

## MAUMELLE CIVIL SERVICE COMMISSION MINUTES

DATE: June 9, 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.

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

**Public Comments:** None

### **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 the city has approved a purchase order to work with LPSI to develop test questions for this year for the police department only. A motion to approve the mechanism for police department testing was made by Chairman Chapman, seconded by Commissioner Durham and passed 5 – 0.

There was a public hearing on a proposed rule change concerning tie breakers in new hire testing. City Attorney Davis outlined proposed new language in Commission rules and regulations that allow use of a random process, such as a drawing by lot, to separate scores. This must be witnessed and documented. Commissioner Pederson asked who could witness and City Attorney Davis replied that any disinterested party could serve as a witness. Commissioner Scott stated that she wished other factors, such as study of the criminal mind, could be a part of the tie breaking process. Chairman Chapman replied that the Commission develops a list of the three top scorers and submits it to the Chiefs. If the Chiefs wish to weigh other factors in their selection process, that is their prerogative. There was a discussion of the rule of three and City Attorney Davis stated that cities below a certain size are required by state statute to use this rule and Maumelle falls in that category. Secretary Herrington moved to approve the rule change, seconded by Commissioner Durham. Motion passed 5 – 0.

### **NEW BUSINESS:**

Fire Chief Payne asked to submit two requests that were not on the agenda. The Commission in December had approved a four person rotation of in the role of temporary Division Chief. One person dropped out of the rotation, meaning that the department was near exhausting its time limits on temporary appointments and it was requested that the Commission reapprove an extension with a three person rotation. Commissioner Durham moved to do so, seconded by Commissioner Scott. Motion passed 5 – 0.

The temporary appointments to Division Chief resulted in the need for temporary appointments to Captain and Fire Engineer, which the Commission had approved in December. However, those appointments also needed to be extended and Chief Payne requested that they be. Secretary Herrington moved to approve the extension of those temporary appointments, seconded by Commissioner Pederson. Motion passed 5 – 0.

Commissioner Scott initiated a discussion concerning communication she had received from Chairman Chapman concerning his interpretation of the prohibition of elected or appointed officials from working as election poll workers, which Commissioner Scott had done before she was appointed to the Commission. Chairman Chapman stated that he was simply trying to help her avoid a possible bad situation. He stated that this was not a Commission regulation but believed it was a state statute regarding poll workers. City Attorney Davis stated that she would have to research that issue and Chairman Chapman stated that he would forward the materials he had reviewed to her.

With no further business, at 6:35 PM Commissioner Pederson moved to adjourn the meeting, seconded by Commissioner Durham. Motion passed 5 – 0.

The next meeting of the Commission is at 6:00 PM, Monday, July 14, 2014.

