

Meeting of the Civil Service Board

Present: Vice-Chair Pat Parrish, Ron Chapman, Jr., Marvin M. Lane, Jr., Steve Sanderfer

Attendees:

Gerald Avery, Rehire Appeal Applicant  
Michael Buehler, President, Dallas Fire Fighters Association  
Assistant Chief, Debra Carlin, Dallas Fire Department  
Chief David Kunkle, Dallas Police Department  
Jason McClain, Assistant City Attorney  
Deputy Chief Joe Pierce, Dallas Fire Department  
Deputy Chief Floyd Simpson, Dallas Police Department  
Tom Taylor, Grievance Chair, Dallas Fire Fighters Association  
Christopher Solomon, Rehire Appeal Applicant  
Lt. Scott Walton, Dallas Police Department  
Assistant Chief Tom Ward, Dallas Police Department

Civil Service Department Staff:

Michelle Hanchard, Assistant Director  
Sylvia Littleton, Executive Assistant  
Patricia Marsolais, Secretary to the Civil Service Board  
Martha Santos, Management Assistant

The meeting was called to order at 8:35 a.m.

Vice-Chair Pat Parrish welcomed new members, Ron Chapman, Jr. and Steve Sanderfer to the Board. She and other members expressed how good it was to have the Board at full complement.

The Board unanimously approved the minutes of the March 7, 2005 regular meeting.

The Board heard the rehire appeal of former Streets Department employee Gerald Avery. After much discussion with Mr. Avery, the Board voted unanimously to allow him to reapply for positions with the City of Dallas.

The Board heard the rehire appeal of former temporary help services employee Christopher Solomon. Mr. Solomon had been terminated by the City in January 1998 for falsifying information on his employment application. After much discussion with Mr. Solomon, his request to reapply for City positions was denied because the Motion on the floor failed to get a Second.

Vice-Chair Parrish opened a public hearing at 8:50 a.m. to announce the prospective Civil Service rule changes to Rules XXIII REQUIREMENTS FOR TRAINEE POLICE OFFICER AND XXIV REQUIREMENTS FOR TRAINEE FIRE AND RESCUE OFFICER AND TRAINEE FIRE PREVENTION OFFICER. The proposed rule changes would allow substitution of four years of active duty military service for the stated educational requirement.

The Secretary noted for the record that no written comments were received in response to the proposed rule changes. Police Chief Kunkle presented an overview of the issue for the Board. He stated that as a result of the large number of police officers hired in the 1960s and the 1970s approximately 150 to 250 will be reaching the normal retirement age in the near future. In order to replace these officers and hire the additional personnel the City Council has authorized, the Chief says that a pool of 4,000 people will be needed to recruit from. The Police Department believes that the substitution of four years of military experience for the educational requirement will broaden the applicant pool. In addition, the department will have better background information because of the military experience. The Chief has discussed this with the associations and indicates that they are in agreement with the initiative. Research by the Police Department has shown that most major departments in the country are already doing this.

Assistant Fire Chief Debra Carlin says that the Fire Department has no objections to including this as a means to allow more people to apply. She said she thinks the concept is a good one to increase the pool of applicants for an entry level position in the Fire Department.

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There being no further comments on the subject the Vice-Chair closed the public hearing at 9:02 a.m. The Board voted unanimously to approve the rule changes which will now go on to City Council for consideration.

Assistant Director Michelle Hanchard gave the Board an update on the uniformed services testing schedule. She presented a general overview of the Police and Fire promotional processes and the department's role in civilian testing. Ms. Hanchard described the upcoming April assessment center process for the Fire Prevention promotional ranks.

The Secretary gave the Board an update on the fiscal year 05/06 budget process. She said the next step in the process is to present the budget to the Acting City Manager and Assistant City Managers. There will be no briefings to the City Council or a City Council committee this year as in the past.

Mr. Lane asked if Vice-Chair Parrish or the Secretary had received a response to the Vice-Chair's March 22, 2005 letter to Acting City Manager Mary Suhm requesting feedback on the next step that will be taken to implement the recommendations made by the Civil Service/Human Resources Efficiency Task Force. Mr. Lane gave a thorough overview of the process that was used to arrive at the recommendations made by the Performance Management Subcommittee and the full Taskforce. They were ultimately presented to a briefing of the Dallas City Council at which all Council members who commented were strongly in favor of their implementation. Mr. Lane feels that four recommendations are very solid and will greatly improve the City's overall human resources process. To date nothing has happened despite the widespread endorsement of the ideas. Mr. Lane asked the Secretary to send a copy of the Taskforce recommendations to the new Board members.

There being no further business before the Board, the meeting was adjourned at 9:15 a.m.

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APPROVED

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ATTESTED