

AGENDA

CITY OF TAYLOR, TEXAS
CIVIL SERVICE COMMISSION MEETING
August 20, 2020, 8:00 A.M.

In order to assist in maintaining the health of Commission Members, staff and the public, this meeting will be conducted by *phone conference*. If you have a question or comment for the Civil Service Commission, please join the Zoom Meeting at: Join Zoom Meeting <https://zoom.us/j/96108499205?pwd=V1ZnMks1Qkt3Q3JHOXVpck56VThldz09>

Meeting ID: 961 0849 9205
Passcode: Commission

CALL TO ORDER AND DECLARE A QUORUM

REGULAR AGENDA – REVIEW / DISCUSS & CONSIDER/ACTION:

1. Approve minutes from July 7, 2020, meeting.
2. Introduce Bruce Ure, Bruce Ure Consulting, and receive update regarding recent promotional exam.
3. Review and consider appeals for Fire Driver Operator Exam on July 28, 2020.
4. Approve Fire Eligibility List from the Driver Operator Exam of July 28, 2020.
5. Update on new Civil Service web page
6. New Business-Items for next agenda.

ADJOURN

The Commission may vote and/or act upon each of the items listed in this Agenda. The Commission reserves the right to retire into executive session concerning any of the items listed on this Agenda, whenever it is considered necessary and legally justified under the Open Meetings Act. I certify that the notice of meeting was posted in the Taylor City Hall Lobby and remained posted for at least 72 continuous hours before the scheduled time of said meeting. I further certify that the following news media was notified of this meeting: Taylor Press.



Kim Peterson, Civil Service Director

8/6/2020, 12:30 p.m.
Date and Time Posted

**City of Taylor
Civil Service Commission
July 7, 2020 Minutes**

The City of Taylor Civil Service Commission met on July 7, 2020, by videoconference due to the COVID-19 County Emergency Declaration. Chairman Sacheen Yates declared a quorum and called the meeting to order at 8:06 a.m. with the following participating on the teleconference meeting:

Sacheen Yates, Chair
Mary Chapa, Vice Chair
Kimberly Hill, Commissioner
Brian LaBorde, City Manager

Daniel Baum, Fire Chief
Henry Fluck, Police Chief
Kim Peterson, Director, HR & Civil Service
Mark Schroeder, City Attorney

Item 1) Approve minutes from June 16, 2020, meeting.

A motion was made by Commissioner Hill and seconded by Chair Yates to approve the minutes as presented. Motion passed 2-0. (NOTE: Mary Chapa joined the meeting after this agenda item).

Item 2) Receive update from City Manager regarding recommendations made by Civil Service Commission and investigator related to the investigation into the complaint by Firefighter Ryan Sorrick and take possible action.

No action on this agenda item.

Item 3) Receive update on posting commission agenda packets on City website.

A motion was made by Vice Chair Chapa and seconded by Commissioner Hill to approve posting Civil Service Commission information, including agenda packets, local Civil Service rules, Chapter 143 of the Local Government Code and a link to request to be on an agenda packet distribution list on the City's website.

Item 4) Approve Proctor services with Bruce Ure Consulting

A motion was made by Vice Chair Chapa and seconded by Commissioner Hill to approve Bruce Ure Consulting to be retained as a subject matter expert by the City to provide assistance and support to the Civil Service Director related to all exams, including proctoring of exams, overseeing scoring and being present for test appeal reviews and any other civil service matter. Motion passed 3-0.

Item 5) New Business-Items for next agenda.

Ms. Peterson reported that the City Council has approved changes to the City's Personnel Policies regarding Civil Service, as requested by the commission. This week the Council has an agenda item to approve the re-appointment of Sacheen Yates to the commission. Upcoming activity includes the Fire Driver Operator Promotional Exam on July 28, 2020. A meeting of the commission would be required after that to approve the eligibility list and to report on the new process with the assistance of Ure Consulting. Ms. Peterson will request that Bruce Ure attend that meeting to report back to the commission.

