



Civil Service 101: Confidence, Clarity & Compliance

A One-Day Seminar for Texas Public Sector Leaders

Handling civil service matters shouldn't feel intimidating. Yet for many city leaders, HR professionals, attorneys, and civil service commission members across Texas, navigating civil service law, particularly under Texas Local Government Code Chapter 143, can feel complex, technical, and high-risk.

This one-day seminar is designed specifically for decision-makers and managers who are responsible for civil service employees but may not feel fully confident in the legal framework or those who would like to sharpen their knowledge.

You will leave this session with:

- A better understanding of the foundations of Texas civil service law
- Greater confidence in navigating hiring, promotion, discipline, and injury-related decisions
- Practical tools to avoid common pitfalls
- Clarity on roles, authority, and compliance boundaries

Who Should Attend?

- Human Resources Directors
- Civil Service Directors
- City Managers & Assistant City Managers
- City Attorneys
- Civil Service Commission Members
- Police & Fire Chiefs

Seminar Agenda

8:30 AM - Registration & Networking Breakfast

Connect with peers across Texas municipalities.



9:00 AM: At-Will vs. Civil Service: What Changes and Why It Matters

Understanding the fundamental legal differences and how they impact your authority and decision-making.

9:30 AM: The Purpose & Structure of Texas Civil Service

Why Chapter 143 exists, what it protects, and how it shapes municipal operations.

10:00 AM: Roles & Responsibilities: Who Has What Authority?

Clarifying the responsibilities of: Civil Service Director, Civil Service Commission, Department Heads (Fire & Police), City Leadership. Avoid overlap, confusion, and costly missteps.

10:30 AM: Break

10:45 AM: When Rules Collide: Civil Service, Collective Bargaining & Meet & Confer

Understanding the intersection between: Local Civil Service Rules, Collective Bargaining Agreements, Meet & Confer Agreements. Learn how to navigate competing provisions with confidence.

11:30 AM: Hiring & Promotions Done Right

Avoid procedural errors that can invalidate a process.

12:15 PM: Working Lunch & Leadership Panel

Advice from Experienced Civil Service Directors. Practical insights, lessons learned, and real-world challenges. (Lunch provided)

1:15 PM: Discipline in a Civil Service Environment

Someone did something they weren't supposed to, now what?

2:15 PM: Civil Service & Line-of-Duty Injuries

Understanding injury leave, statutory protections, and administrative responsibilities.

3:00 PM: Open Q&A Session

Bring your real-life scenarios and leave with clarity.