



HR DIRECTOR – Rick Lolley
DEPUTY HR DIRECTOR – Eric Garvin
CSC SECRETARY – Lindsey Kaelin

CIVIL SERVICE COMMISSIONERS

Chip Sexton, Chairman
Bob Cooper
Marty Shell
Charolette Tidwell
John Walker
Matthew Garner
Chris Chaney

AGENDA

**Civil Service Commission meeting
May 4, 2020 ~ 12:00 noon
FS Convention Center, Hall A1/A2
55 South 7th Street**

CALL TO ORDER

1. Elect Civil Service Chairman.
2. Consider proposed changes to Fire Department rules and regulations.
3. Consider proposed changes to Police Department rules and regulations.

ADJOURN

Kaelin, Lindsey

From: Baker, Danny (Chief of Police) <dbaker@Fortsmithpd.org>
Sent: Monday, March 2, 2020 3:40 PM
To: Kaelin, Lindsey
Cc: Lolley, Rick; Geffken, Carl; croe@dailywoods.com
Subject: Civil Service Hearing

Lindsey,

Please notify the Civil Service Commission of my request to meet with them for the purposes of the following:

- Provide a State of the Department update regarding existing and anticipated vacancies in Police Department ranks and the lack of eligible candidates under current rules.
- Proposed rule changes (with justification):
 - Rule 8:05- Reduce the probationary period from (24) months to (12) months,
 - Rule 9:01- Officer to Sergeant: Change (5) years to (3) years,
 - Rule 9:02- Sergeant to Lieutenant: Change (1) year to (3) years
- Requesting the declaration of an exceptional situation necessitating a one-time modification of eligibility requirements for all ranks (Sergeant, Lieutenant, Captain and Deputy Chief) to (1) year of satisfactory service in the lower rank with the FSPD.

Because one of the open positions is that of Deputy Chief, I will be seeking to promote that position first so the promoted individual may assist me with the testing process for the remaining ranks. Thank you and please let me know if further is needed.

Danny Baker
Chief of Police
Fort Smith Police Department
Office: (479) 709-5143 Fax: (479) 709-5122
Excellence In All Things
Attitude, Action, and Accountability

Kaelin, Lindsey

From: Christensen, Phil
Sent: Thursday, March 5, 2020 11:37 AM
To: Kaelin, Lindsey
Subject: RE: Civil Service Hearing

Lindsey,

Please add me to the agenda for the May 4th CSC meeting. I want to discuss the possibilities of rewording Section 2: Probationary Appointment Policy - Application for Employment, to allow us the ability to test for the physical agility before the written examination. We are at a time where we're seeing too many non-passing scores from both the written exam and the physical agility. We've had this same hiring process in place for over thirty years, it's time to reevaluate it.

I don't have any particular language change proposals at this moment, but I'll have some drafts available for review beforehand.

Please let me know should you have any questions.
Have a safe day!

-Phil

Phil Christensen
Fire Chief
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www.fortsmithar.gov/fire-department
<https://www.facebook.com/FortSmithFire>

"Have you checked your smoke detectors lately?"

From: Kaelin, Lindsey
Sent: Thursday, March 5, 2020 9:39 AM
To: Christensen, Phil <pchristensen@FortSmithAR.gov>
Subject: FW: Civil Service Hearing

Phil,

Chief Baker has requested a CS meeting for rule changes. The commission is required to meet on Monday, May 4th to elect a chairman so we will be considering the rule changes at that same meeting. Time TBD. Before I start sending notices out, I just wanted to see if you have anything that you need to bring before the commission as well.