Being that there was no more business items remaining for discussion before the commission, the meeting adjourned at 8:58 a.m.

Sacheen Yates, Chairman
City of Taylor, Civil Service Commission

ATTEST:

Kim Peterson, Civil Service Director

Date



MEMORANDUM

TO: Civil Service Commission
FROM: Kim Peterson, Director, Human Resources & Civil Service
DATE: August 20, 2020
SUBJECT: Appeals for 7/28/2020 Fire Driver Operator Promotional Exam

The purpose of this memo is to provide information regarding the handling of appeals resulting from the Fire Driver Operator Promotional Exam held on July 28, 2020. The exam and appeals process was managed with the assistance of Bruce Ure who served as proctor at both the exam and the appeals process.

Attached are four appeals filed within the five-day deadline. Also attached are responses from the test developer, Len Nored, who reviewed each appeal and made a recommendation for each question. Please note that one question, Question 37, had appeals from 2 exam takers and the response from Mr. Nored is the same for each. Here are the appealed questions:

- Question 37
- Question 37 (2nd appeal on this question)
- Question 45
- Question 73

Here is the policy reference from the City of Taylor Civil Service Rules and Regulations:

Section 143.034 REVIEW AND APPEAL OF PROMOTIONAL EXAMINATION

See Section 143.034, Chapter 143

Beginning on the first business day following the examination, a promotional candidate may review the examination booklet, his/her answer sheet, the answer key, and the source material for the examination in the presence of a monitor(s) designated by the Director. At such time that a promotional candidate submits a written appeal to the Director, a copy of the appealed question(s) along with the respective answer(s) from the answer key and the title and page number from the reference materials shall be given to the appellant.

The period of review of test materials begins the first business day after promotional examination grades are posted and is limited to five business days during which an appeal may be filed.

The Commission shall receive a copy of each appeal submitted, the appealed question(s), and the appropriate source reference sheet(s). The appeal information shall not reveal the name of the appellant, prior to the regularly scheduled Commission meeting.

A promotional examination question appealed to the Commission shall be sustained, overruled,

or eliminated by a Ruling issued by the Commission.

- (a) **Sustain the answer key** (test scores shall remain as reported)

A Ruling which rejects the appeal presented to the Commission shall require the Director to accept the answer as given on the answer key, while grading the promotional examinations of all eligible candidates.

- (b) **Overrule the answer key** (the Commission shall designate another answer(s) to be accepted)

A Ruling which sustains the appeal of a promotional examination question shall require the Director to accept two or more answers, as directed in the Ruling, while grading the promotional examination of all eligible candidates.

- (c) **Eliminate the test question** (the test question shall not be included)

A Ruling which rejects the test question related to the appeal of a promotional examination question shall require the Director to disregard the question and its answer while grading the promotional examination of all eligible candidates.

Formula for calculating scores after appeals:

The formula for calculating the promotional test scores shall be as follows:

$(100) / (\text{total number of test questions used}) = \text{point value of each question}$

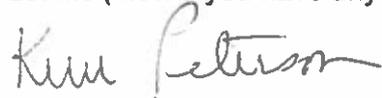
$(\# \text{ of total test questions}) - (\# \text{ of wrong questions}) = \# \text{ of correct questions}$

$(\# \text{ of correct questions}) \times (\text{value of each question}) = \text{score}$

Here is an excerpt from Chapter 143, Local Government Code of the State of Texas:

Sec. 143.034. REVIEW AND APPEAL OF PROMOTIONAL EXAMINATION. (a) On request, each eligible promotional candidate from the fire or police department is entitled to examine the person's promotional examination and answers, the examination grading, and the source material for the examination. If dissatisfied, the candidate may appeal, within five business days, to the commission for review in accordance with this chapter. In computing this period, a Saturday, Sunday, or legal holiday is not considered a business day.

Let me know if you have any questions.



