3/09/2020.

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 75

Reason for the Appeal:

answer is freely + voluntarily. Res gestae statements
may be used and they are not always voluntary but
therefore, are legal. Therefore, the answer
freely + legally should also be correct

Rebecca Oyeda
Candidate Printed Name

3/11/2020
Date

RA Oyeda
Candidate Signature

Date and Time Stamp:

Received by: KBellow
10:42am 3/11/20



**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 3/07/2024.

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 92

Reason for the Appeal:

Statute states it is a defense to prosecution if
the accused was within 3 years of the minor's
age

Rebecca Ojeda
Candidate Printed Name

3/11/2026
Date

RAyed
Candidate Signature

Date and Time Stamp:

Received by: ABellur
10:42am 3/11/26



March 27, 2026

Mrs. Crissy Naranjo
City of Seabrook
1700 1st Street
Seabrook, TX 77586

Dear Crissy,

Having received your request, the following is our response to the appealed questions from the March 7, 2026 Seabrook Police Department Sergeant Promotional Examination:

Question #16

Appellant: Derrick Christenson

(Extreme Ownership - Jocko Willink and Leif Babin) In Podcast 19, the following question was asked: "How do I get over feeling like an imposter as a new manager? I am a brand-new leader and I don't know very much. I feel like I'm about to get found out. How can I be an effective leader of my team?"

Jocko Willink responded with the following: "What you need to do is go in and _____."

- a. display autocratic leadership traits c. follow another leader
- b. display laissez-faire leadership traits d. ask good questions

Examination Answer Key: D

Appellant desired answer:

Answer Source: *Extreme Ownership - Jocko Willink and Leif Babin*

Appellant Issue: Reading list states "All Chapters" of Extreme Ownership. Questions 16-20 are pulled from the appendix---- not a chapter as instructed.

Consultant Response: We respectfully disagree with the appellant. The appendix is appropriate for the reading list as it contains and supports topics covered in the previous chapters. We believe the question to be appropriate and valid testable material.

Consultant Recommendation: The question is valid and requires no action.

Question #17**Appellants:** Derrick Christenson and Kim Boniface

(Extreme Ownership - Jocko Willink and Leif Babin) In Podcast 34, the following question/statement was asked: "Is there a way to practice the hard conversations? I'm not known for my delicate finesse."

Leif Babin responded with the following: "Yes, there absolutely is. That way is _____."

- | | |
|--------------------|---|
| a. rehearsals | c. forward contemplation of required thoughts |
| b. reward thinking | d. to utilize the autocratic philosophy based on segmentation |

Examination Answer Key: A**Appellant desired answer:****Answer Source:** *Extreme Ownership - Jocko Willink and Leif Babin***Appellants Issue:**

Derrek Christenson: Reading list states "All Chapters" of Extreme Ownership. Questions 16-20 are pulled from the appendix---- not a chapter as instructed.

Kim Boniface: The podcast was not part of "All Chapters" in Extreme Ownership. This question was taken from the appendix.

Consultant Response: We respectfully disagree with the appellants. The appendix is appropriate for the reading list as it contains and supports topics covered in the previous chapters. We believe the question to be appropriate and valid testable material.

Consultant Recommendation: The question is valid and requires no action.

Question #18**Appellants:** Derrick Christenson and Rebecca Ojeda

(Extreme Ownership - Jocko Willink and Leif Babin) In Podcast 47, the following question was asked: "What advice do you have for people who have weak, poor, or otherwise ineffective leaders? How do you manipulate that situation?"

Jocko Willink responded with the following: "When you are in a situation like this, when you have somebody that's a weak or ineffective leader, the answer is straightforward: what you do is _____."

- | | |
|--|---------------------------------------|
| a. document their inadequacies | c. disregard their orders as unlawful |
| b. drop back and wait for a new leader | d. lead |

Examination Answer Key: D**Appellant desired answer:****Answer Source:** *Extreme Ownership - Jocko Willink and Leif Babin*

Appellants Issue:

Derrick Christenson: Reading list states “All Chapters” of Extreme Ownership. Questions 16-20 are pulled from the appendix---- not a chapter as instructed.

Rebecca Ojeda: listed as a podcast question- Podcasts were listed in the appendix and not a specified chapter. Reading material was marked to read all chapters.

Consultant Response: We respectfully disagree with the appellants. The appendix is appropriate for the reading list as it contains and supports topics covered in the previous chapters. We believe the question to be appropriate and valid testable material.

Consultant Recommendation: The question is valid and requires no action.

Question #19

Appellant: Derrick Christenson

(Extreme Ownership - Jocko Willink and Leif Babin) In Podcast 32, the following question was asked: “Does micromanaging ever work?”

