

AGENDA

CITY OF TAYLOR, TEXAS CIVIL SERVICE COMMISSION MEETING October 8, 2020, 8:30 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/91334561976?pwd=aXVlaXkxNFdNaDRyU0JiVWFEaG5aQT09>

Meeting ID: 913 3456 1976
Passcode: Commission

CALL TO ORDER AND DECLARE A QUORUM

REGULAR AGENDA – REVIEW / DISCUSS & CONSIDER/ACTION:

1. Approve minutes from August 20, 2020, meeting.
2. Review Fire Department Promotional Exams Reading List
3. Adopt seniority list for Fire and Police Department employees.
4. 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

9/22/2020, 2:20 PM
Date and Time Posted

**City of Taylor
Civil Service Commission
August 20, 2020 Minutes**

The City of Taylor Civil Service Commission met on August 20, 2020, by videoconference due to the COVID-19 County Emergency Declaration. Chairman Sacheen Yates declared a quorum and called the meeting to order at 8:05 a.m. with the following participating on the teleconference meeting:

Sacheen Yates, Chair
Mary Chapa, Vice Chair
Kimberly Hill, Commissioner
Brian LaBorde, City Manager
Kim Peterson, Director, HR & Civil Service
Bruce Ure, Consultant

Daniel Baum, Fire Chief
Lt. Ryan Carlton
D. O. Matt Whisenant
FF Ryan Sorrick
FF Colton Brock
FF Cody Kraemer
Lt. Brandon Sanders

Item 1) Approve minutes from July 7, 2020, meeting.

A motion was made by Vice Chair Chapa to approve the minutes, with the amendment to include the vote by the Commission for Agenda Item 3, and seconded by Commissioner Hill to approve the minutes as presented. Motion passed 3-0.

Item 2) Introduce Bruce Ure, Bruce Ure Consulting, and receive update regarding recent promotional exam.

Mr. Ure provided brief comments. No action by commission.

Item 3) Review and consider appeals for Fire Driver Operator Exam on July 28, 2020.

- **Two Appeals of Question 37** – A motion was made by Chair Yates to accept both Answers A and B as correct answers and seconded by Vice Chair Chapa. Motion passed 3-0.
- **Appeal of Question 45** – A motion was made by Vice Chair Chapa to accept both Answers A and D as correct and seconded by Chair Yates. Motion passed 3-0.
- **Appeal of Question 73** – A motion was made by Commissioner Hill and seconded by Vice Chair Chapa to eliminate question 73. Motion passed 2-1.

Item 4) Approve Eligibility List from the Fire Driver Operator Promotional Exam held on July 28, 2020. Based on the appeals results in Agenda Item 3, Ms. Peterson presented an updated Eligibility List with the following passing scores and order: 1. Cody Kraemer – 80; 2. Ryan Sorrick – 80; and Colton Brock – 75. The tie was reviewed based on memo submitted. A motion was made by Vice Chair Chapa and seconded by Commissioner Hill. Motion passed 3-0.

Item 5) Update – Civil Service web page

Ms. Peterson shared the proposed webpage for the Civil Service Commission. No action taken by commission.

Item 6) New Business-Items for next agenda.

Matt Whisenant signed up to speak and requested that the Commission look at the Fire Department Promotional Exam Reading Lists which he felt were too long. There was discussion about various alternatives, such as test questions on Blue Card standards used by the Fire Department. The Commission requested that a discussion item be scheduled for the fall to review the Fire Department reading lists.

Being that there was no more business items remaining for discussion before the commission, the meeting adjourned at 10:05 a.m.

Sacheen Yates, Chairman
City of Taylor, Civil Service Commission

ATTEST:

Kim Peterson, Civil Service Director

Date

**City of Taylor Reading List
Driver Operator Promotional Exam**

City of Taylor Fire Department Standard Operation Guidelines (SOG's) and published departmental directives

IFSTA Pumping and Aerial Apparatus, Driver Operator Handbook, Fire Protection Publications; 3rd edition (January 1, 2015), ISBN: 0879395710

Fire Apparatus Driver/Operator: Pump, Aerial, Tiller and Mobile Water Supply, 3rd Edition, Jones and Bartlett, ISBN: 1284147614

Building Construction - The Firefighter's Battlespace, Vincent Dunn, FDNY Foundation (2018), ISBN: 9780986271953

Fully Involved Leadership: Successful Strategies in Leadership from the Firefighter to the Fire Chief, Gary Ludwig and John Buckman III, Independently published (March 14, 2019), ISBN: 1798948419

Pride & Ownership: A Firefighter's Love of the Job, Rick Lasky, Fire Engineering Books & Videos; 5/31/06 edition (June 22, 2006), ISBN: 1593700784

These publications are reserved at the City of Taylor Public Library for employees to check out on a limited time basis.

I hereby certify that a true and correct copy of this notice was posted in a public place on March 31, 2020, at 10:00 a.m.