Kim Peterson
Director, Human Resources & Civil Service



**Civil Service Commission
REQUEST FOR CONSIDERATION – APPEAL FORM**

Under Local Government Code & Taylor Civil Service Rules and Regulations, Section 143.034, Review and Appeal of Promotional Examination, beginning the first business day following the examination and limited to five business days, a promotional candidate may submit a written appeal to the Civil Service Director. The Commission shall receive a copy of each appeal submitted, the appealed question(s), and the appropriate source reference sheet(s). The appeal information shall not reveal the name of the appellant, prior to the regularly scheduled Commission meeting. A promotional examination question appealed to the Commission shall be sustained, overruled, or eliminated by a Ruling issued by the Commission as follows:

- (a) Sustain the answer key (test scores shall remain as reported)
- (b) Overrule the answer key (the Commission shall designate another answer(s) to be accepted)
- (c) Eliminate the test question (the test question shall not be included)

REQUEST FOR APPEAL

I am requesting that the Civil Service Commission review the following promotional test question:

Exam Date: 28 JULY 2020 Question Number: 37

I believe the question should be reviewed because:

STATIC PRESSURE IS THE CORRECT ANSWER, BUT FLOW PRESSURE IS THE WATER MOVING OUT OF THE HYDRANT USING KINETIC ENERGY. WHILE STATIC PRESSURE USES POTENTIAL ENERGY. AS POTENTIAL ENERGY IS USED AND MEASURED BEFORE

Received:
8/3/2020 2:40 PM
Date & Time Received

Kelli Peterson
HR Department

Copy: Employee

THE HYDRANT IS OPENED. YOU WOULD GET WATER FLOW WHEN YOU OPE
IT. AT THE SAME TIME WITH FLOW PRESSURE IT IS THE KINETIC ENER
THAT LETS WATER FLOW OUT OF THE HYDRANT WHEN OPENED.
STATIC PRESSURE AND FLOW PRESSURE BOTH CAUSE THE WATER TO
FLOW OUT OF AN HYDRANT WITH POTENTIAL AND TURNING INTO
KINETIC ENERGY. THERE ISN'T ENOUGH INFORMATION ON THIS QUESTION
TO DECIPHER BETWEEN THE TWO.

**Driver/Operator Exam
Question #37**

Instructions:

Questions 34 through 53 were taken from Fire Apparatus Driver Operator: Pump, Aerial, Tiller and Mobile Water Supply, 3rd ed., Jones and Bartlett, ISBN: 1284147614. Select the best answer for questions 34 through 53 based solely upon the material presented in this source.

37. _____ causes water to flow out of an opened fire hydrant. Pg. 79
- A. Flow pressure
 - B. Residual pressure
 - C. Static pressure
 - D. Atmospheric pressure

Pertinent Text: Pg. 79-80

Question 37 is taken verbatim from page 79. The paragraph from which the question was taken is as follows:
Static pressure is the pressure in a system when the water is not moving. Static pressure is potential energy, because it would cause the water to move if there were some place the water could go. **This type of pressure causes the water to flow out of an opened fire hydrant.** If there was no static pressure, nothing would happen when the hydrant was opened.

The test-taker argues that answer B --- Residual pressure be accepted. Residual pressure is defined as the amount of pressure that remains in the system when the water is flowing. Per its definition, residual pressure cannot be considered a correct answer.

The only possible correct answer is C --- **Static pressure**

I recommend only answer C be accepted as the correct answer.



**Civil Service Commission
REQUEST FOR CONSIDERATION – APPEAL FORM**

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- (a) Sustain the answer key (test scores shall remain as reported)
- (b) Overrule the answer key (the Commission shall designate another answer(s) to be accepted)
- (c) Eliminate the test question (the test question shall not be included)

REQUEST FOR APPEAL

I am requesting that the Civil Service Commission review the following promotional test question:

Exam Date: 28 July 2020 Question Number: 37

I believe the question should be reviewed because:

Multiple Answers are correct. The writer took a statement from the book, the statement on its own without additional context leaves the statement vague creating a situation where multiple answers are correct.

