

**BOSSIER CITY MUNICIPAL
FIRE & POLICE CIVIL SERVICE BOARD
PO BOX 5337
BOSSIER CITY, LOUISIANA 71171-5337
PHONE: 318/698-7335
FAX: 318/741-8893**

**WILLIAM SCHWARTZ
CHAIRMAN**

**BARBARA MURRAY
SECRETARY**

**CIVIL SERVICE BOARD MEETING
SEPTEMBER 13, 2017
9:00 AM
BOSSIER CITY FIRE DEPARTMENT
ADMINISTRATIVE CONFERENCE ROOM
620 BENTON ROAD
BOSSIER CITY, LOUISIANA 71111**

ON SEPTEMBER 13, 2017, THE BOSSIER CITY MUNICIPAL FIRE AND POLICE CIVIL SERVICE BOARD MET AT THE BOSSIER CITY FIRE DEPARTMENT, ADMINISTRATIVE CONFERENCE ROOM, 620 BENTON ROAD, BOSSIER CITY, LOUISIANA.

AGENDA

I. CALL TO ORDER 9:00 AM

BOARD CHAIRMAN WILLIAM SCHWARTZ CALLS THE MEETING TO ORDER AT 9:07 AM

**MEMBERS PRESENT: WILLIAM SCHWARTZ, CHAIRMAN/CLBM
JASON SHELTON, VICE CHAIRMAN/FDBM
SGT. CHARLES BRIDGES, PDBM
CHARLIE DAVIS, GBBM
LOU CHANDLER, CLBM**

**OTHERS PRESENT: BARBARA MURRAY, SECRETARY
CECIL CAMPBELL, LEGAL ADVISOR TO THE BOARD
BRAD ZAGONE, FIRE CHIEF
MICHAEL LOWE, LEGAL ADVISOR TO THE CITY OF BOSSIER CITY
WILLIAM DELANEY, ASSISTANT CHIEF OF MAINTENANCE
MEMBERS OF THE BOSSIER CITY FIRE DEPARTMENT**

II. APPROVAL OF AGENDA FOR SEPTEMBER 13, 2017

MR. SHELTON STATES HE WOULD LIKE TO AMEND THE AGENDA BY ADDING A LETTER FROM FIRE CHIEF ZAGONE REQUESTING A JOB ANALYSIS FOR THE PROPOSED NEW CIVIL SERVICE CLASS PLAN FOR MEDICAL OFFICER, A LETTER FROM MS. PAM BREEDLOVE AND A LETTER FROM MR. MICHAEL LOWE.

MS. BREEDLOVE'S LETTER IS REQUESTING A CONTINUANCE IN THE MATTER OF WILIAM DELANEY AND MR. LOWE'S LETTER IS REQUESTING THE BOARD DISMISS MR. DELANEY'S REQUEST FOR APPEAL.

BY MR. SHELTON

**MOTION MADE TO AMEND THE AGENDA FOR SEPTEMBER
13, 2017, BY ADDING FIRE CHIEF ZAGONE'S LETTER, MS.
BREEDLOVE'S LETTER AND MR. MICHAEL LOWE'S LETTER.**

SECOND BY SGT. BRIDGES

COMMENTS: NONE
VOTING IN FAVOR: ALL

BY MR. SHELTON

MOTION MADE TO APPROVE THE AMENDED AGENDA FOR
SEPTEMBER 13, 2017

SECOND BY SGT. BRIDGES
COMMENTS: NONE
VOTING IN FAVOR: ALL

III. APPROVE AND DISPENSE WITH READING OF BOARD MINUTES OF JULY 18, 2017

BY MR. SHELTON

MOTION MADE TO APPROVE AND DISPENSE WITH THE
READING OF BOARD MINUTES OF JULY 18, 2017

SECOND BY SGT. BRIDGES
COMMENTS: NONE
VOTING IN FAVOR: ALL

IV. OLD BUSINESS

POLICE DEPARTMENT

1. APPROVAL OF EXAM RESULTS FOR JAILER I

THE CIVIL SERVICE EXAM FOR JAILER I WAS CONDUCTED IN BOSSIER CITY AUGUST 1, 2017.

BY SGT. BRIDGES

MOTION MADE TO APPROVE THE EXAM RESULTS FOR
JAILER I

SECOND BY MR. SHELTON
COMMENTS: NONE
VOTING IN FAVOR: ALL

2. APPROVAL OF APPLICATIONS FOR INFORMATIONAL TECHNOLOGY SPECIALIST FOR THE POLICE
DEPARTMENT

THIS BOARD ADVERTISED FOR INFORMATION TECHNOLOGY SPECIALIST FOR THE POLICE
DEPARTMENT AUGUST 1, 2017, THROUGH AUGUST 30, 2017.
DURING THE ADVERTISING PERIOD TWO (2) APPLICATIONS WERE RECEIVED, BOTH MEETING
THE ADVERTISED REQUIREMENTS

