

Regular Meeting of the Civil Service Board

Present: Vice-Chair Steve Sanderfer, George L. Allen, Jr., F. Ray Hill, Marvin M. Lane, Jr., Pat Parrish, Alicia Voltmer

Absent: Joseph L. Phifer

Attendees:

Mike Buehler – President, Dallas Fire Fighter’s Association
Eddie Burns, Sr. - Chief, Dallas Fire-Rescue
Scott Clumpner – Dallas Fire-Rescue
Margaret Dukes – Rehire Applicant
George Florence – Captain, Dallas Fire-Rescue
Dwight Freeman – Dallas Fire-Rescue
Shawn Gary - President, Dallas Black Fire Fighter’s Association
James Hunter – Dallas Fire-Rescue
Bill Ingram - Dallas Fire-Rescue Recruiter
Kenneth Johnson - Deputy Chief, Dallas Fire-Rescue
Kevin Johnson – Rehire Applicant
Jason McClain– Assistant City Attorney
William Moore, Dallas Fire-Rescue
Shakietha Moore – Dallas Fire-Rescue
Janice Moss – Administrative Assistant City Attorney
Joe Pierce - Deputy Chief, Dallas Fire-Rescue
Ayeh Powers – Assistant City Attorney
Daniel Salazar - Deputy Chief – Dallas Fire-Rescue
David Serna, Agenda Speaker
Kevin Sipes, Deputy Chief – Dallas Fire-Rescue
Tom Tanksley – Assistant Chief, Dallas Fire-Rescue
Scott Walton – Lieutenant, Dallas Fire-Rescue
Helen Watts, Dallas Fire-Rescue
Simmeana Westbrook – Dallas, Fire-Rescue
Ashley Yarberry – Dallas Fire-Rescue

Civil Service Department Staff:

Michelle Hanchard, Assistant Director
Sheneice Hughes, Test Development and Validation Division Coordinator
Millie Laird, Sr. Human Resource Analyst
Patricia Marsolais, Secretary to the Board
Kim Martin, Sr. Human Resource Analyst
Pamela McDonald, Sr. Human Resource Analyst
Dawne Payne, Sr. Human Resource Analyst
Poornima “Savina” Rikhilal, Coordinator II
Martha Santos, Interim Executive Assistant
Joyce Truelove, Sr. Human Resource Analyst

The meeting was called to order at 8:40 a.m.

The minutes of the Thursday, April 5, 2007 meeting were unanimously approved.

The Board heard the rehire appeal of former Police Department employee Margaret R. Dukes. After much discussion with Ms. Dukes about her previous employment with the City and consideration of material provided for the Board’s review including a recommendation from the Police Department that Ms. Dukes be eligible to reapply for City positions except for the Police Department, the Board unanimously approved this recommendation.

The Board heard the rehire appeal of former Code Compliance employee Kevin Johnson. After much discussion with Mr. Johnson about his previous employment with the City and consideration of material provided for the Board’s review, the Board unanimously denied Mr. Johnson’s request to reapply for City employment.

Former probationary Fire and Rescue Officer Trainee David Serna asked the Board to allow him to take the Fire and Rescue Officer Trainee examination that was given on April 4, 2007. Since Mr. Serna applied for the examination after failing out of the Fire Academy, he became ineligible to apply for employment with the City for two years. The Board discussed the matter with Mr. Serna and voted unanimously to deny his request.

The Board entered executive session from 9:07 a.m. to 9:24 a.m. to receive legal advice from the City Attorney on the proposed rule changes to Civil Service RULE XIV PROMOTIONS, Section 4B Fire Department. Minimum Requirements for Promotion and Rule XXIV REQUIREMENTS FOR TRAINEE FIRE AND RESCUE OFFICER AND TRAINEE FIRE PREVENTION OFFICER.

Regular Meeting of the Civil Service Board
Page 2

After coming out of executive session the Vice-Chair announced that the Board was taking no action on what was discussed. The Vice-Chair announced the opening of the public hearing on the proposed rule changes after confirming that anyone present either had a copy or was familiar with them.

