



MINUTES OF THE REGULAR CIVIL SERVICE COMMISSION MEETING

May 5, 2026

Members Present: Lindsey Campbell, Chair
Gary Spring, Vice-Chair

Members Absent: Chuck Obendorf

Also Present: Mark Stone, Fire Chief
Heather Prusha, Police Chief
Bryan Snavelly, Police Captain
Samantha Arnold, HR Generalist
Debra Bennington, Commission Secretary

1. CALL TO ORDER

Ms. Campbell called the regular Civil Service Commission meeting of May 5, 2026, to order at 8:01 AM.

2. APPROVAL OF MINUTES

Motion:

Mr. Spring moved to approve the minutes of February 4, 2026, as written; seconded by Ms. Campbell.

Yes Votes: Spring, Campbell

No Votes: None. The motion carried.

3. OLD BUSINESS

4. NEW BUSINESS

A. FIREFIGHTER ENTRANCE EXAMINATION

Chief Stone stated last year we gave an entrance exam. We interviewed all candidates in Band A and, so far, have hired five (5) candidates. There are still candidates on the list we are considering. He stated we would like to give an additional test and combine both lists to have a more robust list. He noted it has been done in the past.

Chief Stone stated his concern is a firefighter gave notice he is retiring, and there may be two (2) or three (3) additional firefighters who could retire this year. That would really deplete our resources from the list. There are still a number of people in Band A, however many of them are not eligible because they are not paramedics, which is a requirement at time of hire. He stated in our industry, it is common for candidates to get hired quickly by other agencies.

Mr. Spring asked if a candidate could get paramedic training and then be eligible. Chief Stone replied yes. There have been several candidates since the list was certified who have become paramedics and are now eligible, and a few candidates are student riders with us who are currently in paramedic school and will become eligible in a month or two. He stated many people in Band A applied without having all the credentials necessary to become employed. We are looking at future planning with the number of retirements we are aware of, some we are not aware of, and some that are going to occur in the spring of 2027.

Ms. Campbell asked how many candidates remain in Band A. Ms. Bennington replied thirty-two (32). She asked what the percentage of Band A candidates was who had the credentials; Chief Stone replied approximately twenty percent (20%). He stated we foresee continuing to hire people from the current list but feel we would benefit from getting more candidates that are eligible.

Mr. Spring asked how we would combine the lists. Ms. Bennington replied, the candidates currently in Bands B-E would have the option to retest to improve their score otherwise they would remain in the same band they are in now. New candidates would be incorporated into the list.

Mr. Spring asked if the tests would be two different tests. Ms. Bennington replied both tests would be through the National Testing Network (NTN), which is an on-line testing agency. Chief Stone stated we do not know if it would be the exact test, however it is the same agency. He noted many people retest every year to try to improve their score. Ms. Bennington stated people who want to add bonus credit would need to reapply.

Mr. Spring asked if we anticipate anyone from the current list objecting to adding more people to the list. Chief Stone replied no and stated it has been done in the past without complaints.

Ms. Campbell asked if we would need to decertify the existing list then recertify the new list; Ms. Bennington replied yes.

Motion:

Mr. Spring moved to give an entrance examination for firefighter;
seconded by Ms. Campbell.

Yes Votes: Spring, Campbell

No Votes: None. The motion carried.

5. ADJOURNMENT

The meeting adjourned at 8:09 AM.

Lindsey Campbell, Chair

Debra Bennington, Secretary

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