

MAUMELLE CIVIL SERVICE COMMISSION MINUTES

DATE: May 12, 2014

COMMISSIONERS PRESENT: John Chapman, Chairman
Billy Herrington, Secretary
Harvey Durham, Commissioner
Marion Scott, Commissioner
Beau Pederson, Commissioner

OTHERS PRESENT: Police Chief Williams, Fire Chief Payne, HR Director James, City Attorney Davis, Mayor Watson, Fire Department representatives.

Chairman Chapman opened the meeting at 6:00 PM.

Chairman Chapman welcomed new Commissioner Scott.

Chairman Chapman read and presented a letter of appreciation from the Commission to former Commissioner Ortega.

Public Comments: None

Election of Commission Officers: Commissioner Pederson moved to reinstate Chairman Chapman as Chairman, seconded by Secretary Herrington. Motion passed 5 – 0.

Commissioner Pederson moved to reinstate Secretary Herrington as Secretary, seconded by Commissioner Durham. Motion passed 5 – 0.

Copies of April meeting minutes were provided to Commissioners. Commissioner Durham moved to accept the minutes as written, seconded by Commissioner Scott. Motion passed 5 – 0.

OLD BUSINESS:

HR Director James presented an update of possible changes to written promotional testing to incorporate more state and municipal law questions. He stated that he had receive replies from three accredited testing organizations and said that the budget this year could support Police Department Sergeant and Lieutenant tests this year. Chairman Chapman asked if it was definite that HR would move in that direction. HR Director James responded that it was not definite yet and that he would bring more information at the next Commission meeting.

There was a discussion of various possible extra credit possibilities in test scoring. It was noted that the Commission had rejected seniority and that the city did not wish to move toward veteran's preferences at this time. That left extra credit for educational achievement. After much discussion it was determined that the Commission did not

support this idea. However, there was discussion on what to use as a tie breaker in case of ties in test scoring, recognizing the mathematical fact that this was much more likely to occur in entry level testing rather than promotional testing. Chairman Chapman noted that increasing the number of point fractions behind the decimal point could solve any tie breakers in promotional testing and the Commission decided to leave procedures for promotional test scoring as is. Chairman Chapman and Secretary Herrington expressed support for a lottery system to break ties in entry level test scoring and moved to request City Attorney Davis to draft a rule change that included the fact that the tie breaker system needed to be disclosed in the job announcement and with a requirement that a representative from the Commission must be present for the drawing. That was seconded by Commissioner Pederson. Motion passed 5 – 0. The Commission will conduct a public hearing on the proposed rule change at its regularly scheduled June meeting.

NEW BUSINESS: None

With no further business, at 6:4 PM Commissioner Scott moved to adjourn the meeting, seconded by Commissioner Pederson. Motion passed 5 – 0.

The next meeting of the Commission is at 6:00 PM, Monday, June 9, 2014.