The book states 'Static Pressure is the pressure in a system when the water is not moving. Static Pressure is the potential energy because it would cause the water to move if there were some place the water could go. "This type of pressure causes the water to flow out an opened fire hydrant." If there was no static pressure, nothing would happen when the hydrant was opened. p79'

The problem with using this statement without the context before and after; is it uses the past tense "opened hydrant" inferring that water is flowing.

Residual Pressure is the amount of pressure that remain in the system when the water is flowing. For example, when you open a hydrant and start to draw large quantities of water out of the system, some of the 'potential energy' of the still water is converted into 'kinetic energy' of moving water. However, not all of the potential energy turns into kinetic energy; some of it is used to overcome friction in the pipes. The pressure that is remaining after this loss is subtracted while the water that is flowing is the Residual Pressure. p80

'Residual pressure is an important measurement because it provides the best indication of how much more water is available in the system. The more water that is flowing the less residual pressure there is. In theory, when the maximum amount of water is flowing, residual pressure is zero, and there is no more potential energy to push more water through the system. p80

PAAD/OH States: "True static pressure is seldom found in municipal water systems because there is always some flow in the pipes due to normal use. However, the pressure in a system before it flows from a hydrant is considered static for fire service purposes. p175" This statement infers that the hydrant is closed whereas the test statement has it opened.

Thus, based on the evidence submitted I contend that residual is also an acceptable answer. If the hydrant is already opened then the water is flowing, meaning residual pressure is causing the water flow.

Received:
8/3/2020 3:52 PM
Date & Time Received

Kim Peterson
HR Department

Copy: Employee

**Driver/Operator Exam
Question #37**

Instructions:

Questions 34 through 53 were taken from **Fire Apparatus Driver Operator: Pump, Aerial, Tiller and Mobile Water Supply, 3rd ed., Jones and Bartlett, ISBN: 1284147614.** Select the best answer for questions 34 through 53 based **solely** upon the material presented in this source.

37. _____ causes water to flow out of an opened fire hydrant. Pg. 79
- A. Flow pressure
 - B. Residual pressure
 - C. Static pressure
 - D. Atmospheric pressure

Pertinent Text: Pg. 79-80

Question 37 is taken verbatim from page 79. The paragraph from which the question was taken is as follows:
Static pressure is the pressure in a system when the water is not moving. Static pressure is potential energy, because it would cause the water to move if there were some place the water could go. **This type of pressure causes the water to flow out of an opened fire hydrant.** If there was no static pressure, nothing would happen when the hydrant was opened.

The test-taker argues that answer B --- Residual pressure be accepted. Residual pressure is defined as **the amount of pressure that remains in the system when the water is flowing.** Per its definition, residual pressure cannot be considered a correct answer.

The only possible correct answer is C --- **Static pressure**

I recommend **only** answer C be accepted as the correct answer.



Civil Service Commission REQUEST FOR CONSIDERATION – APPEAL FORM

Under Local Government Code & Taylor Civil Service Rules and Regulations, Section 143.034, Review and Appeal of Promotional Examination, beginning the first business day following the examination and limited to five business days, a promotional candidate may submit a written appeal to the Civil Service Director. The Commission shall receive a copy of each appeal submitted, the appealed question(s), and the appropriate source reference sheet(s). The appeal information shall not reveal the name of the appellant, prior to the regularly scheduled Commission meeting. A promotional examination question appealed to the Commission shall be sustained, overruled, or eliminated by a Ruling issued by the Commission as follows:

- (a) Sustain the answer key (test scores shall remain as reported)
- (b) Overrule the answer key (the Commission shall designate another answer(s) to be accepted)
- (c) Eliminate the test question (the test question shall not be included)

REQUEST FOR APPEAL

I am requesting that the Civil Service Commission review the following promotional test question:

Exam Date: 28 July 2020 Question Number: 45

I believe the question should be reviewed because:

Multiple Answers are correct. The test writer took this statement word for word from Standpipe/Sprinkler Connection (page 300), without taking Standpipe Systems (page 175) into consideration. The test writer is not using a comprehensive approach to the study material, this does a disservice to the test taker leaving multiple answers to be correct.

