



MEMORANDUM

Austin Police Department *Office of the Chief of Police*

Human Resources Dept

2015 DEC 14 PM 3:33

City of Austin

Received

TO: Joya Hayes, Interim Director of Civil Service

FROM: Art Acevedo, Chief of Police

DATE: December 14, 2015

SUBJECT: Indefinite Suspension of Police Lieutenant Johnny McMiller #2516
Internal Affairs Control Number 2015-0942

Pursuant to the provisions of Chapter 143 of the Texas Local Government Code, Section 143.052, and Rule 10, Rules of Procedure for the Firefighters', Police Officers' and Emergency Medical Service Personnel's Civil Service Commission, I have indefinitely suspended Police Lieutenant Johnny McMiller #2516 from duty as a City of Austin, Texas police officer effective December 14, 2015.

I took this action because Lieutenant McMiller violated Civil Service Commission Rule 10.03, which sets forth the grounds for disciplinary suspensions of employees in the classified service, and states:

No employee of the classified service of the City of Austin shall engage in, or be involved in, any of the following acts or conduct, and the same shall constitute cause for suspension of an employee from the classified service of the City:

- L. Violation of any of the rules and regulations of the Fire Department or Police Department or of special orders, as applicable.

The following are the specific acts committed by Lieutenant McMiller in violation of Rule 10:

Secondary employment is a privilege, not a right. An officer seeking to work secondary employment must submit an application that is subject to a background investigation by the Austin Police Department (APD) Real Time Crime Center and may be approved or denied by the officer's Chain of Command. In the case of a Lieutenant, the application must be approved by an Assistant Chief. In this matter, Lieutenant Johnny McMiller #2516 was the master contract holder for the Capital Metro LERE (Law Enforcement Related Employment) contract since on or about November 2012 until November 2015 when he was placed on restricted duty. Capital Metro is Austin's regional public transportation provider and is a governmental entity. Sergeant Nathaniel Roberts #4270 was one of the APD officers who worked under this LERE contract for several years.

The circumstances that led to an Internal Affairs investigation into Lieutenant McMiller and the subsequent discipline delineated in this memorandum are a byproduct of his actions/inactions following Capital Metro/APD policy violations committed by Sergeant Roberts. While I recognize that I cannot impose disciplinary action for violations of Capital Metro policy, I can impose disciplinary action if those actions also violate APD policy, which is what occurred in this case. Therefore a summary into Sergeant Roberts' conduct is necessary to understand the context of my decision to indefinitely suspend Lieutenant McMiller.

As part of his duties for Capital Metro, Sergeant Roberts arrived and clocked in at 11:00 a.m. even though he was scheduled to supervise a five-man shift from 2:30 p.m. on June 6, 2015 until 1:30 a.m. on June 7, 2015. Sergeant Roberts conducted show-up at the Capital Metro Security Rail Building, located at 9315-A McNeil Road, for the five-man shift at the scheduled 2:30 p.m. time frame and subsequently left the Capital Metro Security Building location at 3:00 p.m. and continued to conduct his normal Capital Metro responsibilities until he went to his residence at approximately 8:00 p.m.

Sergeant Roberts remained home and was not present for the 1:30 a.m. show-down of the five-man shift. In fact he remained home from approximately 8:00 p.m. until being called by Lieutenant Kenneth Murphy, another APD and Capital Metro supervisor, at 2:20 a.m. on June 7, 2015. Once Sergeant Roberts was called by Lieutenant Murphy, he returned to the Capital Metro Security Building at approximately 3:00 a.m. Subsequently, Lieutenant Murphy, as part of his responsibilities with Capital Metro, brought this to the attention of the Capital Metro security team and his APD Chain of Command.

Capital Metro's security team began an investigation into Sergeant Roberts' whereabouts on the night and early morning hours of June 6 and 7, 2015. The GPS records on the Capital Metro vehicle revealed that Sergeant Roberts' vehicle was not at his assigned work location but rather at or in the area his home for approximately six hours during his shift. Moreover, it was discovered Sergeant Roberts clocked in approximately three hours early that day and registered an unauthorized amount of hours for the day. Sergeant Roberts was paid by Capital Metro for a total of 16 hours rather than the 11 hours he was

scheduled to work. That included the hours he reported early, the hours he spent not attending to Capital Metro business but rather conducting personal business at his residence, as well as the extra 1 ½ hours post the end of his scheduled shift.

