

NOTICE OF PUBLIC MEETING

The Springdale Civil Service Commission will hold a Public Meeting,

Monday February 3rd, 2025

8:00 am

Mickey Jackson Training Facility

2398 Turnbow Ave.

For proposed changes to the Springdale Civil Service Commission manual.

SPRINGDALE CIVIL SERVICE COMMISSION AGENDA

Monday February 3, 2025 8:00 a.m.

*MICKEY JACKSON TRAINING FACILITY
2398 TURNBOW AVE*

1. Call to Order - Chairman Bob Downum
2. Roll Call
3. Approval of Minutes from the following meetings: 12/9/24 & 1/9/25
4. Public Hearing
 - amend the Civil Service manual
5. Police Dept – Chief Frank Gamble
6. Fire Dept – Chief Blake Holte
 - Hiring & promotion updates
7. Comments from Commissioners
8. Executive Session for Fire Dept entry level candidate interviews
9. Close Executive Session to Certify candidate list
10. Adjourn

Civil Service Commission members in attendance:

Bob Downum
Greg Tuck
Julie Loper
Danny McGinley
Terry Page

Others in attendance:

Police Chief Frank Gamble
Asst. Police Chief Derek Hudson
Captain Derek Wright
Captain Dustin Treat
Sarah Manweiler
Fire Chief Blake Holte

Bob Downum called the meeting to order at 8:30 a.m.

APPROVAL OF MINTUES

Commissioner Danny McGinley made a motion to approve the Civil Service Commission meeting minutes from 10/14/24 & 11/12/24. Julie Loper made the second.

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

FIRE CHIEF COMMENTS

Chief Holte said he was withdrawing his request to extend the application deadline as there is no need to now.

Commissioner McGinley asked how short on manpower they were. Chief Holte answered with 6 openings for entry level fire fighters. Chief Gamble answered with 7 openings, and will have 8 additional in January due to a grant they will receive.

Commissioner Julie Loper made a motion to move into Executive Session. Greg Tuck made the second.

The meeting adjourned into executive session for Police Department Interviews at 8:35 a.m.

Civil Service Commission returned from executive session at 1:26 p.m.

Commissioner Julie Loper was absent after returning from executive session.

The commission was informed that the first two on the certification list scored the exact same on the written test and averaged the exact same in the interviews. The only thing that separated them was 1 point in the points the commission scored them, which was the only thing that separated first and second on the list.

Commissioner Danny McGinley made a motion to certify the 13 candidates that scored 70% or above. Terry Page made the second.
There was a voice vote of all ayes and no nays.

Those certified are:

1. Charles Birge
2. Madeline Matthews
3. Rosemary Sulzen
4. Ivan Tinajero
5. Dylan Williamson
6. David Houts
7. Joshua Green
8. Tobias Pierce
9. Trenton Brashears
10. Joshua Carter
11. Isaac Caro
12. Marpin Bokbwij
13. Darren Meza

The meeting adjourned at 1:30 p.m.

Bob Downum, Chairman or Greg Tuck, Secretary

Date

Springdale Civil Service Meeting 1/09/2025

(Via Zoom)

Civil Service Commission members in attendance:

Bob Downum
Greg Tuck
Danny McGinley
Terry Page
Julie Loper-Absent

Others in attendance:

Captain Jeff Taylor
HR Director Gina Lewis
Fire Chief Blake Holte
Captain Pat Lee
City Attorney Ernest Cate
Sarah Manweiler

Bob Downum called the meeting to order at 9:00 a.m.

FIRE CHIEF COMMENTS

Chief Holte said there was a new Captain position approved in the 2025 budget. Its an Administrative position in the Fire Marshall's office. He explained they separated the Administrative and Operations positions in their promotional procedures in an effort to let people promote into positions they want to be in. They don't create an open register until there is a position open. The testing is done ahead of time, then they use a certificate review as another component. There was only one candidate to certify, and there were no existing captains applied.

Commissioner Danny McGinley made a motion to certify the one eligible candidate, Jarod Little.

Terry Page made the second.

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

Certified:

1. Jarod Little

Chief Holte also asked the commission for the reinstatement of EMT/Firefighter Tanner Seals. He explained he resigned in September, and ultimately regretted taking a job in the family business and wanted to come back to the Fire Dept. Chief said as of now they have 7 open positions.

Commissioner Bob Downum asked if he will retain his seniority. Chief Holte explained his seniority will start over, but the left at grade 61 step 1, so he would come back at the same on pay.

