

Notice of Meeting of the Firefighters' and Police Officers' Civil Service Commission of the City of Georgetown, Texas April 15, 2026

The Georgetown Firefighters' and Police Officers' Civil Service Commission will meet on April 15, 2026 at 10:30 AM at Georgetown Public Safety Operations Training Complex, 3500 DB Wood Rd. Georgetown, TX 78628.

The City of Georgetown is committed to compliance with the Americans with Disabilities Act (ADA). If you require assistance in participating at a public meeting due to a disability, as defined under the ADA, reasonable assistance, adaptations, or accommodations will be provided upon request. Please contact the City Secretary's Office, at least three (3) days prior to the scheduled meeting date, at (512) 930-3652 or City Hall at 808 Martin Luther King Jr. Street, Georgetown, TX 78626 for additional information; TTY users route through Relay Texas at 711.

Public Wishing to Address an Advisory Board

On a subject that is posted on this agenda: Please fill out a speaker registration form which can be found on the table at the entrance to the meeting room. Clearly print your name and the letter of the item on which you wish to speak and present it to the Board Liaison prior to the start of the meeting. You will be called forward to speak when the Board considers that item. Only persons who have delivered the speaker form prior to the meeting being called to order may speak. Speakers will be allowed up to three minutes to speak. If you wish to speak for six minutes, it is permissible to use another requestor's granted time to speak. No more than six minutes for a speaker may be granted. The requestor granting time to another speaker must also submit a form and be present at the meeting.

On a subject not posted on the agenda: A request must be received by the Advisory Board or Commission Liaison prior to the day the agenda for this meeting is posted. Each speaker will be given three minutes to address the Board or Commission members. No action can be taken at this meeting.

Executive Session

In compliance with the Open Meetings Act, Chapter 551, Texas Government Code, Vernon's Codes, Annotated, the items listed below will be discussed in closed session and are subject to action in the regular session.

2.A Civil Service Executive Session 04.15.2026

Sec. 551.071: Consultation with Attorney

Advice from attorney about pending or contemplated litigation and other matters on which the attorney has a duty to advise the City Council, including agenda items.

- Fire Department Paramedic II Examination

Regular Session

3.A Meeting Minutes

Consideration and possible approval of minutes from February 27, 2026 -- Laura Maloy, Human Resources Director

3.B **Fire Department Paramedic II Examination**

Consideration and possible action regarding the Fire Department Paramedic II Examination -- Laura Maloy, Human Resources Director

3.C **Updates to Civil Service Commission**

Update to Commission related to Civil Service items by Civil Service Director -- Laura Maloy, Human Resources Director

Adjournment

Certificate of Posting

I, Robyn Densmore, City Secretary for the City of Georgetown, Texas, do hereby certify that this Notice of Meeting was posted at City Hall, 808 Martin Luther King Jr. Street, Georgetown, TX 78626, a place readily accessible to the general public as required by law, on the _____ day of _____, 2026, at _____, and remained so posted for at least three business days preceding the scheduled time of said meeting.

Robyn Densmore, City Secretary

City of Georgetown, Texas
Firefighters' and Police Officers' Civil Service Commission
April 15, 2026

SUBJECT:

Civil Service Executive Session 04.15.2026

SUGGESTED ACTION:

Sec. 551.071: Consultation with Attorney

Advice from attorney about pending or contemplated litigation and other matters on which the attorney has a duty to advise the City Council, including agenda items.

- Fire Department Paramedic II Examination

ITEM SUMMARY:

FINANCIAL IMPACT:

SUBMITTED BY:

Robyn Iverson, Human Resources and OD

ATTACHMENTS:

N/A

City of Georgetown, Texas
Firefighters' and Police Officers' Civil Service Commission
April 15, 2026

SUBJECT:
Meeting Minutes

SUGGESTED ACTION:
Consideration and possible approval of minutes from February 27, 2026 -- Laura Maloy, Human Resources Director

ITEM SUMMARY:
The Civil Service Commission will review the minutes created following the February 27, 2026, meeting.

FINANCIAL IMPACT:

SUBMITTED BY:
Robyn Iverson, Human Resources and OD

ATTACHMENTS:
[Meeting Minutes 02272026.pdf](#)

**Minutes of Meeting for the
Civil Service Commission
City of Georgetown
February 27, 2026, at 11:00 am**

The City of Georgetown Civil Service Commission met on February 27, 2026, at 11:00 am at the Georgetown Public Safety Operations Training Complex, 3500 DB Wood Rd Georgetown, TX 78628

In attendance were; Commissioners Gordon Pierce, Joe Pondrom, Wayne Nero, Skye Masson, Laura Maloy, Merrilee Paige, Robyn Iverson, Meghan Coffelt, John Sullivan, Jeff Davis, Dr. Ryan Ramsey, and multiple fire personnel

Call to Order at 11:07 a.m.