Kim Peterson
Director, Human Resources & Civil Service

**City of Taylor Reading List
Fire Lieutenant Promotional Exam**

City of Taylor Fire Department Standard Operating Guidelines (SOG's) and published departmental directives

The New Company Officer, Jason Hovelmann, Fire Engineering Books & Videos (March 22, 2018) ISBN: 1593704119

Fire Officer's Handbook of Tactics, John Norman, Fire Engineering Books & Videos; 5 edition (February 15, 2019), ISBN: 1593704186

Fire Officer Principles and Practice, 4th Edition, Michael J. Ward, Jones and Bartlett Publishing, ISBN: 1284172392

Street Smart Firefighting: The Common Sense Guide to Firefighter Safety and Survival, Robert C. Bingham, CreateSpace Independent Publishing Platform; 1st edition (March 18, 2014), ISBN: 1496049551

Step Up and Lead, Frank Viscuso, PennWell Publishing (Fire Engineering), ISBN-13: 978-1-59370-308-0

Extreme Ownership: How U.S. Navy SEALs Lead and Win, Jocko Willink and Leif Babin, St. Martin's Press; 1st edition (November 21, 2017), ISBN: 9781250183866

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Kim Peterson
Director, Human Resources & Civil Service

POLICE DEPARTMENT SENIORITY LIST

AS OF 09/22/2020

NAME	YEARS OF SERVICE	DATE OF HIRE	POSITION	PROMOTION DATE
Lagrone, Jeffery	17	10/29/2002	Police Commander	11/7/2016
Branson, Joseph	14	6/1/2005	Police Commander	10/19/2015

NAME	YEARS OF SERVICE	DATE OF HIRE	POSITION	PROMOTION DATE
Sanders, Joanna	18	11/5/2001	Police Sergeant	4/25/2012
Brister, Sam	14	12/12/2005	Police Sergeant	2/6/2013
Morehouse, Anthony	11	4/25/2008	Police Sergeant	6/17/2013
Brown, Coty	11	4/25/2008	Police Sergeant	11/7/2016

NAME	YEARS OF SERVICE	DATE OF HIRE	POSITION	PROMOTION DATE
Urban, Keith	13	2/29/2016 *	Police Corporal	10/31/2018
Culp, Jason	12	7/23/2007	Police Corporal	2/6/2013
Morris, Michael	12	7/23/2007	Police Corporal	11/28/2018
Rousar, Euteva	6	9/23/2013	Police Corporal	1/25/2016

NAME	YEARS OF SERVICE	DATE OF HIRE	POSITION
Koch, Aaron	14	8/8/2005	Police Officer
Harms, Tommy	11	4/25/2008	Police Officer
Clifford, Vincent	7	7/6/2012	Police Officer
Bodiford, James	7	7/13/2012	Police Officer
Newell, Shane	4	6/1/2015	Police Officer
Sirkis, Thomas	4	12/21/2015	Police Officer
Wilson, Hunter	3	5/2/2016	Police Officer
McIntire, Michael	3	5/9/2016	Police Officer
Ringold, Rodney	3	10/3/2016	Police Officer
Look, Douglas	3	10/5/2016	Police Officer
Loeve, Jacob	2	8/28/2017	Police Officer
Luero, Lauro	2	10/9/2017	Police Officer
Hamby, John	1	6/4/2018	Police Officer
Johns, David	1	6/4/2018	Police Officer
Harger, Nathan	1	10/29/2018	Police Officer
Guerrero, Moses	1	1/7/2019	Police Officer

PROBATIONARY EMPLOYEE	YEARS OF SERVICE	DATE OF HIRE	POSITION
Lewis, Drew	0	10/7/2019	Police Officer
De Hoyos, Jesus	0	11/4/2019	Police Officer

FIRE DEPARTMENT SENIORITY LIST

As of 09/22/2020

NAME	YEARS OF SERVICE	DATE OF HIRE	POSITION	PROMOTION DATE
Copeland, Robert	23	7/25/1997	Asst. Fire Chief	6/20/2011

NAME	YEARS OF SERVICE	DATE OF HIRE	POSITION	PROMOTION DATE
Davis, Timothy	21	3/1/1999	Fire Lieutenant	6/25/2002
Sanders, Brandon	21	3/1/1999	Fire Lieutenant	9/14/2011
Russell, James	20	6/10/2000	Fire Lieutenant	8/7/2008
Engelke, Eric	13	1/9/2007	Fire Lieutenant	6/15/2015
Carlton, Ryan	15	1/12/2005	Fire Lieutenant	5/24/2017
Taylor, Clayton	6	3/3/2014	Fire Lieutenant	8/31/2017

NAME	YEARS OF SERVICE	DATE OF HIRE	POSITION	PROMOTION DATE
Whisenant, Matt	18	10/3/2001	Driver/Operator	8/6/2015
Reeves, Zachary	10	3/3/2010	Driver/Operator	5/24/2017
Pokornoy, Trenton	5	5/27/2015	Driver/Operator	4/11/2017
Thompson, Richard	4	10/12/2015	Driver/Operator	9/1/2017
Gilstrap, Nathanael	3	6/5/2017	Driver/Operator	4/30/2018
Kraemer, Cody	2	1/2/2018	Driver/Operator	8/31/2020

NAME	YEARS OF SERVICE	DATE OF HIRE	POSITION
Waits, Jason	19	12/5/2000	Firefighter/EMT
Sorrick, Ryan	6	10/21/2013	Firefighter/EMT
Dominguez, Nathan	3	2/27/2017	Firefighter/EMT
Brock, Colton	3	6/5/2017	Firefighter/EMT
Kraemer, Cody	2	1/2/2018	Firefighter/EMT
St. Jacques, Brian	2	6/25/2018	Firefighter/EMT
Sellears, Brandon	1	11/26/2018	Firefighter/EMT

(ONE YEAR) PROBATIONARY EMPLOYEE	YEARS OF SERVICE	DATE OF HIRE	POSITION
Cozzens, Brian	0	10/28/2019	Firefighter/EMT
Willenborg, Logan	0	4/13/2020	Firefighter/EMT
Culbertson, Aaron	0	7/22/2020	Firefighter/EMT