



HR Director – Rick Lolley

CSC Secretary – Lindsey Kaelin

Civil Service Commissioners

Chip Sexton - Chairman

Bob Cooper

Marty Shell

Orval Smith

Charolette Tidwell

John Walker

Matthew Garner

AGENDA

**Civil Service Commission Meeting
November 9, 2018 ~ 12:00 p.m.
FSPD Community Room
100 South 10th Street**

CALL TO ORDER

1. Consider proposed rule changes to the Police Department and Fire Department Civil Service Rules and Regulations.

ADJOURN

Section 4: Probationary Appointment Policy - Police Department Oral Interview

4:01 Applicants will submit to an oral interview conducted by a panel of representatives designated by the Chief of Police and the Civil Service Commission. The purpose of the oral interview will be to determine such things as the applicant's motivation, appearance, demeanor, attitude, character, reputation, ability to communicate, and suitability for the rigors demanded of a police officer. The panel will consist of four (4) officers appointed by the Chief and one (1) Civil Service Commission member, provided that a member of the Civil Service Commission is available or the schedules of such members does not permit participation in the oral interview process. If no Civil Service Commission member is able to participate in the oral interview process, the Secretary of the Civil Service Commission will notify the Chief of Police and the oral interview panel will consist of only the four (4) designated officers appointed by the Chief of Police. Two of the officers will hold the rank of police officer or Corporal, two will hold the rank of sergeant or above..

4:01 Applicants will submit to an oral interview conducted by a panel of representatives designated by the Fire Chief and the Civil Service Commission. The panel shall consist of, at a minimum, two (2) Fire Department representatives at the rank of Captain or higher, and one (1) Civil Service Commissioner, provided that a member of the Civil Service Commission is available or the schedules of such members permits participation in the oral interview process. If no Civil Service Commission member is able to participate in the oral interview process, the Secretary of the Civil Service Commission will notify the Fire Chief and the oral interview panel will consist of only the two (2) or more representatives appointed by the Fire Chief. The purpose of the oral interview will be to determine such things as the applicant's motivation, appearance, demeanor, attitude, character, reputation, ability to communicate, and suitability for the rigors demanded of a firefighter.