Capital Metro Security asked Sergeant Roberts to generate a memorandum that explained his whereabouts during his shift. However, the memorandum Sergeant Roberts generated was untruthful in that he failed to disclose that he remained at home for approximately 6 hours. An Internal Affairs investigation uncovered an admission by Sergeant Roberts that he performed house repairs associated with his efforts to sell his house during this 6 hour time-frame.

Subsequently, a Disciplinary Meeting was held by Capital Metro on June 17, 2015. In attendance at this meeting were Sergeant Roberts, Capital Metro Security Manager Blair Spikes, and Lieutenant McMiller since he was the master contract holder. During this meeting, Sergeant Roberts was given every opportunity to tell the truth and was even prodded and encouraged to do so by Lieutenant McMiller. Sergeant Roberts however, never was forthcoming about his whereabouts and later admitted to Internal Affairs that he was not only dishonest in his memorandum, but that he maintained his dishonesty and misleading stance in and at the conclusion of the Disciplinary Meeting with Capital Metro personnel, including but not limited to Lieutenant McMiller. Sergeant Roberts also acknowledged his dishonesty led to his termination from Capital Metro.

The officers that work the Capital Metro contract, including Sergeant Roberts, do so in full APD uniform. Although this behavior occurred while Sergeant Roberts was working secondary employment for Capital Metro, APD policy states that officers working secondary employment are held to the same standards of conduct as if they were on-duty. Sergeant Roberts engaged in unethical conduct when he went home for approximately 6 hours while being paid by Capital Metro, conduct that Capital Metro could consider theft or fraud. By his own admissions, Sergeant Roberts was repeatedly dishonest by act and omission (written and oral statements) with Mr. Spikes and Lieutenant McMiller. Despite being given the opportunity to admit the truth at the Disciplinary Meeting with Mr. Spikes and Lieutenant McMiller, Sergeant Roberts engaged in a repeated effort to mitigate his culpability and omitted pertinent information at the Disciplinary Meeting, to wit, he failed to disclose that while he was being paid by Capital Metro he was home for 6 hours performing house repairs.

After an Internal Affairs investigation was completed, I sustained the following violations of APD policy against Sergeant Roberts:

- **Austin Police Department Policy 900.3.2(a): General Conduct and Responsibilities: Acts Bringing Discredit Upon the Department**
- **Austin Police Department Policy 949.4: Secondary Employment: Secondary Employment Guidelines and Rules**
- **Austin Police Department Policy 900.4.3: General Conduct and Responsibilities: Neglect of Duty**

As a result of those sustained violations, Sergeant Roberts and I entered into an agreement whereby he agreed to be suspended for sixty (60) days and accepted a demotion to Corporal, among other conditions.

During the Internal Affairs investigation of Sergeant Roberts, Lieutenant McMiller was interviewed on October 29, 2015. During his interview, Lieutenant McMiller made statements that indicated he may have been told about and personally witnessed Sergeant Roberts' Capital Metro policy violations, which also included potential violations of APD policy. Lieutenant McMiller said he did not report the potential violations of APD policy to Internal Affairs nor to his or Sergeant Roberts' Chain of Command prior to Assistant Chief Jessica Robledo initiating an Internal Affairs complaint against Sergeant Roberts on October 14, 2015. If in fact he failed to report potential violations of APD policy, Lieutenant McMiller may have violated the APD Secondary Employment Policy, which requires that, "Employees will report any alleged act of misconduct by another employee engaged in secondary employment to that employee's Chain of Command or Internal Affairs." The facts outlined above should have made it readily apparent to Lieutenant McMiller that Sergeant Roberts may have violated APD policy, specifically the APD Secondary Employment Policy and Code of Conduct. Therefore, on October 29, 2015, an Internal Affairs investigation was initiated, in which Lieutenant McMiller was the subject officer, to determine if he was neglectful in his duties.

Prior to Lieutenant McMiller's witness interview, on October 29, 2015, Internal Affairs interviewed Lieutenant Murphy and discovered he notified his immediate APD supervisor, Commander Troy Officer, immediately after the June 6 and 7, 2015, incident. He again followed up in mid-June, concerning the incident and facts surrounding Sergeant Roberts' termination from Capital Metro. Commander Troy Officer confirmed this fact in his own Internal Affairs interviews.