Regular Session

(This Regular session may, at any time, be recessed to convene an Executive Session for any purpose authorized by the Open Meetings Act, Texas Government Code 551.)

Executive Session

Call to Order at 11:08 a.m.

- A. Section 551.071: Consultation with Attorney
Advice from attorney about pending or contemplated litigation and other matters on which the attorney has a duty to advise the Commission, including agenda items.
-Paramedic II Written Examination Candidate Disqualification

Regular Session

Call to Order at 11:38 a.m.

- B. Consideration and possible approval of minutes from January 5, 2026 – Laura Maloy, Human Resources Director
 - a. Motion to approve by Commissioner Gordon Pierce, 2nd by Commissioner Joe Pondrom, passed 2-0
- C. Consideration and possible action to ratify the disqualification of a Paramedic II candidate for failing to follow testing instructions – Laura Maloy, Human Resources Director
 - a. Four fire personnel signed up to speak to this item, all four were provided with three minutes to address the Civil Service Commission and speak to the agenda item
 - b. Civil Service Commission recommended that HR tighten up verbal representation of the rules and plan to better handle electronic devices in future tests
 - c. Motion to not disqualify the Paramedic II candidate by Commissioner Joe Pondrom, 2nd by Commissioner Gordon Pierce, passed 2-0
- D. Consideration and possible action on submitted Paramedic II Written Promotional Examination appeal question 2 – Laura Maloy, Human Resources Director
 - a. Discussion on question 2 between the Fire Department and Civil service Commission

- b. Motion to sustain the answer key by Commissioner Joe Pondrom, 2nd by Commissioner Gordon Pierce, passed 2-0
- E. Consideration and possible action on submitted Paramedic II Written Promotional Examination appeal question 5 – Laura Maloy, Human Resources Director
 - a. Discussion on question 5 between the Fire Department and Civil service Commission
 - b. Motion to overrule the answer key and accept A & D by Commissioner Joe Pondrom, 2nd by Commissioner Gordon Pierce, passed 2-0
- F. Consideration and possible action on submitted Paramedic II Written Promotional Examination appeal question 7 – Laura Maloy, Human Resources Director
 - a. Discussion on question 7 between the Fire Department and Civil service Commission
 - b. Motion to eliminate the test question by Commissioner Joe Pondrom, 2nd by Commissioner Gordon Pierce, passed 2-0
 - c. Motion to amend and overrule the answer key accepting A, B, C, & D by commissioner Joe Pondrom, 2nd by Gordon Pierce, passed 2-0

Break Start: 12:41 p.m.

Break End: 12:56 p.m.

- G. Consideration and possible action on submitted Paramedic II Written Promotional Examination appeal question 11 – Laura Maloy, Human Resources Director
 - a. Discussion on question 11 between the Fire Department and Civil service Commission
 - b. Motion to sustain the answer key by Commissioner Gordon Pierce, 2nd by Commissioner Joe Pondrom, passed 2-0
- H. Consideration and possible action on submitted Paramedic II Written Promotional Examination appeal question 16 – Laura Maloy, Human Resources Director
 - a. Discussion on question 16 between the Fire Department and Civil service Commission
 - b. Motion to sustain the answer key by Commissioner Joe Pondrom, 2nd by Commissioner Gordon Pierce, passed 2-0
- I. Consideration and possible action on submitted Paramedic II Written Promotional Examination appeal question 25 – Laura Maloy, Human Resources Director
 - a. Discussion on question 25 between the Fire Department and Civil service Commission
 - b. Motion to sustain the answer key by Commissioner Joe Pondrom, 2nd by Commissioner Gordon Pierce, passed 2-0
- J. Consideration and possible action on submitted Paramedic II Written Promotional Examination appeal question 29 – Laura Maloy, Human Resources Director
 - a. Discussion on question 29 between the Fire Department and Civil service Commission
 - b. Motion to sustain the answer key by Commissioner Gordon Pierce, 2nd by Commissioner Joe Pondrom, passed 2-0
- K. Consideration and possible action on submitted Paramedic II Written Promotional Examination appeal question 30 – Laura Maloy, Human Resources Director
 - a. Discussion on question 30 between the Fire Department and Civil service Commission
 - b. Motion to sustain the answer key by Commissioner Joe Pondrom, 2nd by Commissioner Gordon Pierce, passed 2-0
- L. Consideration and possible action on submitted Paramedic II Written Promotional Examination appeal question 35 – Laura Maloy, Human Resources Director
 - a. Discussion on question 35 between the Fire Department and Civil service Commission

