City of Dallas

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CITY SECRETARY
DALLAS, TEXAS

CIVIL SERVICE BOARD
REGULAR MEETING MINUTES
Tuesday, November 4, 2025, at 9:30 A.M.
Dallas City Hall, 6FN Park Boad Room and Videoconference

Board Members Present: [4]

Terrence Welch (Chair), Pam Gerber, Bridgett I. Mitchell, Curtis Pierre

Board Members Absent: [1]

Chris Leal

Appellants:

Crystal Cortinez
Omar Figueroa
Benjamin Oh
Ryan Swain
Benjamin Yohner
Jose Guerrero
Reynold Mabee
Jesse Rodriguez

City Staff Present:

Jarred D. Davis, Emmanuel Castelano, Daniel T. Moore

I. Call to Order

- *Chair Welch called the Board meeting to order at 9:51 a.m.*

II. Public Speakers

- *N/A*

III. Approval of Minutes

1. Approval of the September 9, 2025, Civil Service Board Meeting Minutes.
   [APPROVED]

- *Board Member Gerber moved to approve of the minutes as printed. Board Member Pierre seconded the motion; 4 in favor; 0 opposed; motion passed.*

IV. **Hearing Item(s)**

A. ***Conduct the grievance appeal hearing of Crystal Cortinez in which she claims the Civil Service Department violated Code of Rules and Regulations of the Civil Service Board, Rule 4.3 Sworn Service Certifications and Promotions in the Dallas Police Department, Subsection (b), Completion of Service Requirements.***

- *The Board considered information about Cecil Chambers, Princess Diggins, and Ricky Scott's grievance appeal.*

V. **Action Item(s)**

A. **Take action from the grievance appeal hearing of Crystal Cortinez.**

- *Board Members deliberated to vote Nay on Crystal Cortinez's grievance appeal. 3 in favor; 1 opposed; motion passed.*

VI. ***Hearing Item(s)***

B. Conduct the grievance appeal hearing of Omar Figueroa, Benjamin Oh, Ryan Swain, Benjamin Yohner, Jose Guerrero, Reynold Mabee, and Jesse Rodriguez in which they claim the Civil Service Department violated Code of Rules and Regulations of the Civil Service Board, Rule 4.3 Sworn Service Certifications and Promotions in the Dallas Police Department, Subsection (b), Completion of Service Requirements.

- *The Board considered information about Omar Figueroa, Benjamin Oh, Ryan Swain, Benjamin Yohner, Jose Guerrero, Reynold Mabee, and Jesse Rodriguez's grievance appeal.*

VII. **Action Item(s)**

B. **Take action from the grievance appeal hearing of *Omar Figueroa, Benjamin Oh, Ryan Swain, Benjamin Yohner, Jose Guerrero, Reynold Mabee, and Jesse Rodriguez.***

Board Members deliberated to vote Nay on Omar Figueroa, Benjamin Oh, Ryan Swain, Benjamin Yohner, Jose Guerrero, Reynold Mabee, and Jesse Rodriguez's grievance appeal. 3 in favor; 1 opposed; motion passed.

VIII. **Briefing and Discussion Item(s)**

A. FY 2025-26 Civil Service Board Meeting Schedule

IX. Action Item(s)

C. Take action to approve the FY 2025-26 Civil Service Board Meeting Schedule.

Board Members deliberated to approve the FY 2025-26 Civil Service Board Meeting Schedule. *4 in favor; 0 opposed; motion passed.*

X. Briefing and Discussion Item(s)

B. FY 2024-25 Civil Service Annual Report Update.

XI. Adjournment

D. Chair Welch adjourned the meeting at 12:57 p.m.

Terrence S. Welch
Terrence S. Welch (Jan 13, 2026 14:30:48 CST)

Terrence Welch, Chair

ATTEST:

Jarred Davis
Jarred Davis (Jan 14, 2026 08:58:06 CST)

Jarred D. Davis, Board Secretary

Jan 14, 2026

Date Approved