Moreover, according to Mr. Spikes, Lieutenant McMiller had an awareness of the details surrounding the investigation into Sergeant Roberts' case since he was briefed by Mr. Spikes prior to the Disciplinary Meeting and was present for its duration. Also Lieutenant McMiller made a similar statement to Internal Affairs and stated he "monitors everything" when it comes to his Capital Metro responsibilities. Additionally, Mr. Spikes' supervisor Mr. John Jones, said any disciplinary matter is run by Lieutenant McMiller and this particular case and the specific surrounding circumstances of the investigation were discussed with him.

During two Internal Affairs interviews with Mr. Spikes, he revealed that Lieutenant McMiller was aware of the GPS data showing the whereabouts of Sergeant Roberts' vehicle during his near six hour absence and the fact that the memorandum generated by Sergeant Roberts was untruthful. Mr. Spikes also revealed that Sergeant Roberts remained untruthful at the conclusion of his Disciplinary Meeting with himself and Lieutenant McMiller, which Sergeant Roberts confirmed himself. Mr. Spikes also indicated Lieutenant McMiller stated he was going to report the results of Sergeant Roberts' termination from Capital Metro to a supervisor at the APD.

Subsequently, Sergeant David Daniels was interviewed by Internal Affairs as a witness officer on November 6, 2015. During his interview Sergeant Daniels explained shortly after Sergeant Roberts was dismissed from the Capital Metro contract he met with Lieutenant McMiller. In that meeting, Lieutenant McMiller told Sergeant Daniels he would notify the APD about Sergeant Roberts, where Lieutenant McMiller specifically told him he would notify Assistant Chief Patrick Ockletree of the circumstances.

In spite of his obligation to report Sergeant Roberts' Policy violations to someone in the Chain of Command, Lieutenant McMiller vehemently denies he ever told anyone he would speak with or had spoken to Assistant Chief Ockletree prior to the Internal Affairs investigation into Sergeant Roberts. When confronted with the statements of Mr. Spikes and Sergeant Daniels, amongst others, Lieutenant McMiller indicated they both must be "mistaken or they are lying."

Internal Affairs also interviewed Lieutenant Kurt Thomas on November 19, 2015 and he revealed that he became aware of the Sergeant Roberts' Capital Metro termination from a discussion he had with Lieutenant McMiller in June of 2015. Importantly, Lieutenant Thomas advised he spoke with Lieutenant McMiller sometime in June 2015, where Lieutenant Thomas stated he had been told by Lieutenant McMiller that Chief Ockletree had already been briefed on the matter. Lieutenant McMiller denies that he made this assertion yet he attests that Lieutenant Thomas is a "very honest person."

Lieutenant McMiller repeatedly asserted to Internal Affairs in all three of his interviews that he did not speak to nor apprise any of his supervisors at APD of Sergeant Roberts' policy violations until after the initial Internal Affairs investigation had been initiated. This statement proves Lieutenant McMiller at the very least violated both the APD Secondary Employment Policy and Neglect of Duty Policy.

In addition to the previously mentioned statements made to Mr. Spikes, Sergeant Daniels, and Lieutenant Thomas about speaking to or having spoken to Chief Ockletree or to an APD supervisor, Lieutenant McMiller offered a series of statements during his Internal Affairs interviews that suggest he violated the APD honesty policy during the course of the investigations. Lieutenant McMiller said lying is normal acceptable behavior for an officer, but however stated lying to Internal Affairs is impermissible. He nonetheless offered a series of evasive, misleading and contradictory statements to Internal Affairs, while admittedly omitting pertinent information in his discussion with his Chain of Command. The misleading statements include but are not limited to the following:

When Lieutenant McMiller was originally interviewed as a "witness officer" he touted the Capital Metro GPS system as "sophisticated" suggesting it showed Sergeant Roberts was impermissibly at home or near his home when he should have been working. In Lieutenant McMiller's interview as a "subject officer" he refers to the GPS evidence as "speculative" in nature and that he was unaware where Sergeant Roberts was in spite of the GPS evidence's suggestion and the fact that it was brought to his attention in at least one discussion with a Capital Metro supervisor that Sergeant Roberts was at home, which is outside his Capital Metro area of responsibility.