FADOPATMWS Page 175 states calculation of the required pressure for a standpipe system may need to take into account several variables and the required fire flow for the given situation 'Standpipe pump pressures may be calculated, identified from marking on or at the FDC, or determined by departmental SOP. As a general rule, you should not exceed a PDP of 200 psi

unless you know the system is designed to handle the greater pressure required.

Based on book stating, "As a general rule, you should not exceed a PDP of 200 psi unless you know the system is designed to handle the greater pressure required." I contend "specification of pipe used" refers to the system is designed to handle greater pressure.

Lastly this does not take in to account Standpipe Systems with Pressure-Regulating valves(PRV)(FAD/OPATMWS p178) and Pressure-Reducing Valves (PRV)(PAAD/OH p365) these valves require a certain "head pressure" to fully open. The Skill Drill 7-17 on page 178 show a PDP of 235psi. Lets change the floor to 100 instead of 17; this changes the PDP to 650psi. If I was to use the height of the 17 floor with my PDP at 235, the PRV's on floors 1-17 would not fully open and the firefighters needing water on these floors would not have adequate pressure. This means the individual components of the standpipe system to include pipes must be built to handle the pressure requirements. Thus, specification(s) of pipe used would also be a correct answer choice.

Employees' Printed Name

Employees Signature

Received:
8/4/2020
Date & Time Received

3:06 pm

Kevin Peterson
HR Department

Copy: Employee

**Driver/Operator Exam
Question #45**

Instructions:

Questions 34 through 53 were taken from **Fire Apparatus Driver Operator: Pump, Aerial, Tiller and Mobile Water Supply**, 3rd ed., Jones and Bartlett, ISBN: 1284147614. Select the best answer for questions 34 through 53 based **solely** upon the material presented in this source.

45. The pressure requirements for standpipe systems depend on _____ . Pg. 300
- A. pressure specifications of the pipe used
 - B. the square footage of the building
 - C. the type and size of the fire
 - D. the height at which the water will be used inside the building**

Pertinent Text: Pg. 300

Question 45 is taken verbatim from page 300. **“The pressure requirements for standpipe systems depend on the height at which the water will be used inside the building.”** Every standpipe or sprinkler system has specific pressure requirements based on the height at which the water will be used inside the building. This is true whether it is a three-story structure or a 20-story structure. The height at which water will be used inside the building determines the pressure specifications of the pipe used in the construction of the system. Typically, the taller the structure the greater the pressure requirements for the standpipe system.

The test-taker argues that answer A --- pressure specifications of the pipe used is also a correct answer. **Answer “A” cannot be a correct answer** because the height at which water will be used inside the building determines the pressure specifications of the pipe required in the construction of the system. The taller the structure, the greater the pressure requirements for the piping within the system. It takes much more pressure to pump water up to the 20th floor than it does to pump it to the 3rd floor.

The test-taker’s appeal is largely based on making pressure calculations which are not needed for this question.

The only possible correct answer is **D --- the height at which the water will be used inside the building**

I recommend only answer D be accepted as the correct answer.



**Civil Service Commission
REQUEST FOR CONSIDERATION – APPEAL FORM**

Under Local Government Code & Taylor Civil Service Rules and Regulations, Section 143.034, Review and Appeal of Promotional Examination, beginning the first business day following the examination and limited to five business days, a promotional candidate may submit a written appeal to the Civil Service Director. The Commission shall receive a copy of each appeal submitted, the appealed question(s), and the appropriate source reference sheet(s). The appeal information shall not reveal the name of the appellant, prior to the regularly scheduled Commission meeting. A promotional examination question appealed to the Commission shall be sustained, overruled, or eliminated by a Ruling issued by the Commission as follows:

