NOTICE OF MEETING TO BE HELD BY
THE MCALLEN CIVIL SERVICE COMMISSION

DATE: March 4, 2026
TIME: 8:30 o'clock a.m.
PLACE: McAllen City Hall
City Commission Chambers
1300 Houston Avenue
McAllen, Texas 78501

At any time during the course of this meeting, the Civil Service Commission may retire to Executive Session under Texas Government Code 551.071(2) to confer with its legal counsel on any subject matter on this agenda in which the duty of the attorney to the Civil Service Commission under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with Chapter 551 of the Texas Government Code. Further, at any time during the course of this meeting, the Civil Service Commission may retire to Executive Session to deliberate on any subject slated for discussion at this meeting, as may be permitted under one or more of the exceptions to the Open Meetings Act set forth in Title 5, Subtitle A, Chapter 551, Subchapter D of the Texas Government Code.

AGENDA

SUBJECT MATTER:

1. Call Meeting to Order, Establish a Quorum, and Certification of Public Notice.
2. Approval of Minutes for Meeting of January 15, 2026.
3. Certification of the Fire Deputy Chief Promotional Examination List for examination held on February 5, 2026.
4. Certification of the Fire Lieutenant Promotional Examination List for examination held on February 18, 2026.
5. Certification of the Fire Captain Promotional Examination List for examination held on February 18, 2026.
6. Certification of the Fire Driver Promotional Examination List for examination held on February 19, 2026.
7. Discussion and Consideration to Amend Section 2.05 of the City of McAllen Civil Service Commission Rules and Regulations to Allow the Civil Service Director to update promotional resources with collaboration from the respective Department Head.
8. Consideration and possible action on request by the McAllen Fire Chief for the appointment of a physician to conduct a fitness for duty examination of Firefighter Jeremy Jensen pursuant to Texas Local Government Code, Section 143.081(c).
9. Discussion and Consideration on whether to Place Requested Items on Future Agendas.

ADJOURNMENT

CERTIFICATION
I, the undersigned authority, do hereby certify that the above Notice of Meeting and Agenda for the *McAllen Civil Service Commission* is a true and correct copy and that I posted a true and correct copy of said notice of meeting and agenda for the McAllen Civil Service Commission on February 26, 2026 on the bulletin board in the municipal building, a place readily accessible to the general public at all times for at least three business days before the scheduled date of the meeting, in accordance with Chapter 551 of the Texas Government Code.

Christina Flores

Christina Flores, Director of Human Resources/Civil Service Director

MINUTES OF CIVIL SERVICE COMMISSION MEETING

The McAllen Civil Service Commission convened in a Meeting on Wednesday, March 4, 2026, set for 8:30 am. at the City Commission Room on the Third Floor of McAllen City Hall, 1300 Houston Avenue, McAllen, Texas, with the following present:

Commission:

Kevin Pagan	Chairman, Civil Service Commission
Ruben Garza	Commissioner

Others Present:

Christina Flores	Director of Human Resources/Civil Service Director
Alan Ozuna	Special Counsel
Juan Gloria	Fire Chief

1. CALL MEETING TO ORDER

Chairman Kevin Pagan called the meeting to order at 8:31am, Commissioner Ruben Garza was present, and thus a quorum was present.

2. APPROVAL OF MINUTES FOR MEETING OF JANUARY 15, 2026.

Commissioner Ruben Garza moved to approve the minutes. The motion was seconded by Chairman Kevin Pagan.

3. CERTIFICATION OF FIRE DEPUTY CHIEF PROMOTIONAL EXAM HELD ON FEBRUARY 5, 2026.

Commissioner Ruben Garza made a motion to approve and Chairman Kevin Pagan seconded the motion.

4. CERTIFICATION OF FIRE LIEUTENANT PROMOTIONAL EXAMINATION LIST HELD ON FEBRUARY 18, 2026.

Commissioner Ruben Garza made a motion to approve and Chairman Kevin Pagan seconded the motion.

