



CIVIL SERVICE COMMISSION MEETING

FRIDAY JUNE 10, 2022, at 11:00am

MID-COLUMBIA FIRE AND RESCUE STATION 1

1400 W 8TH ST, THE DALLES OR 97058

1. CALL MEETING TO ORDER

Commission Chair Chuck Covert called the Mid-Columbia Fire and Rescue Civil Service Commission meeting to order at 11:00am.

ROLL CALL

Commission Chair Chuck Covert, Commissioner John Willer, Commissioner John Hutchison, Fire Chief Bob Palmer, Assistant Chief David Jensen, and Office Manager Stephanie Ziegler.

GUESTS

Legal Counsel Mark Sandri, Diana Bailey, and Firefighter Adam Cole.

AGENDA CHANGES

None.

2. MINUTES

Commission Chair Covert asked if there were any changes to the March 24, 2022, minutes. Commissioner Hutchison made a motion to approve the minutes as written. Commissioner Willer seconded. Chair Covert called for a vote: 3 Ayes, 0 Nays. Motion carried.

3. PUBLIC COMMENT

None.

4. CHIEF EXAMINERS REPORT

Chief Palmer gave an update on Testing and Assessment. He stated as of right now we have 3 openings, one on each shift. Chief Palmer went on to explain the different positions that are open. He stated that there are 3 individuals that we have made offers to pending their background investigation. Chief Palmer stated that URE Consulting did the testing and assessment to establish an entrance level register to fill the 3 firefighter vacancies. Chief Palmer then turned the report over to AC Jensen. Chief Jensen explained that Captain and Lieutenant positions have been advertised, stated that we may have another vacancy to fill if someone were to fill the Captain or Lieutenant vacancies from within the District. URE Consulting will also do the testing and assessment for these positions. Jensen went on to explain how that would work stating the assessment results would be based on a points system and gave a brief explanation on how that system would work. Guest Diana



Bailey, who resides at 1416 Nevada St, The Dalles OR, asked how the Vets and Disability point system works. Chief Jensen gave a more detailed explanation on how that process will work. Commissioner Willer asked what the total points would be if you aced every part of the assessment. Assistant Chief Jensen further clarified the point spread for the Commission. There were no other questions.

5. OLD BUSINESS

None.

6. NEW BUSINESS

Entrance Level Testing and Assessment – Chief Palmer provided an overview of the Civil Service rules and criteria, stating they were approved and adopted back in 2015. Chief Palmer explained the purpose of the Civil Service Rules noting they are in place to keep the testing and assessment fair and equitable. Chief Palmer advised the commission that we have an employee, Firefighter Adam Cole who has submitted a letter of request for an exception to the selection criteria which would allow him to test for the vacant Captain position. Commission Chair Covert asked FF Cole if he had anything he would like to present to the Commission. FF Cole stated that he is requesting the exemption because he feels he possesses the years of service required for the position. He stated that this experience comes from his time working for the Boardman Fire Department. FF Cole stated he was a Captain while he worked there adding if he was not currently employed with MCFR he would qualify for the position. FF Cole stated because he does work for MCFR he does not qualify to participate in the assessment process without an exception. FF Cole is requesting the Commission make an exception so that his years of experience with Boardman Fire Department would enable him to apply and subsequently test for the Captain’s position if qualified. Chair Covert asked Legal Counsel Sandri for his opinion. Legal Counsel Sandri stated it would equitable, based on FF Cole’s years of service in the next lower grade from a previous department, to allow FF Cole to apply for the Captain’s position and participate in the process if qualified. Chair Covert stated the selection criteria should be reviewed and updated to reduce the need for future requests involving issues of this nature.

Commissioner Willer made a motion to approve a one-time exception for FF Cole to apply for the Captain position. Commissioner Hutchison seconded. Chair Covert called for a vote: 3 Ayes, 0 Nays. Motion approved.

7. COMMISSION REMARKS

Commissioner Hutchison made a directive to the Staff to review the rules and criteria and bring the review back to the Commission.



8. ADJOURNMENT

Commissioner Hutchison made a motion to adjourn the meeting. Commissioner Willer seconded. The meeting was adjourned at 11:23am.

Chuck Covert

Chairman

2-21-2024

Date