Jocko Willink responded with the following: “Well, and this might surprise some people: yes. And more important, sometimes you _____ micromanage. But then, once you’ve got them up to speed, you need to _____ micromanaging.”

- | | |
|---|-----------------------------|
| a. will never; continue to with negative programmed | c. have to; continue |
| b. have to; stop | d. might; periodically keep |

Examination Answer Key: B

Appellant desired answer:

Answer Source: *Extreme Ownership - Jocko Willink and Leif Babin*

Appellant Issue: Reading list states “All Chapters” of Extreme Ownership. Questions 16-20 are pulled from the appendix---- not a chapter as instructed.

Consultant Response: We respectfully disagree with the appellant. The appendix is appropriate for the reading list as it contains and supports topics covered in the previous chapters. We believe the question to be appropriate and valid testable material.

Consultant Recommendation: The question is valid and requires no action.

Question #20

Appellant: Derrick Christenson

(Extreme Ownership - Jocko Willink and Leif Babin) In Podcast 12, the following question was asked: “Regarding mistakes, what are some of your own and some you’ve seen made by leaders you looked up to? How does a leader recover? Can a leader ever fully regain trust?”

Jocko Willink responded with the following: “If you make a mistake, _____.”

- a. mitigate it's seriousness
- b. formulate a qualitative response
- c. plan your defense
- d. own it

Examination Answer Key: D

Appellant desired answer:

Answer Source: *Extreme Ownership - Jocko Willink and Leif Babin*

Appellant Issue: Reading list states "All Chapters" of Extreme Ownership. Questions 16-20 are pulled from the appendix---- not a chapter as instructed.

Consultant Response: We respectfully disagree with the appellant. The appendix is appropriate for the reading list as it contains and supports topics covered in the previous chapters. We believe the question to be appropriate and valid testable material.

Consultant Recommendation: The question is valid and requires no action.

Question #39

Appellant: Derrick Christenson

(Seabrook Police Department Policy Manual Current Edition - Policy 313.3.2, Page 126) A member shall notify APS (Adult Protective Services) _____ when the member has reasonable cause to believe that a person was the victim of abuse or neglect as a child, and the disclosure of that information is necessary to protect the health or safety of an elderly person or person with a disability (Tex. Fam. Code § 261.101).

- a. Within 24 hours
- b. Within 48 hours
- c. Within 72 hours
- d. immediately

Examination Answer Key: B

Appellant desired answer:

Answer Source: *Seabrook Police Department Policy Manual Current Edition - Policy 313.3.2, Page 126*

Appellant Issue: Wrong policy listed on the test

Consultant Response: We respectfully disagree with the appellant. The question was developed from the Seabrook Police Department Policy Manual. The question stem is provided as a courtesy for post examination review and should not be considered part of the question. We believe the question to be appropriate and valid testable material.

Consultant Recommendation: The question is valid and requires no action.

Question #41

Appellant: Rebecca Ojeda

(Seabrook Police Department Policy Manual Current Edition - Policy 401.5, Page 235)
Supervisors should periodically review Mobile Audio/Video (MAV) recordings, body worn camera (BWC) media, Mobile Data Terminal (MDT) data, and any other available resource used

to document contact between officers and the public to ensure compliance with this policy (Tex. Code of Crim. Pro. art. 2B.0151). At least every six months, supervisory reviews shall include at least _____ random BWC and/or MAV videos for each officer.

- a. four
- b. three
- c. two
- d. five

Examination Answer Key: B

Appellant desired answer:

Answer Source: *Seabrook Police Department Policy Manual Current Edition - Policy 401.5, Page 235*

Appellant Issue: Wrong policy listed on the test

Consultant Response: We respectfully disagree with the appellant. The question was developed from the Seabrook Police Department Policy Manual. The question stem is provided as a courtesy for post examination review and should not be considered part of the question.

Consultant Recommendation: The question is valid and requires no action.

Question #42

Appellant: Rebecca Ojeda

(*Seabrook Police Department Policy Manual Current Edition - Policy 420.5 Page 300*) A supervisor is to conduct documented reviews of their subordinate's MAV media at least _____ to evaluate the member's performance, verify compliance with department procedures, and determine the need for additional training.

- a. monthly
- b. quarterly
- c. biannually
- d. annually

Examination Answer Key: D

Appellant desired answer:

Answer Source: *Seabrook Police Department Policy Manual Current Edition - Policy 420.5, Page 300*

Appellant Issue: Wrong policy listed on the test

Consultant Response: We respectfully disagree with the appellant. The question was developed from the Seabrook Police Department Policy Manual. The question stem is provided as a courtesy for post examination review and should not be considered part of the question.

