

**CITY OF LOCKHART-  
FIRE FIGHTERS' AND POLICE OFFICERS' CIVIL SERVICE COMMISSION**

**Civil Service Commission Meeting                      Monday, May 18, 2020                      6:30 P.M.**

**Commissioners present:**

Chairman Worlanda Neal  
Commissioner Yolanda Strey  
Commissioner Ray Sanders

**Staff present:**

Randy Jenkins, Fire Chief  
Julie Bowermon, Civil Service Director

**Chairman Neal** called the meeting of the Civil Service Commission to order on this date at **6:30 p.m.**

**Agenda**

**1. Discussion and/or action regarding approval Commission minutes of February 24, 2020.**

Chairman Neal requested corrections to the Civil Service Commission minutes of February 24, 2020. There were none.

Commissioner Sanders made a motion to approve Civil Service Minutes of February 24, 2020. Chairman Neal seconded. The motion carried by a vote of 3-0).

**2. Discussion and/or action regarding approval of opening the current Fire Captain Exam (date to be determined) to all Fire Engineers within the Lockhart Fire Department, regardless of tenure; waiving the 4 years of service in the department requirement; and waiving the rule of "3" to ensure a competitive exam – for this exam and tis exam only.**

Ms. Bowermon stated that the Fire Department currently has a Captain vacancy and it is necessary to hold a Fire Captain promotional exam. The department has no employees with at least 2 years of service as an Engineer and 4 years of service in the department. If the exam were to be opened to all Engineer with 4 years of service in the department, only one employee would be eligible. To prevent a delay in filling the Captain vacancy, Ms. Bowermon requested that the exam be opened to all Engineers in the department, regardless of tenure and waive the 4 years of service in the department requirement. Ms. Bowermon stated this would make three employees eligible. And, although it was anticipated that all 3 eligible employees would compete in the exam, she asked that, for this exam, the Commission waive the rule that three employees must sit for a promotional exam to prevent delay.

Commissioner Sanders expressed concern of testing eligibility under civil service in small departments and the lack of tenure of the current fire fighters.

There was further discussion.

Commissioner Sanders made a motion to approve opening the current Fire Captain Exam (date to be determined) to all Fire Engineers within the Lockhart Fire Department, regardless of tenure; waiving the 4 years of service in the

department requirement; and waiving the rule of "3" to ensure a competitive exam – for this exam and tis exam only. Commissioner Strey seconded. The motion carried by a vote of 3-0.

3. **Discussion and/or action regarding approval of opening the current Fire Engineer exam (date to be determined) to all Firefighters in the Lockhart Fire Department; and waiving the rule of "3" to ensure a competitive exam – for this exam and this exam only.**

Ms. Bowermon stated an Engineer vacancy will occur after the Fire Captain promotional process is complete. The department only has one employee with at least 2 years of service as a fire fighter. However, opening the exam to all fire fighters within the department would make approximately 5 employees eligible. And, although it was anticipated that all 5 eligible employees would compete in the exam, she asked that, for this exam, the Commission waive the rule that three employees must sit for a promotional exam to prevent delay.

There was further discussion.

Commissioner Sanders made a motion to approve opening the current Fire Engineer exam (date to be determined) to all Firefighters in the Lockhart Fire Department; and waiving the rule of "3" to ensure a competitive exam – for this exam and this exam only. Commissioner Strey seconded. The motion carried by a vote of 3-0.

4. **Director's Report.**

- Fire Fighter entrance exam will be held Saturday, May 16, 2020.

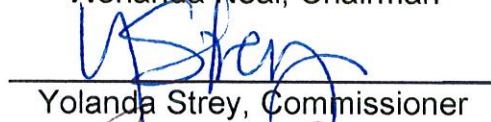
5. **Adjournment.**

Commissioner Sanders made a motion to adjourn the meeting. Chairman Neal seconded. The motion carried by a vote of 3-0. The meeting was adjourned at 6:57pm.

**PASSED and APPROVED this 14<sup>th</sup> day of September, 2020.**

Signed:

  
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Worlanda Neal, Chairman

  
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Yolanda Strey, Commissioner

  
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Ray Sanders, Commissioner

ATTEST:

  
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Julie Bowermon, Civil Service Director