



City of Denton

City Hall
215 E. McKinney Street
Denton, Texas
www.cityofdenton.com

AGENDA INFORMATION SHEET

DEPARTMENT: Human Resources

CM/ DCM/ ACM: Cassandra Ogden

DATE: January 7, 2026

SUBJECT

In accordance with Texas Local Government Code Chapter 143.054 and Local Rule Chapter D.054, consider and take action to determine if probable cause exists for ordering the Chief of Police's involuntary demotion of Sergeant Fermin (J.R.) Velasquez to the Civil Service Classification of Police Officer, and if probable cause exists for ordering the demotion, schedule a public hearing.

BACKGROUND

Pursuant to Texas Local Government Code Chapter 143.054, on November 4, 2025, Police Chief Jessica Robledo issued a memorandum recommending the demotion of Police Sergeant Fermin (J.R.) Velasquez to the civil service classification (rank) of Police Officer for performance related issues, not for disciplinary purposes.

In accordance with the provisions of Texas Local Government Code Chapter 143.054, (c) The commission may refuse to grant the request for demotion. If the commission believes that probable cause exists for ordering the demotion, the commission shall give the police officer written notice to appear before the commission for a public hearing at a time and place specified in the notice. The commission shall give the notice before the 10th day before the date the hearing will be held.

Based on Local Rule Chapter D.054, if the Commission determines that probable cause exists for a recommended demotion, the Director's letter to the police officer will include the hearing examiner option under Chapter 143. After the Commission has determined that probable cause exists for a requested demotion and has provided the employee with written notice as per Chapter 143, thereafter the action for appeal of the demotion may be conducted according to the same hearing procedures as set forth in the Local Rules for all other disciplinary actions or as expressly provided otherwise in Chapter 143.

RECOMMENDATION

Consider and take action to determine if probable cause exists for the recommended involuntary demotion of Police Sergeant Fermin (J.R.) Velasquez.

EXHIBITS

Exhibit 1 – Agenda Information Sheet – Police Sergeant Fermin (J.R.) Velasquez Demotion Recommendation

Respectfully submitted:
Carri Byrd
Civil Service Secretary
Human Resources Business Partner