5. CERTIFICATION OF FIRE CAPTAIN PROMOTIONAL EXAM HELD ON FEBRUARY 18, 2026.

Commissioner Ruben Garza made a motion to approve and Chairman Kevin Pagan seconded the motion.

6. **CERTIFICATION OF FIRE DRIVER PROMOTIONAL EXAM HELD ON FEBRUARY 19, 2026.**

   Commissioner Ruben Garza made a motion to approve and Chairman Kevin Pagan seconded the motion.

7. **DISCUSSION AND CONSIDERATION TO AMEND SECTION 2.05 OF THE CITY OF MCALLEN CIVIL SERVICE COMMISSION RULES AND REGULATIONS TO ALLOW THE CIVIL SERVICE DIRECTOR TO UPDATE PROMOTIONAL RESOURCES WITH COLLABORATION FROM THE RESPECTIVE DEPARTMENT HEAD.**

   Commissioner Ruben Garza made a motion to approve amendment to Section 2.05 of the City of McAllen Civil Service Commission Rules, and Chairman Kevin Pagan seconded the motion.

8. **CONSIDERATION AND POSSIBLE ACTION ON REQUEST BY MCALLEN FIRE CHIEF FOR THE APPOINTMENT OF A PHYSICAN TO CONDUCT A FITNESS FOR DUTY EXAMINATION OF FIREFIGHTER JEREMY JENSEN PURSUANT TO TEXAS LOCAL GOVERNMENT CODE, SECTION 143.081 (C).**

Mr. Alan Ozuna, City Civil Attorney presented a request to the Commission, on behalf of the Fire Chief, to authorize the next step in the fitness-for-duty evaluation process for firefighter, Jeremy Jensen.

Prior to discussion, Chairman Kevin Pagan confirmed that the employee consented to discussing the matter in open session and established a time limit for presentations from both parties.

Mr. Ozuna provided an overview of the procedural history and explained the request to appoint a physician to conduct an evaluation pursuant to the applicable fitness-for-duty process. Mr. Ozuna stated that the evaluation was being requested to obtain additional information regarding the employee's ability to perform the essential functions of the position.

Leo Mendoza, Fire Union President, spoke on behalf of the employee and opposed the request. The representative stated that the employee remains in the recovery

process from an injury and argued that the fitness-for-duty process should not be initiated until all available leave and related protections have been exhausted.

Commission members asked questions of both parties regarding the applicable procedures, employee leave status, and interpretation of the governing statutes.

Mr. Ozuna responded to the concerns raised and maintained that the requested evaluation is procedural in nature and necessary to determine the employee's fitness for duty.

Pursuant to SECTION 551.071 of the TEXAS GOVERNMENT CODE, Chairman Kevin Pagan made a motion to go into executive section to seek legal counsel regarding SECTION 143.081(c) of the TEXAS LOCAL GOVERNMENT CODE at 8:53 am.

Executive session ended, Kevin Pagan call to reconvene to open session at 8:59am.

Commissioner Ruben Garza made a motion to approve the request by McAllen Fire Chief to invoke the process under section 143.081. Chairman Kevin Pagan seconded the motion.

9. DISCUSSION AND CONSIDERATION ON WHETHER TO PLACE REQUESTED ITEMS ON FUTURE AGENDAS

Civil Service Director, Christina Flores notified the commission that an entry level police exam is scheduled for May 12, 2026.

ADJOURNMENT

There was no further business before the Commission, Chairman Ruben Garza moved to adjourn the meeting which was seconded by Chairman Kevin Pagan and was approved unanimously. Mr. Pagan declared the meeting adjourned at 9:00 a.m.

Respectfully submitted,

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Christina Flores, Civil Service Director

APPROVED:

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Chairman, Kevin Pagan

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Vice-Chairman, Jesse Barba

_____
Member, Ruben Garza