

**DALLAS COUNTY  
CIVIL SERVICE COMMISSION MEETING**

**PUBLIC NOTICE**

NOTICE IS HEREBY GIVEN THAT THE DALLAS COUNTY CIVIL SERVICE COMMISSION WILL MEET ON **MONDAY, APRIL 20, 2026, AT 9:15 AM**, AT THE DALLAS COUNTY COMMISSIONERS' COURTROOM, 500 ELM STREET, 2<sup>ND</sup> FLOOR, DALLAS, TEXAS 75202, TO DISCUSS THE MATTERS SET FORTH IN THE ATTACHED AGENDA.\* A QUORUM (INCLUDING THE PRESIDING CHAIR) WILL BE PHYSICALLY PRESENT AT THAT LOCATION. THIS MEETING MAY INCLUDE A COMMISSIONER THAT WILL PARTICIPATE BY VIDEOCONFERENCE AND/OR DALLAS COUNTY CURRENT OR FORMER EMPLOYEE(S)/OFFICER(S) THAT WILL PARTICIPATE BY VIDEOCONFERENCE, PURSUANT TO TEXAS GOVERNMENT CODE SECTION 551.127. THE MEETING IS OPEN TO THE PUBLIC DURING THE OPEN PORTIONS OF THE MEETING, AND CITIZENS ARE WELCOME TO ADDRESS THE COURT. A CLOSED SESSION MAY BE HELD IF REQUIRED FOR PURPOSES PERMITTED BY Chapter 551,

Open Meetings, Texas Government Code, Sections 551.071-551.076. All matters listed on the attached agenda may be discussed in executive session at the option of the Dallas County Civil Service Commission following oral announcement if an appropriate exception to the open meeting requirement of the Texas Open Meetings Act is applicable.

I, the undersigned authority, do hereby certify that the above Public Notice of the Dallas County Civil Service Commission Meeting is a true and correct copy of said Notice and that I posted a true and correct copy of said Notice at the Dallas County Records Building, a place convenient and readily accessible to the general public at all times, and said Notice was posted on April \_\_\_\_\_, 2026, at \_\_\_\_\_.

**Robert B.  
Wilson**

Digitally signed by Robert  
B. Wilson

Date: 2026.04.14 11:12:07  
-05'00'

Robert B. Wilson - Director of Human Resources/Civil Service

\*Itemized Agenda Attached



## DALLAS COUNTY HUMAN RESOURCES/CIVIL SERVICE

### DALLAS COUNTY CIVIL SERVICE COMMISSION MEETING (WebEx DETAIL)

To join the Dallas County Civil Service Commission Meeting scheduled for **Monday, April 20, 2026, beginning at 9:15 AM.**

1. Click on the Join Meeting link below.

**Join on your computer or mobile app**

[Join meeting](#)

2. More ways to join:

#### **Join from the meeting link**

<https://dallascounty.webex.com/dallascounty/j.php?MTID=m8e1bff854ba47a00332782d037ae6cf9>

#### **Join by meeting number**

Meeting number (access code): **2493 850 7638**

Meeting password: **DCCSmeeting**

#### **Tap to join from a mobile device (attendees only)**

[+1-415-655-0001,24938507638##](tel:+1-415-655-0001,24938507638##) US Toll

Some mobile devices may ask attendees to enter a numeric password.

#### **Join by phone**

+1-415-655-0001 US Toll

[Global call-in numbers](#)

- **Technical Requirements for Virtual Hearing.** Virtual Hearings will take place through WebEx. All persons participating in the virtual hearing must have two-way audio and video communication during the meeting. All witnesses shall make sure that all necessary equipment and software are in proper working order prior to the time of the scheduled hearing, and the bandwidth is adequate for videoconferencing. If the witness does not have the ability to participate in a virtual hearing due to issues with equipment or software, they should appear in person at 500 Elm Street, 2<sup>nd</sup> Floor, Dallas, Texas 75202.
- **Testimony.** The following must be clearly visible and audible to the Civil Service Commission at all times during the hearing:
  1. The attorney or person representing the Department or Grievant in the hearing.
  2. The person who is testifying.

