



CIVIL SERVICE COMMISSION MINUTES

The Marion Civil Service Commission met on Tuesday, April 2, 2019 at 8:30 a.m. in the Admin Conference Room at City Hall. Commission members present were Paul Rehn and Grant Hagen. Absent: Sharon Mettler. Also present Fire Chief Deb Krebill, HR Manager Jen Ketelsen, Deputy Police Chief Doug Slagle, Police Communications Manager Rhonda Kaczinski, Payroll Manager Beth Little, City Attorney Holly Corkery and Commission Clerk Rachel Bolender.

Moved by Hagen, seconded by Rehn to approve the minutes of the March 5, 2019 meeting. All in favor, motion carried.

Moved by Hagen, seconded by Rehn to receive and file memo regarding recent termination. Rachel Bolender stated this employee has filed a notice of appeal of termination. All in favor, motion carried.

Moved by Hagen, seconded by Rehn to certify list for police officer as follows:

- James Vick
- Gabriel Humphrey
- Addison Brooks
- Lucas Klang
- Charles Adolph*
- Dylan Shortt*
- Tiffani Trappe*
- Anthony Frenz**
- Colin Reeg**
- Adam Bond
- Usama Hodzic
- Thomas Stark
- Riley Shey
- Korey Ryan
- Skylar Mullins
- Jacob Cooper
- Zackary Fiser
- Parker Vriezelaar
- Terrance Rieniets
- Samuel Broome
- Dane Reynolds
- Brent Knustrom

*Indicates a tie in score

All in favor, motion carried.

Moved by Hagen, seconded by Rehn to exhaust Firefighter Certified List from 2/22/18. Fire Chief Deb Krebill stated she'd like it to be exhausted June 1, 2019. Motion by Rehn, seconded by Hagen to amend motion to state the certified list is exhausted June 1, 2019. All in favor, motion carried.

Moved by Hagen, seconded by Rehn to receive and file the 2019 Fire Recruiting Schedule. All in favor, motion carried.

Holly Corkery, Marion's labor and employment counsel, discussed a change in positions covered under Civil Service. Holly stated it came to her attention the City had more positions than necessary covered under Civil Service. Iowa Code Chapter 400 states that civil service applies to permanent full-time police officers and fire fighters as well as all appointive permanent full-time employees. There is a short list of exceptions. The City was interpreting the word "appointive" to mean "hired." It should truly be only employees appointed per State or City Code. Going forward, only Police Officers and promotions and Fire Fighters and promotions will be under Civil Service. Any employee hired under Civil Service will retain those protections. Once there is an opening for a position that was previously under Civil Service, it will be filled following regular City hiring procedures. Holly stated a memo will be prepared and distributed to all existing civil service employees that explains this change. Paul Rehn asked if this is something that needs formally approved. Rachel Bolender stated this is not a change in code, it is due to a misinterpretation of the code, so no formal approval is necessary. Holly stated it would just be a change in procedure going forward.

With there being no further business, moved by Hagen, seconded by Rehn to adjourn the meeting at 8:50 a.m. All in favor, motion carried.

Rachel Bolender, Civil Service Commission Clerk