Consultant Recommendation: The question is valid and requires no action.

Question #45**Appellant:** Rebecca Ojeda

(Seabrook Police Department Policy Manual Current Edition - Policy 1024.3.3, Page 565)

Uniformed employees shall wear a black mourning band across the uniform badge whenever a law enforcement officer is killed in the line of duty. For an officer who is killed in the line of duty from the Seabrook Police Department, the mourning band will be worn from the time of death until midnight on the _____ day after the death.

- a. 7th
- b. 10th
- c. 14th
- d. 21st

Examination Answer Key: C**Appellant desired answer:**

Answer Source: Seabrook Police Department Policy Manual Current Edition - Policy 420.5, Page 300

Appellant Issue: Wrong policy listed on the test

Consultant Response: We respectfully disagree with the appellant. The question was developed from the Seabrook Police Department Policy Manual. The question stem is provided as a courtesy for post examination review and should not be considered part of the question.

Consultant Recommendation: The question is valid and requires no action.

Question #71**Appellant:** Rebecca Ojeda

According to Texas Code of Criminal Procedure, Article 15.051 [Polygraph of Complaint Prohibited] states that a peace officer or an attorney representing the state may not require a polygraph examination of a person who charges or seeks to charge in a complaint the commission of which of the following Penal Code offenses?

- a. Section 21.08 [Indecent Exposure]
- b. Section 21.11 [Indecency with a Child]
- c. Section 25.01 [Bigamy]
- d. Section 21.06 [Homosexual Conduct]

Examination Answer Key: B**Appellant desired answer:**

Answer Source: Texas Code of Criminal Procedure, Article 15.051 [Polygraph of Complaint Prohibited]

Appellant Issue: In article 15.051 it prohibits polygraph for specific sex acts. Sec. 21.06 is not listed as prohibited.

Consultant Response: We respectfully disagree with the appellant. The question asks which of the following answer choices may not require a polygraph examination of a person who seeks to charge in a complaint. Texas Code of Criminal Procedure specifically list penal codes 21.02,

21.11, 22.011, 22.021, or 25.02, penal code. Therefore the only correct answer choice is choice “b. Section 21.11 [Indecency with a Child].

Consultant Recommendation: The question is valid and requires no action.

Question #71

Appellant: Rebecca Ojeda

According to Texas Code of Criminal Procedure, Article 15.051 [Polygraph of Complaint Prohibited] states that a peace officer or an attorney representing the state may not require a polygraph examination of a person who charges or seeks to charge in a complaint the commission of which of the following Penal Code offenses?

- a. Section 21.08 [Indecent Exposure] c. Section 25.01 [Bigamy]
- b. Section 21.11 [Indecency with a Child] d. Section 21.06 [Homosexual Conduct]

Examination Answer Key: B

Appellant desired answer: D

Answer Source: Texas Code of Criminal Procedure, Article 15.051 [Polygraph of Complaint Prohibited]

Appellant Issue: In article 15.051 it prohibits polygraph for specific sex acts. Sec. 21.06 is not listed as prohibited.

Consultant Response: We respectfully disagree with the appellant. The question asks which of the following answer choices may not require a polygraph examination of a person who seeks to charge in a complaint. Texas Code of Criminal Procedure specifically lists penal codes 21.02, **21.11**, 22.011, 22.021, or 25.02, penal code. Therefore, the only correct answer choice is choice “b. Section 21.11 [Indecency with a Child].

Consultant Recommendation: The question is valid and requires no action.

Question #75

Appellant: Rebecca Ojeda

Texas Code of Criminal Procedure, Article 38.21 [Statement (of accused)] states that a statement of an accused may be used as evidence against him if it appears that the same was _____ and _____ made without compulsion or persuasion.

- | | |
|-----------------------|------------------------|
| a. freely; accurately | c. freely; legibly |
| b. freely; legally | d. freely; voluntarily |

Examination Answer Key: D

Appellant desired answer: B

Answer Source: Texas Code of Criminal Procedure, Article 38.21 [Statement (of accused)]

Appellant Issue: Answer is freely and voluntarily. Res Gestai statements may be used and they are not always voluntary but are legal. Therefore, the answer freely and legally should also be correct.

Consultant Response: We respectfully disagree with the appellant. Article 38.21 specifically states that “a statement of an accused may be used in evidence against him if it appears that the same was freely and voluntarily made without compulsion or persuasion, under the rules hereafter prescribed.” All statements must be voluntarily made or it is no longer valid. Therefore, the only correct answer is answer choice “d. freely; voluntarily”.

Consultant Recommendation: The question is valid and requires no action.

Question #92**Appellant:** Rebecca Ojeda and Derrick Christenson

The Texas Penal Code, Section 33.021 [Online solicitation of a minor], states that it is a defense to prosecution when which of the following occurs?