- b. Motion to sustain the answer key by Commissioner Gordon Pierce, 2nd by Commissioner Joe Pondrom, passed 2-0
- M. Consideration and possible action on submitted Paramedic II Written Promotional Examination appeal question 42 – Laura Maloy, Human Resources Director
 - a. Discussion on question 42 between the Fire Department and Civil service Commission
 - b. Motion to overrule the answer key accepting A, B, C, & D by Commissioner Joe Pondrom, 2nd by Commissioner Gordon Pierce, passed 2-0
- N. Consideration and possible action on submitted Paramedic II Written Promotional Examination appeal question 47 – Laura Maloy, Human Resources Director
 - a. Discussion on question 47 between the Fire Department and Civil service Commission
 - b. Motion to overrule the answer key accepting C & D by Commissioner Joe Pondrom, 2nd by Commissioner Gordon Pierce, passed 2-0
- O. Consideration and possible action on submitted Paramedic II Written Promotional Examination appeal question 52 – Laura Maloy, Human Resources Director
 - a. Discussion on question 52 between the Fire Department and Civil service Commission
 - b. Motion to sustain the answer key by Commissioner Joe Pondrom, 2nd by Commissioner Gordon Pierce, passed 2-0
- P. Consideration and possible action on submitted Paramedic II Written Promotional Examination appeal question 54 – Laura Maloy, Human Resources Director
 - a. Discussion on question 54 between the Fire Department and Civil service Commission
 - b. Motion to sustain the answer key by Commissioner Joe Pondrom, 2nd by Commissioner Gordon, passed 2-0
- Q. Consideration and possible action on submitted Paramedic II Written Promotional Examination appeal question 62 – Laura Maloy, Human Resources Director
 - a. Discussion on question 62 between the Fire Department and Civil service Commission
 - b. Motion to sustain the answer key by Commissioner Joe Pondrom, 2nd by Commissioner Gordon, passed 2-0
- R. Consideration and possible action on submitted Paramedic II Written Promotional Examination appeal question 64 – Laura Maloy, Human Resources Director
 - a. Discussion on question 64 between the Fire Department and Civil service Commission
 - b. Motion to sustain the answer key by Commissioner Gordon Pierce, 2nd by Commissioner Joe Pondrom, passed 2-0
- S. Consideration and possible action on submitted Paramedic II Written Promotional Examination appeal question 71 – Laura Maloy, Human Resources Director
 - a. Discussion on question 71 between the Fire Department and Civil service Commission
 - b. Motion to eliminate the test question by Commissioner Joe Pondrom, 2nd by Gordon Pierce, passed 2-0
- T. Consideration and possible action on submitted Paramedic II Written Promotional Examination appeal question 75 – Laura Maloy, Human Resources Director
 - a. Discussion on question 75 between the Fire Department and Civil service Commission
 - b. Motion to overrule the answer key accepting A & B by Joe Pondrom, 2nd by Commissioner Gordon Pierce, passed 2-0

- U. Consideration and possible action on submitted Paramedic II Written Promotional Examination appeal question 80 – Laura Maloy, Human Resources Director
 - a. Discussion on question 80 between the Fire Department and Civil service Commission
 - b. Motion to sustain the answer key by Commissioner Joe Pondrom, 2nd by Commissioner Gordon Pierce, passed 2-0
- V. Consideration and possible action on submitted Paramedic II Written Promotional Examination appeal question 81 – Laura Maloy, Human Resources Director
 - a. Discussion on question 81 between the Fire Department and Civil service Commission
 - b. Motion to sustain the answer key by Commissioner Gordon Pierce, 2nd by Commissioner Joe Pondrom, passed 2-0
- W. Consideration and possible action on submitted Paramedic II Written Promotional Examination appeal question 86 – Laura Maloy, Human Resources Director
 - a. Discussion on question 86 between the Fire Department and Civil service Commission
 - b. Motion to sustain the answer key by Commissioner Joe Pondrom, 2nd by Commissioner Gordon Pierce, passed 2-0
- X. Update to Commission related to Civil Service items by Deputy Civil Service Director – Laura Maloy, Human Resources Director
 - a. Discussion on the Fire Department promotional process
 - i. Results from appeals posted at City Hall after reranking order of eligibility list on the evening of 2/27/2026
 - ii. Assessment Center will take place March 10-13
 - iii. 4 Paramedic II vacancies
 - b. Discussion on 3rd Civil Service Commission
 - c. Discussion on the Police Department Physical Appeal
 - d. Discussion on the Fire Department Meet & Confer process

Adjournment at 3:04 p.m.