If you have any questions, please contact the Employee Relations Division at [EmployeeRelations-HR@dallascounty.org](mailto:EmployeeRelations-HR@dallascounty.org).

I. Grievance: Ericka Thomas - Termination

Pages 1 - 150

GENERAL FUND POSITIONS

II. Elections Department – Additional Positions

Pages 1 - 8

Additional Position	# Pos	Pos #	Grd.	Salary	Benefits	Salary & Benefits
Program Coordinator II	2	Same	E	\$143,942	\$48,650	\$192,592
<b>Funding Source:</b> General Fund					<b>Cost:</b>	\$192,592

III. Public Defender - Reclassification

Pages 1 - 14

Reclassification						
Current Position	# Pos	Pos #	Grd.	Salary	Benefits	Salary & Benefits
Social Worker Supervisor (vacant)	1	2032	G	\$81,822	\$26,326	\$108,148
Proposed Position						
Mental Health Engagement Supervisor	1	Same	I	\$95,219	\$29,049	\$124,268
<b>Funding Source:</b> General Fund					<b>Cost:</b>	\$16,120

IV. Human Resources/Civil Service - Reclassifications and Job Title Change

Pages 1 - 39

A.

Reclassifications						
Current Position	# Pos	Pos #	Grd.	Salary	Benefits	Salary & Benefits
Human Resources Generalist V (HR Business Partner II)	1	6679	I	\$95,219	\$29,049	\$124,268
Proposed Position						
HR Business Partner Manager	1	Same	L	\$117,300	\$33,535	\$150,835
<b>Funding Source:</b> General Fund					<b>Cost:</b>	\$26,567
Reclassifications						
Current Position	# Pos	Pos #	Grd.	Salary	Benefits	Salary & Benefits
Safety Officer (vacant)	1	2964	I	\$95,219	\$29,049	\$124,268
Proposed Position						
Human Resources Analyst III	1	Same	G	\$81,822	\$26,326	\$108,148
<b>Funding Source:</b> General Fund					<b>Savings:</b>	\$16,120
Reclassifications						
Current Position	# Pos	Pos #	Grd.	Salary	Benefits	Salary & Benefits
Human Resources Analyst IV (vacant)	1	7210	H	\$88,124	\$27,607	\$115,731
Proposed Position						
Human Resources Analyst III	1	Same	G	\$81,822	\$26,326	\$108,148
<b>Funding Source:</b> General Fund					<b>Savings:</b>	\$7,583
Reclassifications						
Current Position	# Pos	Pos #	Grd.	Salary	Benefits	Salary & Benefits
Human Resources Analyst III (vacant)	1	5290	G	\$81,822	\$26,326	\$108,148
Proposed Position						
Human Resources Analyst II	1	Same	E	\$71,971	\$24,325	\$96,296
<b>Funding Source:</b> General Fund					<b>Savings:</b>	\$11,852

**CIVIL SERVICE MEETING**  
**April 20, 2026**  
**9:15 AM**

<b>Current Position</b>	<b># Pos</b>	<b>Pos #</b>	<b>Grd.</b>	<b>Salary</b>	<b>Benefits</b>	<b>Salary &amp; Benefits</b>
Human Resources Analyst III (vacant)	2	0916, 0920	G	\$163,644	\$52,652	\$216,296
<b>Proposed Position</b>						
Program Analyst I	2	Same	C	\$129,486	\$45,712	\$175,198
<b>Funding Source:</b> General Fund					<b>Savings:</b>	\$41,098
					<b>Total Savings (6 Positions):</b>	\$50,086

**B. Job Title Change**

The Human Resources/Civil Service Department recommends the Civil Service Commission approve the job title change for the Assistant Director of Human Resources/Civil Service (gr. D2, #1067) position as outlined on attachment A in the Human Resources/Civil Services Department with no change in job grade and no financial impact to the General Fund.