- (a) Sustain the answer key (test scores shall remain as reported)
- (b) Overrule the answer key (the Commission shall designate another answer(s) to be accepted)
- (c) Eliminate the test question (the test question shall not be included)

REQUEST FOR APPEAL

I am requesting that the Civil Service Commission review the following promotional test question:

Exam Date: 28 July 2020 Question Number: 73

I believe the question should be reviewed because:

The Question did not ask or state "High-Rise" or "Low rise" Construction p 257 in which the roof metal structures are what would sag and buckle. Additionally p 317 investigations of major fires in the US show there is No record of a floor actually collapsing down to a floor below.

Received:
8/3/2020 3:52 pm
Date & Time Received

Kem Peterson
HR Department

Copy: Employee

**Driver/Operator Exam
Question #73**

Instructions:

Questions 54 through 73 were taken from **Building Construction – The Firefighter’s Battlespace**, Vincent Dunn, FDNY Foundation (2018), ISBN: 9780986271953. Select the best answer for questions 54 through 73 based **solely** upon the material presented in this source.

73. _____ are a recurring collapse danger in a fire-resistive building. Pg. 317
- A. Roofs
 - B. Floors**
 - C. Walls
 - D. Framing

Pertinent Text: Pg. 317-319

Question 73 is taken verbatim from page 317. Chapter 26 is titled “**Chronic Fire Spread and Collapse Battlespaces**”. The entire chapter is dedicated to discussing Chronic Fire Spread in each of the five major building classifications as well as the Chronic Collapse Battlespaces in each building classification. Beginning on page 317, under the section heading **Chronic Collapse**, each of the five major building classifications are discussed with the leading collapse danger or hazard being highlighted for each. Under **Type I fire-resistive construction recurring collapse**: The first sentence states “**Floors are a recurring collapse danger in a fire-resistive building**”. As the test-taker referenced, the second sentence states “Investigation of major fires in the U.S. show there is no record of a floor actually collapsing down to a floor below. The text goes on to state that floors are commonly found to be sagging, warped, bent, and bowed downward. Some of which are sagging so badly that they have to be shored and braced before firefighters could overhaul beneath them. On the top of page 318 it states “A floor may not collapse down to the floor below. However, when broken, slanted or wavy, the fire service must consider it a collapse danger. The chapter dedicates pages 317-319 to discussing collapse dangers in Type I fire-resistive buildings and in those pages, there is **no reference to potential roof collapse**.

Answer B: Floors is the only correct answer.

The test-taker said the question did not state high-rise or low-rise construction. This is true. The question is about **fire-resistive construction** in general.

The question simply asked “_____ are a recurring collapse danger in a **fire-resistive building**.”

According to the text dedicated to fire-resistive buildings, floors are the recurring collapse danger.

The only possible correct answer is B: Floors

I recommend only answer B be accepted as the correct answer.



MEMORANDUM

TO: Civil Service Commission
 FROM: Kim Peterson, Director, Human Resources & Civil Service
 DATE: August 11, 2020
 SUBJECT: Handling of Tie Breakers for 7/28/2020 Fire Driver Operator Exam

The purpose of this memo is to provide information regarding the handling of Tie Breaker scores resulting from the Firefighter / EMT Entrance Exam held on July 28, 2020. The following Fire applicants had the same grade on the exam:

Tie Score	Names	Basis of Resolution
77	<ul style="list-style-type: none"> • Cody Kraemer • Ryan Sorrick 	<p>(1) TIE-BREAKERS—Whenever two (2) or more competitors for promotion attain the same grade, including seniority points, the tie shall be broken in the order listed below:</p> <p>(a) Highest Test Score – If a tie exists, the candidates shall be ranked in the order according to which candidate had the highest examination raw score prior to the addition of seniority points and after the Commission’s determination of appeals, if any.</p> <p><u>Raw Scores:</u></p> <ul style="list-style-type: none"> • Kraemer’s raw score is 75 • Sorrick’s raw score is 71

Here is the policy reference from the City of Taylor Civil Service Rules and Regulations:

Section 143.033 PROMOTIONAL EXAMINATION GRADES
 See Section 143.033, Chapter 143

- (2) **TIE-BREAKERS**—Whenever two (2) or more competitors for promotion attain the same grade, including seniority points, the tie shall be broken in the order listed below:
- (b) **Highest Test Score** – If a tie exists, the candidates shall be ranked in the order according to which candidate had the highest examination raw score prior to the addition of seniority points and after the Commission’s determination of appeals, if any.