Commissioner McGinley asked if Chief Holte wants Tanner Seals to be back in the dept, he answered, yes that is why he is asking for a reinstatement for him. It's an advantage for the dept since they already have his gear and he's already been through the academy.

Commissioner Terry Page made a motion to reinstate Tanner Seals as EMT/Fire firefighter as requested by Chief Holte. Danny McGinley made the second.

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

Commissioner Bob Downum mentioned that there are upcoming firefighter interviews on February 3, 2025 and asked how many there were. Chief Holte said as of now 46. He will keep updated on how many they end up with after they go through them all.

Commissioner Greg Tuck said this many does have the potential to go two days.

City Attorney Ernest Cate stated that the City Council passed an ordinance on December 10, 2024, amending the way in which the fire and police chief are hired and/or removed, giving the authority to the Mayor making it like any other dept head. However, the Police and Fire Chief would retain Civil Service status, so the removal could be subject to appeal to the Springdale Civil Service Commission. We are going to ask for the AG's opinion on the removal part of that. There was an AG opinion in 1996 or 1997 that interpreted the statute that the mayor's authority had to be all or none. Meaning you couldn't do a hybrid where the Mayor has the authority to appoint but not the authority to remove.

In the mean time we need to amend the Civil Service Commission manual to reflect the changes that were passed in the ordinance on December 10, 2024.

In addition, in the promotion chart for the PD there is a requirement that the position of captain and Asst. Chief is that they already work for Springdale Police Dept., which does not give the City or Civil Service Commission the authority to hire outside the dept. for Captain or Asst. Chief. There has been some discussion about amending that where they could hire in those positions outside the dept. In order to make these changes there has to be a public hearing.

There was some discussion on the date of the public hearing. It was decided to set the public hearing at the meeting on February 3, 2025, and the meeting will be at 8:00 am instead of 8:30 am.

Commissioner Greg Tuck made a motion to have a public hearing for amending the Civil Service manual, Civil Service Meeting at 8:00 a.m. on February 3, 2025, and the interview process of Firefighters will begin at 9:00 a.m. Terry Page made the second.

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

The meeting adjourned at 9:33 a.m.

Bob Downum, Chairman or Greg Tuck, Secretary

Date

PROBATIONARY PERIOD - The designated period of time after an applicant is appointed or an employee is promoted from the Civil Service Eligibility Register in which the employee is required to demonstrate his/her fitness for the position by the actual performance of the duties.

PROMOTION - An assignment of an employee eligible individual from one position in one classification, to a position in another classification having a higher salary rate.

PUBLIC NOTICE - A written notice placed upon a bulletin board or other prominent place located in a place accessible to the public during business hours.

RANK - The order in which applicants' names appear on a Commission register based on the individual's composite qualifications. Composite qualifications mean written or oral examination scores, interview scores, physical test results, etc.

REAPPOINTMENT - The reemployment of a former permanent employee without consideration of former city employment relative to seniority, wages and benefits.

REGISTER - An officially promulgated list of eligible employees and/or applicants for a class or position in the order of their final ratings in merit examination.

REINSTATEMENT - The reemployment of a former permanent employee with the rights and benefits provided in these rules for reemployment.

RESIDENCE - The actual place of abode of the employee.

RESIGNATION - The separation from the City service at the request of the employee.

SECRETARY - The Secretary of the Civil Service Commission.

SENIORITY - The status of an employee required by continuous service with the government, which may be considered in promotion, layoff, etc.

SEPARATION - Any type of action whereby an employee is removed from the City payroll.

SUSPENSION - An enforced leave of absence without pay for disciplinary purposes or pending investigation charges.

TERMINAL LEAVE - The leave granted to a retiring employee following his/her last workday and usually consisting of his/her unused vacation time or unused compensatory time.

TERMINATION - A separation from employment of an employee.

CHAPTER 4

RECRUITMENT, EXAMINATIONS, AND CERTIFICATION

Section 1.

"Recruitment" - The Secretary shall give public notice of all open competitive examinations at least ten (10) days in advance of the closing dates for receipt of applications by posting notices thereof in or near the City Administration Building. A notice of the test date shall also be published in a newspaper of general circulation in the City of Springdale, Arkansas.

Section 2.