Chief Eddie Burns summarized the reasons for the proposed changes. He highlighted the two different career paths Dallas has, one in Prevention and the other in Operations and how reassignments based on need are complicated by existing rules and promotions defined by years of service. He pointed out that life safety issues are of paramount concern. One example noted by the Chief is the ride up in Senior positions by rookies. It is an issue that needs to be addressed.

Senior Fire Prevention Officer (SFPO) Simmeana Westbrook is concerned that an individual coming over from Fire Operations may not have the practical experience to look for all possible violations on a property. Ms. Westbrook said she was in favor of the rule changes.

SFPO Ashley Yarberry expressed her support of the rule changes. She is concerned that someone could act in a Lieutenant's position before they'd performed the SFPO job.

Fire Prevention Officer William Moore stated that he had been a Firefighter for four years. Being in favor of the rule changes he said that while the work is almost totally different it's all important. He believes that the necessary training is essential to doing jobs in both divisions.

Driver Engineer Helen Watts described her thoughts on going from Operations to Prevention duties. She has served in both capacities. She is against the rule changes because wherever you are in the job the base of knowledge is important.

Chief Burns reiterated his thoughts on the life safety issue. Firefighters are not just protecting citizens, they are protecting firefighters too. The folks who do commercial inspections to ensure that sprinklers are running and alarm systems are working, need some time in grade before they start promoting and are making high level decisions.

Deputy Chief Joe Pierce expressed his support of the rule change. He believes people need adequate experience in the prevention division in order to perform the required duties. Other Fire Personnel expressing an opinion on the rule change are:

Captain George Florence – **Against**
Fire Prevention Officer Shakietha Moore – **For**
Senior Fire Prevention Officer Dwight Freeman – **For**
Fire and Rescue Officer Bill Ingram – **Against**
Senior Fire Prevention Officer Simmeana Westbrook - **For**

Chief Burns said that his ultimate goal would be to have everyone trained as firefighters. He stated that they are going to start developing a plan to transition into one department, a goal that might be five or ten years away.

Ms. Parrish made a motion to close the public hearing. Mr. Lane seconded it. The motion carried unanimously.

The Board went into executive session from 10:00 a.m. to 10:36 a.m. pursuant to Section 551.071 of the Texas Open Meetings Act to receive legal advice from the City Attorney RULE XIV PROMOTIONS, Section 4B Fire Department. Minimum Requirements for Promotion and Rule XXIV REQUIREMENTS FOR TRAINEE FIRE AND RESCUE OFFICER AND TRAINEE FIRE PREVENTION OFFICER.

After coming out of executive session the Vice-Chair announced that the proposed rule changes would not be voted upon at the meeting. In addition to further revision to the proposed changes, he said that the Board was requesting a specific study be done before making a decision.

The Vice-Chair stated that Board members Hill and Parrish had left the meeting for other commitments.

The Secretary said that the fiscal year 2007-2008 budget material sent to the Board represents initial bid submissions that will be reviewed by "results teams" charged with evaluating them vis-a-vis specific focus areas. All Civil Service bids were sent to the Government Results Team. The overall budget requests the same amount of funding as adopted for the current fiscal year.

**Regular Meeting of the Civil Service Board
Page 3**

The Board heard the discrimination appeal of Dallas Police Department Grant Budget Analyst, Ayelech Semie alleging discrimination in promotion based on national origin. The City was represented by Assistant City Attorney Ayeh Powers. The appellant was represented by Attorney Alison Grinter. At the appellant's request the hearing was open to the public. The Board received documentary evidence and heard testimony from Lt. Scott Walton, Lt. Mackie Don Hamm, Ayelech Semie, Cheryl Lopez, and Stephanie Scott McHenry. Following the grievant resting her case, Assistant City Attorney Powers made a motion for a Directed Verdict. The Board voted unanimously to grant the City' Motion and dismissed the appeal due to the fact that the grievant failed to prove her case.

There being no further business before the Board, the meeting adjourned at 12:45 p.m.

APPROVED

ATTESTED