Lieutenant McMiller attempted to minimize his knowledge of the disparity of the information in the memorandum drafted by Sergeant Roberts and the GPS records and attempted to deflect that Lieutenant Murphy would have more knowledge and a greater obligation to report Sergeant Roberts' policy violations to APD. These assertions were made in spite of the fact that Mr. Spikes indicated Lieutenant McMiller read the memorandum and or was briefed on the contents of the memorandum and the disparity with the GPS records prior to the Disciplinary Meeting with Sergeant Roberts. Moreover, Lieutenant McMiller stated he needed to prod Sergeant Roberts to be more forthcoming during this disciplinary meeting, which suggests he had the wherewithal to give Sergeant Roberts this reinforcement.

In Lieutenant McMiller's second interview he eventually admitted Sergeant Roberts did violate APD policy. He claimed he failed to recognize it at the time. Yet, in his third interview Lieutenant McMiller said there were no APD policy violations on Sergeant Roberts' part whatsoever and nothing to report to APD. The two statements are obviously contradictory, but what is even more astounding is the fact that Sergeant Roberts had already reached and agreed to discipline for his own Policy violations. This was specifically discussed in Lieutenant McMiller's third Internal Affairs interview.

In his second interview, Lieutenant McMiller reluctantly indicated that Sergeant Roberts was not "forthcoming" and that he omitted pertinent information in his discussion with Mr. Spikes. He was unwilling to say he was dishonest early on and throughout his second interview. Ultimately, he admitted that his assertion that Sergeant Roberts was not "forthcoming" was the same as the assertions made by Mr. Spikes and Mr. Jones. He even acknowledged trying to convince Sergeant Roberts to "come clean" months later, in an attempt to get Sergeant Roberts reinstated with Capital Metro. Yet, in his third interview with Internal Affairs, Lieutenant McMiller again completely changed his stance by stating Sergeant Roberts was truthful with Capital Metro and committed no policy violations. This assertion was also made in spite the fact that Sergeant Roberts himself admitted he was dishonest with Capital Metro.

In Lieutenant McMiller's third interview he told Internal Affairs he spoke with several people involved in the Capital Metro contract, after Sergeant Roberts had received an Internal Affairs case, telling them he would speak with Chief Ockletree. This directly contradicts what Lieutenant McMiller told Internal Affairs in his second interview.

To compound matters, Lieutenant McMiller committed insubordination on more than one occasion during the course of Sergeant Roberts' and his own Internal Affairs investigation. On October 15, 2015, Lieutenant McMiller signed a "Do-Not-Discuss" (DND) order which prohibited him from discussing Sergeant Roberts' complaint and Internal Affairs investigation with anyone other than Internal Affairs, the investigator assigned to the case, or his attorney, until he was advised by the Chief of Police or Internal Affairs that the investigation was completed. This order further prohibited him

from discussing Sergeant Roberts' complaint and Internal Affairs investigation with any witness or potential witnesses and that included Assistant Chief of Police Patrick Ockletree, who received his own "Do-Not-Discuss" order related to Sergeant Roberts' Internal Affairs investigation on October 16, 2015. DND orders are issued to protect the integrity of an Internal Affairs investigation.

Internal Affairs had information that Lieutenant McMiller may have discussed Sergeant Roberts' termination from Capital Metro with Assistant Chief Ockletree. Internal Affairs was trying to determine if and when that conversation occurred. Lieutenant McMiller did not have permission from the assigned investigator, the Chief of Police, or Internal Affairs to discuss Sergeant Roberts' complaint/investigation or his own complaint/investigation with Assistant Chief Ockletree. Lieutenant McMiller admitted that on or after his first Internal Affairs interview on October 29, 2015, two weeks after receiving his "DND" order, he sent Assistant Chief Ockletree a text message telling him "watch your back Chief." In addition, Lieutenant McMiller also admitted to having a subsequent phone conversation with Assistant Chief Ockletree to discuss the text message during which he said something to the effect of "Chief, they're out to get you" or "I just wanted to make you aware that they're out to get you."

When questioned by Internal Affairs why he violated the DND order, which Lieutenant McMiller denied doing despite the evidence that he did. He went on to say that he heard rumors that I was trying to force Assistant Chief Ockletree to retire so I could promote another officer to Commander and he wanted to warn Assistant Chief Ockletree of my alleged nefarious motive, an allegation that is untrue and baseless. To the contrary, Lieutenant McMiller is the one who brought up Assistant Chief Ockletree's involvement and admitted during his Internal Affairs' interviews that he omitted relevant and pertinent information when he spoke with Assistant Chief Ockletree, to wit, he failed to tell him that Mr. Spikes and he (Lieutenant McMiller) believed Sergeant Roberts had been dishonest/not forthcoming with them during their disciplinary meeting.

