

# **SPRINGDALE CIVIL SERVICE COMMISSION**

## **AGENDA**

---

**Police Dept. Tactical Training Room**  
**201 Spring Street**

*Monday September 8, 2025 9:00 a.m.*

1. Call to Order - Chairman Danny McGinley
2. Roll Call
3. Approval of Minutes from the 7/7/25 & 7/14/25 meetings.
4. Police Dept-Chief Derek Wright
  - Certify Corporal test results
  - Certify Police Officer candidate test results
  - Discuss scheduling meeting on 12/8/25 to certify new hire results.
5. Fire Dept
  - Update on Fall hiring results
6. Comments from Commissioners
7. Adjourn

Civil Service Commission members in attendance:

Bob Downum  
Greg Tuck  
Danny McGinley  
Terry Page—ABSENT  
Julie Loper—ABSENT

Others in attendance:

Asst. Fire Chief Jim Vaughan  
Asst. Police Chief Derek Hudson  
City Attorney Ernest Cate  
Sarah Manweiler

The meeting was called to order by Danny McGinley at 8:04 a.m.

#### APPROVAL OF MINTUES

Commissioner Greg Tuck made a motion to approve the Civil Service Commission meeting minutes from 5/5/25. Bob Downum made the second.

There was a voice vote of all ayes and no nays.

#### FIRE & POLICE CHIEF COMMENTS

Neither Police or Fire had anything for the agenda.

#### COMMISION COMMENTS

Commissioner Bob Downum asked how many fire fighters are needed. Chief Vaughan said they are authorized to hire six for Station 10. Commissioner Danny McGinley asked about upcoming retirements. Chief Vaughan said there aren't any immediately pending.

Commissioner McGinley opened it up to Public Hearing.

Ernest started in with the reason for the Public Hearing to amend the changes made by the Act 751 of 2025 to the Civil Service Manual. He stated these changes would put us in compliance with the Arkansas law that goes into effect on August 5, 2025.

Bob Downum made a motion to vote on each change individually. Greg Tuck made the second.

The first change is Chapter 4, Section 1.

Bob Downum made a motion to approve the change. Greg Tuck made the second.

There was a voice vote of all ayes and no nays.

There was discussion with the Commission and City Attorney Ernest Cate about the frustrations of this Legislative Session, and some of the outcomes that weren't mentioned when these were being presented during the session.

The second is Chapter 4, section 4 (b).

Bob Downum made a motion not to approve this change. Greg Tuck made the second.

There was a voice vote of 2 ayes, and 1 nay.

Ernest Cate explained that if the change is not adopted, we would be in violation of the statute. Commissioner Bob Downum said this needed to go to the Attorney General. Ernest disagreed, due to the language being verbatim of the Act that was passed. He also explained that the Civil Service Manual must be consistent with State law whether we like the changes or not.

Commissioner Danny McGinley added that the commission took an oath to honor City and State Law. Ernest added that someone could take the city to court and file a Writ of Mandamus and require the city to make these changes.

The third change is Chapter 4, section 4 (f).

Bob Downum made a motion to approve the change. Greg Tuck made the second.

There was a voice vote of all ayes and no nays.

The fourth change is Chapter 9, section 3 (f).

Bob Downum made a motion to approve the change. Greg Tuck made the second.

There was a voice vote of all ayes and no nays.

The fifth change is Chapter 9, section 4.

Ernest stated it's the exact same language as in the hiring section.

Bob Downum made a motion not to approve this change. Greg Tuck made the second.

There was a voice vote of 2 ayes, and 1 nay.

Ernest stated that the section they approved were changed because of the sections that they didn't approve.

The sixth change is Chapter 10, section 1 (Regarding probationary period).

Bob Downum made a motion to approve the change. Greg Tuck made the second.

There was a voice vote of all ayes and no nays.

The seventh change is in the Promotion Procedures (III A).

Bob Downum made a motion to approve the change. Greg Tuck made the second.

There was a voice vote of all ayes and no nays.

#### ADDITIONAL COMMENTS

City Attorney Ernest Cate stated in full transparency, its his obligation to see about calling a special meeting where all 5 members of the commission can be present to vote on the 2 provisions that were not approved, since the manual will not be consistent with the law effective August 5, 2025.

Commissioner Greg Tuck mentioned that after these laws he doesn't see a point of a Civil Service Commission anymore other than an employee wanting to appeal.

Ernest added that there was a memo sent out regarding Act 505 (Open Meeting Laws). Stating agendas have to be published at least 3 days before the meeting and there is no more remote attendance to be counted as quorum.

Greg Tuck stated that when he talked with Gary Sipes about these changes, Gary said that the Chiefs could be as stringent as they wanted to with this Act.

