

SPECIAL SESSION

April 29, 2021

The Fire Fighters' and Police Officers' Civil Service Commission of the City of Athens, Texas met in Special Session on Thursday, April 29, 2021 at 9:00 a.m. in the Municipal Court Room of the City Hall Annex located at 501 N. Pinkerton Street, Athens, Texas with the following members present to wit:

John Trent, Chairman
John Glover, Vice-Chairman

With the following member absent: Janice Russell

Others Present: Elizabeth Borstad, City Manager; John Densmore, Police Chief; Rodney Williams, Assistant Police Chief; Russell Marshall, Fire Chief; Paul Crayton, Assistant Fire Chief; Sissy Geddie, Human Resource Manager/Civil Service Director; Cpl. Marshall Passons, Cpl. Brittney Lee, Sgt. Taylor Chancellor-Rice, Lt. Roger Keith, Lt. Dana Dykes, Sgt. Jason Boshier, Officer Adam Parkins, Officer Wesley Hoover, Jame Sealey and Stacey Martin-Cowart.

constituting a quorum at which time the following proceedings were enacted, to wit:

CALL TO ORDER: 9:00 AM

CONSIDER APPROVING THE MINUTES FROM THE FEBRUARY 12, 2021,
SPECIAL SESSION.

A motion was made by Vice Chairman, John Glover seconded by Chairman John Trent to approve the minutes as written. The motion carried unanimously.

DISCUSS AND CONSIDER CHANGING CIVIL SERVICE TESTING MATERIAL VENDORS FOR ENTRY LEVEL FIRE FIGHTER TESTING AND PROMOTIONAL TESTING FROM INTERNATIONAL PROJECT MANAGEMENT ASSOCIATION (IPMA) TO STANARD AND ASSOCIATES, INC.

It was explained by the Civil Service Director, Sissy Geddie, that IPMA no longer provides promotional testing material to agencies because they are focusing on entry level testing for their current agencies. So, it was recommended that the Civil Service testing material vendor be changed from IPMA-HR to Standard and Associates, Inc for all future fire testing material.

A motion was made by Chairman John Trent, seconded by Vice Chairman John Glover to changing Civil Service Testing Material Vendors for Entry Level Fire Fighter testing and Promotional testing from International Project Management Association (IPMA) to Stanard and Associates, Inc. The motion carried unanimously.

APPEAL OF THE SERGEANT'S PROMOTIONAL EXAMINATION
ADMINISTERED TUESDAY, MARCH 30, 2021.

- a) CIVIL SERVICE DIRECTOR INTRODUCTION
- b) PRESENTATION BY APPEALING PROMOTIONAL CANDIDATES(S)

Sissy Geddie, HR Manager/Civil Service Director explained that a Sergeant's promotional exam was administered on Tuesday, March 30, 2021. An appeal of the examination grades was filed by Corporal Marshall Passons.

Cpl Passons appealed to the commission in an email sent April 2, 2021 at 5:18 a.m. to challenge two (2) questions from the test and then sent another email at 5:30 a.m., April 5, 2021 to appeal an accommodation not made available to him at testing.

Cpl Passons appealed questions 74 and 56 of the sergeant's promotional exam. The answer to question 74 was found on page 56 of "Police Field Operations" as A. as the correct answer. The answer to question 56 was found on page 181 "Criminal Investigation" as D. as the correct answer. Both of these books are available to be checked out as study guides from the HR Manager/Civil Service Director's office.

Cpl Passons stated that he did not have time to prepare for this appeal due to his work schedule, but he was able to get school records to document his dyslexia.

After review and discussion, Chairman Trent, stated that it was clear with the documentation provided that the answers are correct, and they stand unless there is an objection. Mr. Trent also asked if this test was any different than what has been given previously. It was explained that this is a standard type test with an answer sheet that requires the candidate to bubble in their answer to each question in a multiple-choice fashion.

Mr. Trent then asked if there had been any previous notifications by the candidate for accommodations needed for studying or taking the test. Cpl Passons, stated "No, as he did not realize it was an option."

THE COMMISSION WILL ADJOURN TO EXECUTIVE SESSION PURSUANT TO SECTION 551.074 (1) OF THE TEXAS GOVERNMENT CODE AND SECTION 143.034(A) OF THE TEXAS LOCAL GOVERNMENT CODE TO DELIBERATE THE APPEAL OF THE SERGEANT'S PROMOTIONAL EXAMINATION.

EXECUTIVE SESSION: 9:14 AM

OPEN SESSION: 9:24 AM

TAKE ACTION ON APPEAL OF SERGEANT'S PROMOTIONAL EXAMINATION

Mr. Trent stated that as a commission they are governed by specific guidelines in considering any motion or action and the commission acts in accordance with those guidelines. A motion was made by Chairman Trent seconded by Vice Chairman Glover to oppose this appeal. The motion carried unanimously.

ADJOURN: 9:25 AM

PASSED AND APPROVED THIS 12th DAY OF MAY, 2021

Chairman

Attest:

Secretary