Lieutenant McMiller was also disrespectful, accusatory and confrontational with Internal Affairs in his third interview in violation of Policy and my direct order to cooperate with the investigation. Not only was he accusatory with the Sergeant and the Lieutenant handling the investigation, he was accusatory of myself, Chief Acevedo, and my motives in ordering these investigations. Lieutenant McMiller's accusation regarding the insertion of Assistant Chief Ockletree into the investigation is inaccurate as he inserted Assistant Chief Ockletree into the investigation by advising Mr. Spikes, Sergeant Daniels, and Lieutenant Thomas, that Assistant Chief Ockletree was going to be advised of the situation or had been advised of the situation. Moreover, he repeatedly brought up Chief Ockletree's name during his Internal Affairs interviews, as his main purpose in meeting with Assistant Chief Ockletree was to get the Internal Affairs investigation into Sergeant Roberts stopped.

Lieutenant McMiller also violated the Chain of Command and improperly attempted to thwart, influence, and interfere with the ongoing Internal Affairs investigation of Sergeant Roberts. Specifically, Lieutenant McMiller violated the Chain of Command by

not informing his Commander, Michael Eveleth, of his belief that Sergeant Roberts was being unfairly investigated. Specifically, Lieutenant McMiller told Internal Affairs that he believed the Internal Affairs investigation was a pretext for denying Sergeant Roberts a transfer (another untrue and baseless belief held by Lieutenant McMiller), no violations of APD policy had occurred (not correct), and Sergeant Roberts being terminated from the Capital Metro contract was a sufficient penalty. Instead of adhering to the Chain of Command, Lieutenant McMiller reported his concerns directly to Assistant Chief Ockletree with the stated intent of seeing if Assistant Chief Ockletree would use his position to thwart, interfere with, or influence the ongoing Sergeant Roberts' Internal Affairs investigation. When asked by Internal Affairs why he didn't report his concerns to Commander Eveleth, Lieutenant McMiller stated Commander Eveleth was not in Sergeant Roberts' Chain of Command and could do nothing about the ongoing Internal Affairs investigation. However, that argument is not credible given that Assistant Chief Ockletree is not in Sergeant Robert's Chain of Command either. Assistant Chief Chris McIlvain is the Assistant Chief in Roberts' chain of command yet Lieutenant McMiller never brought this to his attention. Given these facts, it is readily apparent to me that Lieutenant McMiller was intent on having Assistant Chief Ockletree use his position to thwart, interfere with, and influence the ongoing Internal Affairs investigation into Sergeant Roberts' misconduct.

In conclusion, Lieutenant McMiller admittedly neglected his duty when he failed to timely notify anyone in his Chain of Command and or Sergeant Roberts' Chain of Command, or Internal Affairs about Sergeant Roberts' case. When he finally did, sometime in October, he deliberately by-passed his Commander and went directly to Assistant Chief Ockletree in attempt to get Assistant Chief Ockletree to shut down the investigation into Sergeant Roberts because he felt the penalty Sergeant Roberts received from Capital Metro was more than sufficient and further penalty would be unfair. This approximate four month delay compromised not only the investigation into Sergeant Roberts but into Lieutenant McMiller's own case and calls into question whether his claim of ignorance, which is no defense to APD policy, has any merit. Moreover, Lieutenant McMiller attempted to interfere with his own investigation with his evasive, misleading, contradictory, and or deflective answers while also interfering with yet another potential Internal Affairs investigation by corresponding and speaking with Assistant Chief Ockletree in spite of their do not discuss orders.

By these actions, Lieutenant McMiller violated Rule 10.03(L) of the Civil Service Rules by violating the following rules and regulations of the Austin Police Department:

➤ **Austin Police Department Policy 110.4.4: Organizational Structure and Responsibility: Insubordination**

110.4.4 Insubordination

Employees will not be insubordinate. The willful disobedience of, or deliberate refusal to obey any lawful order of a supervisor is insubordination. Defying the authority of any supervisor by obvious disrespect, arrogant or disrespectful conduct, ridicule, or challenge to orders issued is considered insubordination whether done in or out of the supervisor's presence.

➤ **Austin Police Department Policy 900.3.1(a)(c): General Conduct and Responsibilities: Honesty**

900.3.1 Honesty

Honesty is of the utmost importance in the police profession. Employees are expected to be truthful at all times in the performance of their duties.