"Applications and Admission to Examinations" - Admission to examinations shall be open to all who have obtained the legal right to work in the United States, who have at least a high school education or GED, and who meet eligibility requirements set by the State of Arkansas and according to the determination of the Commission. A driver's license or other identification may be required for admission to an examination. In addition, candidates must meet the requirements specified in the job description and who submit an application on or before the closing date for filing such application. Each applicant, whose application has been accepted for any civil service position will be notified of successful completion of all application processes.

Section 3.

"Eligibility to Compete in Promotional Examination" - A promotional competitive examination may be limited to eligible ~~employees of the organization unit~~ individuals according to criteria set out by the Civil Service Commission.

Section 4.

"Character of Examination" - The Civil Service Commission may use any combination of selection techniques as follows:

- a. "Written Examination", which shall include a written demonstration of each competitor's knowledge and skill in the field for which the test is being held and/or standard tests of mental ability or of general educational attainments. On the pre-employment written exam, an applicant must achieve a minimum score in order to qualify for the oral examination/interview. The minimum score required on the written exam will be published by the Commission prior to the exam being given. The list of the pre-employment applicants

Any employee who has attained "civil service status," for whom disciplinary action is being considered in the form of discharge, demotion, or suspension without pay, is entitled to a prompt hearing by the Department Head prior to any discharge, demotion, or suspension without pay, unless the employee specifically waives such hearing in writing. In such cases, a copy of such waiver shall be forwarded to the Civil Service Commission.

However, the provisions of this proposal shall not be interpreted as an "unlimited right". A civil service status employee who is not physically available for hearing, or who cannot be reasonably notified of disciplinary action(s) may also be denied hearing privileges.

The purpose of said hearing is to provide an explanation of the evidence of the charges and to ensure that the civil service status employee has the opportunity to present any evidence relevant to the charges. The Department Head shall furnish a copy of the charges to the employee prior to the above mentioned hearing. At this hearing, the employee shall have the right to be represented by another person, or have another person with him/her. Once a hearing has been started, the employee does not have the right to change his/her mind about being represented by a person of his/her choosing.

The Department Head shall see that notes of the hearing are kept. Appeal from the decision of the Department Head shall be heard anew before the Civil Service Commission, provided the employee appeals the decision to the Commission as set out in Section 8.

The appeal to the Commission outlined in this section only applies to employees who have attained civil service status as previously defined in Chapter 2 and does not apply to employees who have not completed the probationary period.

The Springdale City Council passed Ordinance No. ~~2775 on October 14, 1997~~ 6035 on December 10, 2024, making the positions of Police Chief and Fire Chief subject to hiring and firing appointment by the Mayor pursuant to Ark. Code Ann. §14-42-110, and removal by the Mayor, subject to the appeal procedure as set forth in Ark. Code Ann. §14-51-308, and Chapter 8, Section 8 herein by the Springdale Civil Service Commission. A copy of this Ordinance is attached to these Rules and Regulations as "Exhibit A," and made a part hereof. While the Civil Service Commission determines the hiring and firing of the Police Chief or Fire Chief pursuant to the ordinance, the The Mayor is their immediate supervisor of the Police Chief and the Fire Chief. In the event a department head (Police Chief or Fire Chief) has served for a continuous period of six months after being hired, then such Chief shall have the right to appeal any suspension in excess of three working days to the Civil Service Commission. Only the Civil Service Commission has the authority to discharge the Police Chief or Fire Chief.

CHAPTER 9

PROMOTIONS

Section 1.

"Promotional Opportunities" - It is the policy of the City Government of Springdale to provide promotional opportunities whenever possible to qualified employees. Employees are encouraged to take advantage of these opportunities by qualifying themselves for advancement through further education and study, and by a high level of job performance, service, interest and loyalty.

Section 2.

"Method of Filling" - Positions above the entrance level, with the exception of the Department Head or as noted in the promotional charts included herein, should be filled by promotion from within the Department with a view toward the selection of the best available candidate for each position.

Section 3.

"Advertising Promotional Examinations" - When a promotional examination is to be given, the Commission shall advertise the examination in such a manner that eligible employees in the City individuals will have an opportunity to take the examination.

For promotions in the Police and Fire Departments, the Commission shall promulgate and maintain a set of guidelines governing the procedures and factors to be utilized for promotion in the Police and Fire Departments.

These guidelines shall include but not be limited to:

- a. Provisions for timely, informative announcements of promotional examinations.
- b. Standards of eligibility to compete in the examination.
- c. An outline of the factors, and their weights, which will be considered as a part of the total examination.
- d. Provisions for consideration of Employee Performance Evaluation/Appraisal, if appropriate.
- e. Provisions for consideration of Seniority within the constraints of Arkansas law, when appropriate.