- a. The meeting did not occur.
- b. The meeting occurred at a different location than first arranged.
- c. The actor was not more than three years older than the minor and the minor consented to the conduct.
- d. None of the above are correct.

Examination Answer Key: A**Appellant desired answer:** C**Answer Source:** Texas Penal Code Section 33.021 [Online solicitation of a minor]**Appellants Issue:**

Rebecca Ojeda: Statue states it is a defense to prosecution if the accused was within 3 years of the minor's age.

Derrick Christenson: The question states that it is a defense to prosecution which of the following occurs. The correct answer "A" is wrong. Answer "C" is a defense to prosecution per penal code. Answer "A" is not a defense to prosecution.

Consultant Response: We agree with the appellants. Upon review we believe the answer key was inadvertently missed marked. The only correct answer choice is answer choice "c. The actor was not more than three years older than the minor and the minor consented to the conduct."

Consultant Recommendation: We recommend awarding a point to candidates that chose answer "C". Any other answer choice is to be considered wrong.

Please feel free to reach out with any questions or concerns.

Respectfully,

Troy Gonzales

Troy Gonzales
Ure Consulting Group



**MEETING MINUTES
DECEMBER 8, 2025**

**SEABROOK CIVIL SERVICE COMMISSION
MEETING**

Crissy Naranjo called the Seabrook Civil Service Commission to order at 5:00 p.m. in the Council Chambers in Seabrook City Hall. Present were Kylie Wilson, Ashley Gadd, Crissy Naranjo.

1. PUBLIC COMMENTS AND ANNOUNCEMENTS

2. NEW BUSINESS

- 2.1 Consider and, if appropriate, take action to approve the Eligibility List for Police Officer- Entry Level from both the written and physical exam conducted on December 6, 2025.**

Motion:	To Approve
Made By:	Member of Civil Service Gadd
Seconded By:	Chair of Civil Service Commission Wilson
Vote:	Passed unanimously by all present

3. ROUTINE BUSINESS

- 3.1 Approve the June 16, 2025 Civil Service Commission Meeting minutes.**

Motion:	To Approve
Made By:	Member of Civil Service Gadd
Seconded By:	Chair of Civil Service Commission Wilson
Vote:	unanimously by all present

4. ADJOURN

APPROVED: _____
Chair

DATE: _____

ATTEST: _____
Crissy Naranjo, PSHRA-SCP, SHRM-CP
Human Resources/Civil Service Director

Preliminary

ELIGIBILITY LIST

POLICE OFFICER -ENTRY LEVEL



WRITTEN EXAMINATION HELD : December 06, 2025
ELIGIBILITY LIST EXPIRES: December 06, 2026



RANK	LAST NAME	FIRST NAME	CERTIFIED? YES OR NO	RAW SCORE	MILITARY POINTS	PHYSICAL ABILITY	TOTAL SCORE
1	Montemayor	Ricardo	Certified	73		PASS	73
2	Means	Marc	Certified	71		PASS	71
3	Sistrunk	Ethan	Academy	94		PASS	94
4	Quinn	Michael	Academy	89		PASS	89
5	Vega	Jonathan	Academy	80		PASS	80
6	Smith	Keaton	Academy	77		PASS	77
7	Maya	Julissa	Academy	76		PASS	76
8	Thomas	Jazmine	Academy	72		PASS	72
9	Castaneda	Micah	NO	93		PASS	93
10	Vega	Zachary	NO	90		PASS	90
11	Mastrodomenico	Adam	NO	88		PASS	88
12	Munoz	Michael	NO	87		PASS	87
13	Weiner	Mitchell	NO	86		PASS	86
14	Harrison	Austin	NO	80	5	PASS	85
15	Guerrero	Andrew	NO	79	5	PASS	84
16	Simpson	Elijah	NO	78	5	PASS	83
17	Duplessy	David	NO	81		PASS	81
18	Carraway	Hannah	NO	78		PASS	78
19	Kiner	Jarrin	NO	76		PASS	76
20	Barrow	Christopher	NO	75		PASS	75
21	Sanchez	Magaly	NO	74		PASS	74
22	Trevino	Oscar	NO	73		PASS	73
23	Martinez	Leonel	NO	71		PASS	71
24	Orosco	Aaron	NO	71		PASS	71
25	Gillespie	Ethan	NO	70		PASS	70

Certificate

I certify that a copy of the PRELIMINARY Eligibility List for Police Officer - Entry Level was placed in the City Bulletin Boards on Saturday, December 06, 2025 on or before 5:00 p.m.

Crissy Naranjo

Crissy Naranjo, Civil Service Director