(a) Employees will speak the truth at all times and reflect the truth in all reports and written communications. Any statement or omission of pertinent or material information which intentionally misrepresents facts or misleads others through an official statement will be considered a false official statement. The following are examples of an "official statement":

1. Documents prepared by an officer in connection with their official duties, including but not limited to incident reports or supplements, sworn affidavits, and citations.
2. Verbal or written statements made by an officer in connection with their official duties to:

(a) An investigator conducting an administrative or criminal investigation of the officer or another person's conduct.

(c) Employees will not attempt to conceal, divert, or mitigate their true culpability in a situation, nor will they engage in efforts to thwart, influence, or interfere with an internal or criminal investigation.

➤ **Austin Police Department Policy 900.4.3: General Conduct and Responsibilities: Neglect of Duty**

900.4.3 Neglect of Duty

Employees will satisfactorily perform their duties. Examples of unsatisfactory performance include, but are not limited to:

- (a) Lack of knowledge of the application of laws required to be enforced.
- (b) Unwillingness or inability to perform assigned tasks.
- (c) Failure to take appropriate action on the occasion of a crime, disorder, investigation or other condition deserving police attention.
- (i) Employees are expected to be truthful at all times in the performance of their duties. However, there may be instances where, initially, the employee has not been truthful; but, before the investigation is complete, the employee provides an accurate and detailed accounting of their true culpability in a situation, and accepts full responsibility for their actions. In those cases, the Chief may consider each case on a fact-specific basis.

➤ Austin Police Department Policy 949.4: Secondary Employment: Secondary Employment Guidelines and Rules

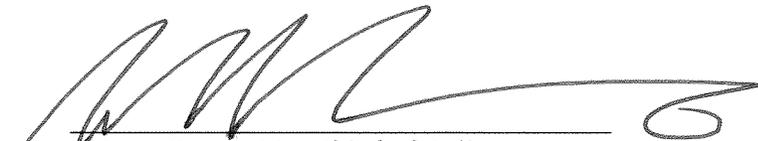
949.4 Secondary Employment Guidelines and Rules

All employees shall abide by the following guidelines when working secondary employment:

- (b) A sworn employee's primary responsibility is the enforcement of state laws and city ordinances. Sworn employees are reminded of the Code of Ethics and Oath of Office which shall not be circumvented by any secondary employment agreement.
 - 1. Sworn employees engaged in secondary employment work will not refuse to assist any resident requesting reasonable law enforcement assistance. Officers are expected to take any necessary action to assist residents in this capacity.
- (c) Employees performing secondary employment are subject to the same rules and regulations as if they were on-duty.
- (g) Employees will report any alleged act of misconduct by another employee engaged in secondary employment to that employee's chain-of-command or Internal Affairs.

By copy of this memo, Lieutenant McMiller is hereby advised of this indefinite suspension and that the suspension may be appealed to the Civil Service Commission by filing with the Director of Civil Service, within ten (10) calendar days after receipt of a copy of this memo, a proper notice of appeal in accordance with Section 143.010 of the Texas Local Government Code.

By copy of this memo and as required by Section 143.057 of the Texas Local Government Code, Lieutenant McMiller is hereby advised that such section and the Agreement Between the City of Austin and the Austin Police Association provide for an appeal to an independent third party hearing examiner, in accordance with the provisions of such Agreement. If appeal is made to a hearing examiner, all rights of appeal to a District Court are waived, except as provided by Subsection (j) of Section 143.057 of the Texas Local Government Code. That section states that the State District Court may hear appeals of an award of a hearing examiner only on the grounds that the arbitration panel was without jurisdiction or exceeded its jurisdiction, or that the order was procured by fraud, collusion or other unlawful means. In order to appeal to a hearing examiner, the original notice of appeal submitted to the Director of Civil Service must state that appeal is made to a hearing examiner.


ART ACEVEDO, Chief of Police

12/14/2015
Date

TO WHOM IT MAY CONCERN:

I hereby acknowledge receipt of the above and foregoing memorandum of indefinite suspension and I have been advised that if I desire to appeal that I have ten (10) days from the date of this receipt to file written notice of appeal with the Director of Civil Service in accordance with the provisions of Chapter 143 of the Texas Local Government Code.


Police Lieutenant Johnny McMiller #2516

12.14.2015
Date