

AGENDA

CITY OF TAYLOR, TEXAS CIVIL SERVICE COMMISSION MEETING November 24, 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/95265366633?pwd=ckg3VEVJdDVEMVBGSXFyZG83dDR0Zz09>

Meeting ID: 952 6536 6633
Passcode: Taylor

CALL TO ORDER AND DECLARE A QUORUM

REGULAR AGENDA – REVIEW / DISCUSS & CONSIDER/ACTION:

1. Approve minutes from November 5, 2020, meeting.
2. Approve Eligibility List from the Fire Entrance Exam held on November 20, 2020.
3. 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

11/20/2020, 10:30 a.m.
Date and Time Posted

**City of Taylor
Civil Service Commission
November 5, 2020 Minutes**

The City of Taylor Civil Service Commission met on November 5, 2020, by videoconference due to the COVID-19 County Emergency Declaration. Chairman Sacheen Yates declared a quorum and called the meeting to order at 8:01 a.m. with the following participating on the teleconference meeting:

Sacheen Yates, Chair
Kimberly Hill, Commissioner
Kim Peterson, Director, HR & Civil Service
Daniel Baum, Fire Chief
Henry Fluck, Police Chief

Bruce Ure, Consultant
Matt Whisenant, Driver Operator
Michele Vrabel, Fire Admin. Asst.
Zachary Reeves, Driver Operator

Item 1) Approve minutes from October 8, 2020, meeting.

A motion was made by Commissioner Hill to approve the minutes and seconded by Chair Yates to approve the minutes as presented. Motion passed 2-0.

Item 2) Review and consider appeals for Fire Lieutenant Exam on October 27, 2020

A motion was made by Commissioner Chapa and seconded by Commissioner Hill to accept both Answers A and B for Question 64. Motion passed 3-0.

Item 3) Approve Eligibility List from the Lieutenant Promotional Exam held on October 27, 2020. Based on the appeals results in Agenda Item 2, Ms. Peterson presented an updated Eligibility List with the following passing scores and order: 1. Trenton Pokorny - 94; 2. Zachary Reeves – 80; and Richard Thompson – 76. A motion was made by Commissioner Chapa and seconded by Commissioner Hill to adopt the amended Eligibility List. Motion passed 3-0.

Item 3) Adopt seniority list for Fire and Police Department employees

A motion was made by Commissioner Chapa and seconded by Commissioner Hill to approve the Fire Department Seniority List as presented. Motion passed 3-0. A motion was made by Commissioner Chapa and seconded by Commissioner Hill to approve the Police Department Seniority List as presented. Motion passed 3-0.

Item 6) New Business-Items for next agenda.

Kim Peterson reported that there will be a Fire Entrance Exam scheduled for November 20th.

Being that there was no more business items remaining for discussion before the commission, the meeting adjourned at 8:16 a.m.

Sacheen Yates, Chairman
City of Taylor, Civil Service Commission

ATTEST:

Kim Peterson, Civil Service Director

Date

**CITY OF TAYLOR FIRE DEPARTMENT
ENTRY-LEVEL ELIGIBILITY LIST
11/20/2020**

| RANK | NAME | TEST SCORE |
|-------------|-----------------|-------------------|
| 1 | Joe Saldivar | 91 |
| 2 | Aaron Harrelson | 88 |
| 3 | Stephen Barnes | 86 |
| 4 | Ajay Payton | 83 |
| 5 | Conner Einck | 83 |
| 6 | Edward Gonzalez | 83 |
| 7 | Trace Saucedo | 79 |
| 8 | Jacqueline Kay | 79 |

**ELIGIBILITY LIST WILL EXPIRE ON 11/20/2021 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 November 24, 2020, at _____.

Kim Peterson
Civil Service Director



MEMORANDUM

TO: Civil Service Commission
 FROM: Kim Peterson, Director, Human Resources & Civil Service
 DATE: November 24, 2020
 SUBJECT: Handling of Tie Breakers for 11/20/2020 Fire Entrance 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 June 10, 2020. The following Fire applicants had the same grade on the exam:

| Tie Score | Names | Basis of Resolution |
|-----------|--------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 83 | <ul style="list-style-type: none"> • Ajay Payton • Connor Einck • Edward Gonzalez | <p>a. Highest Test Score – Mr. Payton and Mr. Einck have a raw score of 83 while Mr. Gonzalez’ raw score is 77 with 5 points added for military experience so Mr. Gonzalez would be ranked after Mr. Payton and Mr. Einck.</p> <p>b. Highest Certification – Mr. Payton is certified through Texas Commission on Fire Protection and Mr. Einck is not Mr. Payton ranks first ahead of Mr. Einck.</p> |
| 79 | <ul style="list-style-type: none"> • Trace Saucedo • Jacqueline Kay | <p>b. Highest Certification— Mr. Saucedo is and certified with TCFP for Basic Structure Firefighter and with Texas Health Department with EMT certification. Ms. Kay is not certified so would be ranked after Mr. Saucedo</p> |

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

Section 143.025 ENTRANCE EXAMINATIONS

(3) TIE-BREAKERS—Whenever two (2) or more competitors for an entry-level position attain the same grade, the tie shall be broken in the order listed below prior to the posting of the Eligibility List:

FIRE DEPARTMENT:

(a) **Highest Test Score**— If a tie still exists, the persons shall be ranked in the order according to which person had the highest examination raw score prior to the addition of Veteran’s points.

- (b) **Higher Certification**— If a tie still exists, the persons shall be ranked in the order according to which person has the higher certification level as a fire fighter through Texas Commission on Fire Protection.
- (c) **Years of Experience**— If a tie still exists, the persons shall be ranked in the order according to which person has the most number of years of active paid full-time experience as a fire fighter.
- (d) **Bachelor's Degree**— If a tie still exists, the persons shall be ranked in the order according to which person possesses a Bachelor's degree.
- (e) **Associate's Degree**— If a tie still exists, the persons shall be ranked in the order according to which person possesses an Associate's degree.
- (f) **Earliest Application Time**— If a tie still exists, the persons shall be ranked in the order according to which person has the earliest stamped time of application.
- (g) **By Lot**— If a tie still exists, the persons shall be ranked in the order by lot as determined by the Director.

Let me know if you have any questions.

Kim Peterson
Director, Human Resources & Civil Service