- (c) **Time in Rank** – If a tie still exists, the candidates shall be ranked in the order according to which candidate has the most recent continuous seniority in the position immediately below the position for which the examination was given.
- (d) **Seniority in the Department** - If a tie still exists, the candidates shall be ranked in the order according to which candidate has the most seniority with the respective Department in a certified position, whether interrupted or uninterrupted.
- (e) **Total Years of Experience as a Certified Fire Fighter or Police Officer**- If a tie still exists, the candidates shall be ranked in the order according to which candidate has the (i) most years of experience as a full-time, paid fire fighter for a position in a Fire Department; or (ii) most years of experience as an active, full-time, paid peace officer for a position in a Police Department.
- (f) **Total City Service** – If a tie still exists, the candidates shall be ranked in order according to which candidate has the most total service time with the City, including time in a non-classified position.
- (g) **Earliest Date of Initial Application** – If a tie still exists, the candidates shall be ranked in order according to the earliest stamped date and time of initial application for the promotion.
- (h) **By Lot** – If a tie still exists, the candidates shall be ranked by lot as determined by the Director.

Let me know if you have any questions.

Kim Peterson
Director, Human Resources & Civil Service

CITY OF TAYLOR FIRE DEPARTMENT
DRIVER OPERATOR ELIGIBILITY LIST
AS OF 7/28/2020

RANK	NAME	GRADE
1	Cody Kraemer	77
2	Ryan Sorrick	77

**Eligibility List will expire on 7/28/2021 or until exhausted,
whichever comes first.**

I hereby certify that a true and correct copy of this list was
posted in a public place on August 20, 2020 at p.m.

Kim Peterson
Civil Service Director

Draft - Web Page

Civil Service Commission

Introduction

The City of Taylor Fire Fighters' and Police Officers' Civil Service Commission was established in 2004 in compliance with Chapter 143, as amended, of the Texas Local Government Code.

The Commission is responsible for adopting and maintaining local rules concerning hiring and promotional processes, serving as an appeal board for candidates and civil service employees in the Fire and Police Departments and for reviewing disciplinary appeals.

Commission Membership

Appointment: The City Manager appoints, and the City Council confirms the appointment of the 3 members of the Commission. The members elect one member to serve as Chairperson and one to serve as Vice Chairperson. Members serve staggered 3-year terms.

Members

Sacheen Yates, Chair

Appointments: July 2017, 2020

Term expires: July 2023

Mary Chapa, Vice Chair

Appointments: July 2004, 2006, 2009, 2012, 2015

Term expires: July 2021

Kimberly Hill, Commissioner

Appointment: July 2019

Term expires: July 2022

Rules and Regulations

- Chapter 143, Local Government Code - <https://statutes.capitol.texas.gov/Docs/LG/pdf/LG.143.pdf>
- [Click Here for the City of Taylor Civil Service Rules and Regulations](#)
- [Click Here for the Promotional Exam Appeals Procedure](#)
- [Click Here for the Promotional Exam Appeal Form](#)

Meetings

- July 7, 2020
 - [Agenda](#)
 - [Agenda Packet](#)

[Click here to request to receive Agenda Packets](#)

NOTICE OF EXAMS

- **July 28 Driver Operator Promotional Exam**
 - Announcement
 - Intent to Test form
 - Eligibility List

Join the Team

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- [Click Here for the Fire Recruiting Page](#)

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