Ernest added that is not the way the Act reads.

Chief Derek Hudson commented that the Police Dept. has always appreciated the Civil Service and all that they do. They find it important to have oversight. To speak on behalf of the Police Dept and Fire Dept, they respect the Civil Service Commission and had no involvement with this law change. He stated that if someone wanted the Civil Service Commission out, now would be the time to make additional changes to the manual. However, that wasn't done. The only language that changed, was verbatim what the new law stated. Going forward, the Police Dept plans on continuing to involve the Civil Service Commission as much as they can in the process to make sure they have oversight in everything. Its just the interview portion we're now stuck on and can't do anything about that. You're still welcome to attend those and sit in on those. We will continue to involve the Commission as much as we legally can because that oversight is a big deal.

Chief Jim Vaughan stated he agreed with what Chief Hudson said. He added he is hopeful for some amendments to be made in the next session.

CIVIL SERVICE COMMISSION  
JULY 07, 2025

There being no further discussion, the meeting adjourned at 9:07 a.m.

---

Danny McGinley, Chairman or Greg Tuck, Secretary

---

Date

Civil Service Commission members in attendance:

Bob Downum  
Greg Tuck  
Danny McGinley  
Terry Page—ABSENT  
Julie Loper—ABSENT

Others in attendance:

Mayor Doug Sprouse  
Asst. Fire Chief Jim Vaughan  
Asst. Fire Chief Michael Bronner  
Police Chief Derek Wright  
Asst. Police Chief Derek Hudson  
City Attorney Ernest Cate  
Asst. HR Director Katherine Bowen  
Sarah Manweiler

The meeting was called to order by Danny McGinley at 8:31 a.m.

Commissioner McGinley opened it up to the Public Hearing.

City Attorney Ernest Cate stated that all the changes pursuant to Act 751 were made in the manual other than the two that remain.

The first change is Chapter 4, section 4 (b). Ernest stated it's the exact same language as in the act; the only changes made were those required by the act.

Commissioner Bob Downum stated they all disagree with this. The Civil Service Commission is designed to have a citizen's voice for Police and Fire Depts. With that said, the reason for the motion is to get the Attorney General to take a look at this. Also, they don't want to damage the Police and Fire Dept. They are here for Springdale.

Commissioner Greg Tuck added even though it shouldn't happen, unfortunately it does happen that things get passed that were never even looked at. He said he doesn't think they made a blunder last week by not approving it. Hopefully making a few more people aware of it, and in two years maybe it will be changed back.

City Attorney Ernest Cate stated he doesn't disagree, but unfortunately, we have to deal with legislation as its passed.

## CIVIL SERVICE COMMISSION

JULY 14, 2025

Mayor Doug Sprouse added we have some local legislatures that don't always listen. Legislative sessions have changed over the last 16 years since he has been in the position. It used to be we would work hard to get things passed, and now we spend almost all of our time trying to stop things from being passed. Someone wanted to fix a problem in their area of the state and pulls everyone else in on the solution they've come up with when we had no problem. They don't listen to the phrase local control anymore.

There was some discussion on different things that have been passed previously as in reference of taking away local control.

Commissioner Bob Downum made a motion to approve the change.

Greg Tuck made the second.

There was a voice vote of all ayes and no nays.

The second change is Chapter 9, section 4.

Commissioner Bob Downum made a motion to approve the change.

Greg Tuck made the second.

There was a voice vote of all ayes and no nays.

There was a little more discussion on different Acts.

The meeting adjourned into executive session for Fire Department Interviews at 8:56 a.m.

### FIRE DEPARTMENT INTERVIEWS AND CERTIFICATION

Civil Service returned from executive session at 1:39 p.m.

Commissioner Bob Downum made a motion to certify the following 25 candidates. Greg Tuck made the second.

There was a voice vote of all ayes and no nays.

Those certified are:

1. John Hendricks
2. Nicolas McCormick
3. Michael Kilpatrick
4. Colin McNay
5. Steven Cruz

CIVIL SERVICE COMMISSION

JULY 14, 2025

6. Audie Ramsey
7. Kyle Rae
8. Koby Melton
9. Tannor Treat
10. Cole Ashley
11. Jake Payne
12. Tanner Oberkrom
13. Andrew Lee
14. Kaiden Hinrichs
15. Thomas Landrum
16. Charles Parham Jr
17. Brooks Wiggins
18. Bryson Bigfeather
19. Lance LaCroix
20. Jared Tubb
21. Luke Gerdes
22. Luke Emmons
23. Mason Drumm
24. Chris Paredes
25. Christian Carbajal

The meeting adjourned at 1:40 p.m.

---

Danny McGinley, Chairman or Greg Tuck, Secretary

---

Date