**V. Information Technology Services – Reclassification, Job Description Modifications, and Career Ladders**

**Pages 1 - 55**

**A.**

**Reclassifications**

<b>Current Position</b>	<b># Pos</b>	<b>Pos #</b>	<b>Grd.</b>	<b>Salary</b>	<b>Benefits</b>	<b>Salary &amp; Benefits</b>
Data Engineer III	1	1423	IT10	\$122,709	\$34,634	\$157,343
<b>Proposed Position</b>						
AI Engineer II	1	Same	IT10	\$122,709	\$34,634	\$157,343
<b>Funding Source:</b> Major Technology Fund					<b>Cost:</b>	\$0

**B. Job Description Modifications and Career Ladders:**

The Human Resources/Civil Service Department recommends the Civil Service Commission approve job description modifications and creation of a career ladder and job descriptions for the Software Engineer I (gr. IT8), Software Engineer II (gr. IT9), Software Engineer III (gr. IT10), Software Engineer Senior (gr. IT11), Software Engineer Lead (gr. IT12), and AI Engineer I (gr. IT9), AI Engineer II, (gr. IT10), AI Engineer Senior (gr. IT11), AI Engineer Lead (gr. IT12) and AI Architect (gr. IT13) positions as outlined on attachments A-J in the Information Services Department with no change in job grade and no financial impact to the General Fund.

**VI. District Attorney – Job Description Modification**

**Pages 1 - 7**

The Human Resources/Civil Service Department recommends the Civil Service Commission approve a job description modification for the Attorney IV (gr. ATT4, #100000674) as outlined on Attachments A-B in the District Attorney's Office with no change in job grade and no financial impact to the General Fund.

GRANT FUND POSITIONS

<b>VII. Health and Human Services - New and Additional Positions</b>							<b>Pages 1 - 28</b>
<b>A.</b>	<b>New Position</b>	<b># Pos</b>	<b>Pos #</b>	<b>Grd.</b>	<b>Salary</b>	<b>Benefits</b>	<b>Salary &amp; Benefits</b>
	Lead Remediation Specialist	2	TBD	D	\$137,508	\$47,342	\$184,850
	Outreach Coordinator	1	TBD	08	\$50,648	\$19,992	\$70,640
	<b>Funding Source:</b> Lead Hazard Reduction Grant: No. TXLHD0594-25					<b>Total Cost (3 Positions):</b>	\$255,490
<b>B.</b>	<b>Additional Positions</b>	<b># Pos</b>	<b>Pos #</b>	<b>Grd.</b>	<b>Salary</b>	<b>Benefits</b>	<b>Salary &amp; Benefits</b>
	Program Manager II	1	TBD	I	\$95,219	\$29,049	\$124,268
	<b>Funding Source:</b> Lead Hazard Reduction Grant: No. TXLHD0594-25					<b>Cost:</b>	\$124,268
	Program Monitor	1	TBD	G	\$81,822	\$26,326	\$108,148
	<b>Funding Source:</b> Limiting Overdose through Collaborative Actions (OD2A) Grant Award No. 1 NH28CE00362-01-00					<b>Cost:</b>	\$108,148
						<b>Total Cost Additional (2 Positions):</b>	\$232,416
						<b>Grand Total Cost (5 Positions):</b>	\$487,906

<b>VIII. Criminal Justice Department - Reclassification</b>							<b>Pages 1 - 12</b>
<b>Reclassification</b>							
	<b>Current Position</b>	<b># Pos</b>	<b>Pos #</b>	<b>Grd.</b>	<b>Salary</b>	<b>Benefits</b>	<b>Salary &amp; Benefits</b>
	Program Manager I	1	4029	H	\$88,124	\$27,607	\$115,731
	<b>Proposed Position</b>						
	Program Manager III	1	Same	J	\$103,483	\$30,728	\$134,211
	<b>Funding Source:</b> Medicaid Waiver 1115 Fund					<b>Cost:</b>	\$18,480