

**CAMERON COUNTY, TEXAS
CIVIL SERVICE COMMISSION
RULES & REGULATIONS**



**Adopted: May 24, 2006
Effective: June 1, 2006**

RULES AMENDMENT

Civil Service Commissioners:

**Javier De Leon
Chairman**

**Christina Garcia
Commissioner**

**Maria H. Mancha
Commissioner**

**Manuel Villarreal
Director of Human Resources/Civil Service Director
Cameron County, Texas**

On October 26, 2009, the Cameron County Civil Service Commission approved the following amendments to the Civil Service Commission Rules and Regulations.

Section 2.37 shall be amended as follows:

Section 2.37. Law Enforcement Promotions. ~~Eligibility for promotion to the position of Sergeant shall be limited to Deputies with not less than four years of law enforcement experience in the Cameron County Sheriff's Department, and shall be based, in part, upon a written examination. Eligibility for promotion to the position of Lieutenant shall be limited to employees with not less than six (6) years of law enforcement experience with the Cameron County Sheriff's Department. Eligibility for promotion to the position of Captain shall be limited to employees with not less than eight (8) years of law enforcement experience with the Cameron County Sheriff's Department. If no Internal Candidate for promotion passes the written examination, the Sheriff may consider outside Applicants.~~

- a) To be promoted, candidates for Sergeant, Lieutenant and Captain must take an written promotional exam. All candidates for any one position must take the exam at the same time and location, to be established by the Director. The Director shall post notice of an exam at least 10 days prior to the date of the exam.
- b) The name and the score of each person who achieves a passing score of at least 70 on a promotional exam will be placed on a promotional eligibility list. The list shall be valid for a period of one year from the date of the examination. For any open positions occurring within that year, only the names on the list shall be considered eligible candidates for promotion. The list shall remain valid for one year from the date of the exam.
- c) A deputy is not eligible to test for promotion to Sergeant unless the deputy has served in the Sheriff's Office for at least four years.
- d) A person is not eligible to test for promotion to Lieutenant unless the person has served in the Sheriff's Office in the rank of Sergeant for at least three years.
- e) A person is not eligible to test for promotion to Captain unless the person has served in the Sheriff's Office in the rank of Lieutenant for at least five years.
- f) If, for any rank, no person meets the requirement for minimum years of service, the number of years of service required to test to promote to that rank shall be temporarily reduced by one until at least two persons meet the requirement.
- g) In the event that no candidate for promotion to a particular rank passes the exam, the Director shall establish a second exam. The Director shall post notice of the second exam at least 10 days prior to the date of the exam. All examinees who participated in the first exam may retake the exam, along with any other eligible candidate. If no candidate passes the second exam, the promotional eligibility list shall use all scores obtained in that round of testing, and the Sheriff will promote from among the three candidates with the highest (though failing) scores.
- h) Promotion shall be awarded not only based upon test scores but shall also factor in the candidate's education, experience, disciplinary history, final interview, and any variable that may reflect on the merits of fitness for promotion.