- f. Provisions for the Commission to conduct, or cause to be conducted, structured Oral Panel interviews of candidates for promotion, when appropriate, as a part of the examination process.
- g. Provisions that ensure that comprehensive procedures for written examinations shall be maintained and available to all candidates for promotion, when a written test is used in the promotion process.
- h. Provision for timely certification.
- i. The current promotion guidelines in effect will be on file with the Department Head as well as with the City Clerk. However, the guidelines will be reviewed on an annual basis and may be amended from time to time as the Civil Service Commission deems fit.

Section 4.

"Promotion Procedures" - The purpose of this procedure is to provide direction for the promotion of eligible individuals. ~~Civil Service personnel within City of Springdale government.~~ Promotion refers to the advancement of an employee eligible individual from one classification to a position of another classification of a higher grade.

The responsibility for establishing promotional policy for Civil Service personnel rests with the Civil Service Commission.

The responsibility for the administration of the Civil Service employee personnel promotion process rests with the Civil Service Commission.

The responsibility for the initiation of timely promotion related activities for all ranks within the Springdale Police and Fire Department, rests with the Civil Service Commission.

- 4.1 For each rank, if a written test is given, all applicants for the specific rank will be administered the written test at the same time and location and on the same date, when possible.
- 4.2 At least 60 days before the date of the written test for those ranks requiring a written test, the Civil Service Commission shall announce the sources of material used in the construction of the written test.
- 4.3 Job descriptions are available from the Department Head for each rank within the Police Department and Fire Department. Candidates for promotion to any of these positions should be familiar with the job description and eligibility requirements.

CHAPTER 11

MISCELLANEOUS PROVISIONS.

Section 1.

"Improvement of Working Conditions" - The Civil Service Commission shall cooperate with the Mayor, Department Heads, employees, and others to promote measures directed toward more sanitary, safe and healthful working conditions; toward affording better facilities, and toward any other means of bettering the conditions and improving the morale of city employees.

Section 2.

"Amending or Changing Rules and Regulations" - The Civil Service Commission is responsible for approving any additions, deletions, or changes to these rules and regulations.

Section 3.

"Effective Date of These Rules and Regulations" - The effective date of these rules and regulations shall be applicable on and after a public hearing and adoption by the Civil Service Commission.

Section 4.

"All Prior Rules Superseded" - These rules and regulations shall be the Civil Service Rules and Regulations of the City Government of Springdale and shall supersede all prior Civil Service Rules and Regulations.

Section 5.

"City of Springdale Policy and Procedures and Departmental Policies/Rules/Regulations" - All civil service employees are also governed by the "Employee Personnel Policies and Procedures Manual" of the City of Springdale, Arkansas. All such policies and procedures contained in the City of Springdale Policy and Procedures Personnel Manual are hereby adopted by reference, unless such policies and procedures specifically exclude Civil Service employees. This includes future policies adopted or amended by the City Council, unless such new policies or amendments specifically exclude Civil Service employees.

Also, the Fire Department and Police Department, through the Department Head, shall also have the right to adopt policies, procedures and rules to govern all civil service employees of their respective departments.

PROMOTION PROCEDURES
FOR CIVIL SERVICE POSITIONS IN
THE CITY OF SPRINGDALE, ARKANSAS

Date Adopted
By Commission: 3/10/20
2/03/25

PROCEDURES GUIDELINE:

I. PURPOSE

The purpose of this procedure guideline is to provide direction for the promotion of Civil Service employees eligible individuals in the Police and Fire Departments of the City of Springdale, Arkansas. Promotion refers to the advancement of an employee eligible individual from one rank classification to a higher rank of classification (the rank classifications are shown in Chart I for the Police Department and Chart II for the Fire Department).

II. RESPONSIBILITY

The Springdale Civil Service Commission is responsible for establishing promotional policy for civil service positions in the Police and Fire Departments within the City of Springdale.

The Springdale Civil Service Commission also has the responsibility for the administration of the promotion process for civil service positions in the Police and Fire Departments.