Approved:

Attest:

Gordon Pierce, Chair

Laura Maloy, Civil Service Director

City of Georgetown, Texas
Firefighters' and Police Officers' Civil Service Commission
April 15, 2026

SUBJECT:

Fire Department Paramedic II Examination

SUGGESTED ACTION:

Consideration and possible action regarding the Fire Department Paramedic II Examination -- Laura Maloy, Human Resources Director

ITEM SUMMARY:

The Civil Service promotional process for the rank of Paramedic II started Wednesday, February 11, 2026. The Assessment Center began March 9, 2026, and concluded March 13, 2026.

On March 26, 2026, Chief Sullivan submitted an Administrative Memorandum to the Civil Service Director, Laura Maloy, detailing an irregularity during the Assessment Center during one module on March 12, 2026.

Chief Sullivan requested the Civil Service Director, with her concurrence, bring this matter before the Commission for a determination as to how to address irregularities that impact the competitive nature of the process.

Both the Civil Service Director and Chief Sullivan recommend the Civil Service Commission dissolve the current Paramedic II promotional process in its entirety and allow the City to readminister a promotional process.

FINANCIAL IMPACT:

SUBMITTED BY:

Robyn Iverson, Human Resources and OD

ATTACHMENTS:

[GFD Administrative Memorandum.pdf](#)



Administrative Memorandum

Georgetown Fire Department

To: Laura Maloy, Civil Service Director
From: John Sullivan, Fire Chief
GFDAM #: 260326-01
Date: 3/26/2026
Re: Paramedic II Assessment Center Concerns

Please accept this memorandum as official correspondence regarding my concerns with the current Paramedic II Promotional process.

Yesterday afternoon, I was briefed on an irregularity/issue that occurred during one (1) of the four (4) performance exercises in the Paramedic II Promotional Assessment process. The following is a synopsis of the irregularity/issue that was communicated to us by the testing company, ESCI:

An assessor had inadvertently left a copy of the procedure protocol on the table in the room. As a result, the candidate had access to the protocol during the preparation period. Because the candidate was not monitored during this time, it is unknown whether the protocol was reviewed. During the training presentation, assessors observed that the candidate looked in the direction of the protocol; however, the candidate did not pick up or physically reference the document during the training. The candidate did nothing wrong throughout the process; the document was inadvertently left on the table and the candidate would have had no knowledge that they were not to reference it during the preparation time.

I am deeply troubled by this finding because this candidate may have, unknowingly, had an unfair advantage. As such, this compromises the credibility of the candidate's score and/or ranking on the certified promotional list. I have asked that the candidate's name not be shared with me or other decision makers so that we have an ability to remain neutral and formalize a remedy that restores trust and integrity in the promotional process.

It is important to note that this is the second irregularity in the Paramedic II Promotional process. Several weeks ago, promotional candidates vocalized concerns regarding the first irregularity that occurred during the written examination. The concerns were focused on electronic device access and possible use.

This second irregularity occurred during the assessment process and further erodes the credibility and trust in the promotional candidate rankings. Due to the fact that this is the second irregularity, I am unable to pledge my confidence and ability to promote candidates from a list that is certified under the current process. It is my recommendation to bring these issues before the Commission to take action to continue or dissolve and readminister the current promotional process.

City of Georgetown, Texas
Firefighters' and Police Officers' Civil Service Commission
April 15, 2026

SUBJECT:

Updates to Civil Service Commission

SUGGESTED ACTION:

Update to Commission related to Civil Service items by Civil Service Director -- Laura Maloy, Human Resources Director

ITEM SUMMARY:

The Civil Service Director will provide updates to the Civil Service Commission related to Civil Service pending items, and any new items following the last Civil Service Commission meeting on February 27, 2026.

FINANCIAL IMPACT:

SUBMITTED BY:

Robyn Iverson, Human Resources and OD

ATTACHMENTS:

N/A