III. PROCEDURES

- A. The Civil Service Commission shall announce a promotion selection process for promotion to the classifications in the Police Department as follows: Corporal, Sergeant, Lieutenant, Captain, Assistant Chief and Chief. The Commission shall also announce a promotion selection process for promotion to the classifications in the Fire Department as follows: Firefighter/Driver/Operator, Captain, Battalion Chief, Division Chief of Operations, Assistant Chief, and Fire Chief.
- B. To be eligible to compete for promotion to all civil service positions within the Police Department and Fire Department, except Chief, the candidate must be serving in the classification of and for the time indicated in Chart I

CHART I POLICE DEPARTMENT		
PROMOTED TO:	ELIGIBLE CLASSIFICATIONS	MINIMUM SERVICE IN THAT CLASSIFICATION
CORPORAL	PATROL OFFICER (SPD) *INTERMEDIATE CERTIFICATE *LETTER OF OPPOSITION	5 YEARS *3 YEARS IN SPECIAL ASSIGNMENT
SERGEANT	PATROL OFFICER (SPD) CORPORAL (SPD) *INTERMEDIATE CERTIFICATE	5 YEARS
LIEUTENANT	SERGEANT (SPD) *INTERMEDIATE CERTIFICATE	2 YEARS
CAPTAIN	LIEUTENANT (SPD) *INTERMEDIATE CERTIFICATE	1 YEAR
ASSISTANT CHIEF	LIEUTENANT (SPD) CAPTAIN (SPD) *INTERMEDIATE CERTIFICATE	MUST HAVE BEEN A SUPERVISOR FOR AT LEAST 5 YEARS AT SPD AND MUST HAVE AT LEAST 10 YEARS SERVICE AT SPD
CHIEF	BACHELOR'S DEGREE FROM FOUR YEAR COLLEGE OR UNIVERSITY AND A MINIMUM 11 YEARS OF RELATED EXPERIENCE AND A MINIMUM OF 7 YEARS OF MANAGEMENT EXPERIENCE	
TO BE ELIGIBLE FOR PROMOTION, THE CIVIL SERVICE CANDIDATE MUST MEET THE MINIMUM JOB REQUIREMENTS CONTAINED IN THE JOB DESCRIPTION FOR THE POSITION TO WHICH HE/SHE SEEKS PROMOTION.		
*For the position of Chief, the Civil Service Commission may limit the candidates to persons within the department so long as they meet the minimum requirements.		
*Intermediate Certificate is issued by the Arkansas Commission on Law Enforcement Standards and Training.		
*The Police Chief may submit a "Letter of Opposition to Promotion" for Corporal candidate. Opposition will be based on specific articulate facts related to poor performance or disciplinary issues. The Commission should take the letter of opposition into consideration when determining if the candidate should be promoted.		
*Special Assignment list will be maintained in the Police Department manual.		

CHART II
FIRE DEPARTMENT

PROMOTED TO:	ELIGIBLE CLASSIFICATIONS	MINIMUM SERVICE IN THAT CLASSIFICATION
FIREFIGHTER/ DRIVER/ OPERATOR	FIREFIGHTER	3 YEARS
CAPTAIN	FIREFIGHTER OR FIREFIGHTER DRIVER/OPERATOR (SFD)	5 YEARS IN EITHER POSITION OR COMBINED
BATTALION CHIEF	CAPTAIN	2 YEARS
DIVISION CHIEF OF OPERATIONS	CAPTAIN OR BATTALION CHIEF	MUST HAVE BEEN A SUPERVISOR FOR AT LEAST 3 YEARS AT SFD* AND MUST HAVE AT LEAST 6 YEARS SERVICE AT SFD
ASSISTANT CHIEF	BATTALION CHIEF OR DIVISION CHIEF	MUST HAVE BEEN A SUPERVISOR FOR AT LEAST 5 YEARS AT SFD* AND MUST HAVE AT LEAST 10 YEARS SERVICE AT SFD
CHIEF**	BACHELOR'S DEGREE FROM FOUR YEAR COLLEGE OR UNIVERSITY AND A MINIMUM 11 YEARS OF RELATED EXPERIENCE AND A MINIMUM OF 7 YEARS OF MANAGEMENT EXPERIENCE	

TO BE ELIGIBLE FOR PROMOTION, THE CIVIL SERVICE CANDIDATE MUST MEET THE MINIMUM JOB REQUIREMENTS CONTAINED IN THE JOB DESCRIPTION FOR THE POSITION TO WHICH HE/SHE SEEKS PROMOTION.

*Supervisory positions in the Fire Department are all positions with the rank of Captain or above.

**For the position of Chief, the Civil Service Commission may limit the candidates to persons within the department so long as they meet the minimum requirements.

E. Job descriptions and eligibility requirements for all Civil Service positions within the Police Department and Fire Department are available from the Mayor's office, the Department Head or Secretary of the Civil Service Commission. To be eligible to compete for promotion to all civil service positions within the Police Department and Fire Department, the candidate must meet the minimum requirements set out in the job description for that position, and must meet the requirements as set forth in the promotion charts herein.

F. Within ninety (90) days upon completion of the examination process for advancement, the Springdale Civil Service Commission shall certify at least the three standing highest for each rank of promotion for all positions, except Chief, and after such certification, the Department Head shall select one of the three standing the highest, and shall notify the Civil Service Commission. In making promotions, the Department Head shall adhere to the rule of three, meaning the Department Head will only make selection from the top three certified.

The Springdale Civil Service Commission will provide a copy of the certified list of the three standing the highest to the Chief of the Police or Fire Department as soon as reasonably possible. The Chief is then responsible for the distribution of this certified list to work locations as soon as reasonably possible.

G. For the position of Police Chief and Fire Chief, the Ordinance set out in Exhibit "A" has been passed by the Springdale City Council, and will be followed in the selection and/or removal of Police Chief and Fire Chief. Pursuant to the Ordinance (No. 2775) which was enacted under the authority of Ark. Code Ann. §14-42-110(a)(2), the Civil Service Commission is the sole authority for hiring and firing the Police Chief and Fire Chief.

ORDINANCE NO. 6035

AN ORDINANCE REPEALING ORDINANCE NO. 2775 WHICH GRANTED AUTHORITY TO THE SPRINGDALE CIVIL SERVICE COMMISSION TO APPOINT AND REMOVE THE POLICE CHIEF AND FIRE CHIEF; AND DECLARING AN EMERGENCY.

WHEREAS, on October 14, 1997, the City Council of the City of Springdale, Arkansas, adopted Ordinance No. 2775, which delegated the authority to appoint and remove the heads of the Police and Fire Departments to the City of Springdale Civil Service Commission, pursuant to Ark. Code Ann. §14-42-110(a)(2);

WHEREAS, the job descriptions for the Police Chief and Fire Chief specifically provide that these positions report directly to the Mayor;

WHEREAS, Ark. Code Ann. §14-51-212 provides that a Civil Service Commission shall not have any control nor shall said Commission attempt to exercise any control over the normal and routine day-to-day operations of a police or fire department, directly or indirectly;

WHEREAS, it is the determination of the Springdale City Council that the appointment of the Police Chief and Fire Chief be treated as a Department Head, pursuant to Ark. Code Ann. §14-42-110(a)(1), which provides that the Mayor has the power to appoint or remove Department Heads, unless the City Council shall vote by a two-thirds majority of the total membership of the City Council to override the Mayor's action; and,

WHEREAS, it is the determination of the Springdale City Council that the removal of a Police Chief and Fire Chief by the Mayor be subject to appeal to the Springdale Civil Service Commission, as provided by Arkansas law and the Rules and Regulations of the Springdale Civil Service Commission.

NOW THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL FOR THE CITY OF SPRINGDALE, ARKANSAS, that:

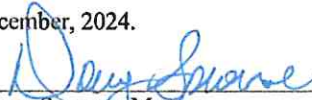
Section 1: Ordinance No. 2775, adopted by the Springdale City Council on October 14, 1997, is hereby repealed in its entirety; and the positions of Police Chief and Fire Chief shall, for purposes of appointment, hereafter be treated as a Department Head, pursuant to the provisions of Ark. Code Ann. §14-42-110(a)(1).

Section 2: It is the intent of this Ordinance that the Police Chief and Fire Chief, once appointed, shall attain the status of a civil service employee; and the removal of the Police Chief and Fire Chief by the Mayor shall be subject to the appeal procedure as set forth in Ark. Code Ann. §14-51-308, and Chapter 8, Section 8, of the Springdale Civil Service Manual.

Section 3: The Rules and Regulations of the Springdale Civil Service Commission shall be amended to reflect the provisions and enumerated intent of this Ordinance.

Section 4: Emergency Clause. Given that the selection and appointment of a Police Chief creates a need for quick action, it is hereby declared that an emergency exists and this ordinance, being necessary for the preservation of the health and welfare of the citizens of the City of Springdale, Arkansas, shall be in effect immediately upon its passage and approval.

PASSED AND APPROVED this 10th day of December, 2024.


Doug Sprouse, Mayor

ATTEST:

Denise Pearce, City Clerk

APPROVED AS TO FORM:

Ernest Cate, City Attorney