BY SGT. BRIDGES

MOTION MADE TO APPROVE THE TWO (2) APPLICATIONS FOR
INFORMATION TECHNOLOGY SPECIALIST FOR THE
POLICE DEPARTMENT

SECOND BY MR. SHELTON
COMMENTS: NONE
VOTING IN FAVOR: ALL

FIRE DEPARTMENT

1. APPROVAL OF APPLICATIONS FOR FIRE COMMUNICATIONS OFFICER

THIS BOARD ADVERTISED FOR FIRE COMMUNICATIONS OFFICER AUGUST 1, 2017, THROUGH AUGUST 30, 2017. DURING THE ADVERTISING PERIOD FOURTEEN (14) APPLICATIONS WERE RECEIVED. THIRTEEN (13) APPLICATIONS MET ALL THE ADVERTISED REQUIREMENTS AND ONE (1) APPLICATION DID NOT MEET THE REQUIREMENTS.

BY MR. SHELTON

MOTION MADE TO APPROVE THIRTEEN (13) APPLICATIONS FOR FIRE COMMUNICATIONS OFFICER MEETING ADVERTISED REQUIREMENTS.

**SECOND BY SGT. BRIDGES
COMMENTS: NONE
VOTING IN FAVOR: ALL**

BY MR. SHELTON

MOTION MADE TO DENY ONE (1) APPLICATION FOR FIRE COMMUNICATIONS OFFICER SUBMITTED BY NICHELLE O. SCHOLAR FOR NOT MEETING THE ADVERTISED REQUIREMENTS.

**SECOND BY SGT. BRIDGES
COMMENTS: NONE
VOTING IN FAVOR: ALL**

2. APPROVAL OF APPLICATIONS FOR FIRE COMMUNICATIONS SUPERVISOR

THIS BOARD ADVERTISED FOR FIRE COMMUNICATIONS SUPERVISOR AUGUST 1, 2017, THROUGH AUGUST 30, 2017. DURING THE ADVERTISING PERIOD FOUR (4) APPLICATIONS WERE RECEIVED, ALL MEETING THE ADVERTISED REQUIREMENTS.

BY MR. SHELTON

MOTION MADE TO APPROVE FOUR (4) APPLICATIONS FOR FIRE COMMUNICATIONS SUPERVISOR

**SECOND BY SGT. BRIDGES
COMMENTS: NONE
VOTING IN FAVOR: ALL**

3. APPROVAL OF APPLICATIONS FOR FIRE DEPARTMENT MECHANIC

THIS BOARD ADVERTISED FOR FIRE DEPARTMENT MECHANIC AUGUST 1, 2017, THROUGH AUGUST 30, 2017. DURING THE ADVERTISING PERIOD FOUR (4) APPLICATION WAS RECEIVED. THREE (3) OF THE SUBMITTED APPLICATIONS MET ALL ADVERTISED REQUIREMENTS AND ONE (1) APPLICATION WAS RECEIVED AFTER THE ADVERTISED DEADLINE.

BY MR. SHELTON

**MOTION MADE TO APPROVE THE THREE (3) APPLICATIONS FOR
FIRE DEPARTMENT MECHANICE MEETING ALL ADVERTISED
REQUIREMENTS**

**SECOND BY SGT. BRIDGES
COMMENTS: NONE
VOTING IN FAVOR: ALL**

**BOARD SECRETARY ADVISES SHE HAS CONTACTED MR. McCOLLUM AND ADVISED HIM THE
ADVERTISING PERIOD FOR FIRE DEPARTMENT MECHANIC ENDED AUGUST 30, 2017, AND HIS
APPLICATION WAS SUBMITTED AUGUST 31, 2017.**

BY MR. SHELTON

**MOTION MADE TO DENY THE APPLICATION FOR FIRE
DEPARTMENT MECHANIC BY AUSTIN McCOLLUM, SUBMITTED
AFTER THE ADVERTISED DEADLINE**

4. APPROVAL OF APPLICATIONS FOR CHIEF OF MAINTENANCE

**THIS BOARD ADVERTISED FOR CHIEF OF MAINTENANCE AUGUST 1, 2017, THROUGH AUGUST 30, 2017.
DURING THE ADVERTISING PERIOD ONE (1) APPLICATION WAS RECEIVED, MEETING ALL
ADVERTISED REQUIREMENTS.**

BY MR. SHELTON

**MOTION MADE TO APPROVE THE ONE (1) APPLICATION
FOR CHIEF OF MAINTENANCE.**

**SECOND BY SGT. BRIDGES
COMMENTS: NONE
VOTING IN FAVOR: ALL**

5. APPROVAL OF APPLICATIONS FOR ASSISTANT CHIEF OF MAINTENANCE

**THIS BOARD ADVERTISED FOR ASSISTANT CHIEF OF MAINTENANCE AUGUST 1, 2017, THROUGH
AUGUST 30, 2017.
DURING THE ADVERTISING PERIOD ONE (1) APPLICATION WAS RECEIVED, MEETING ALL
ADVERTISED REQUIREMENTS,**

BY MR. SHELTON

**MOTION MADE TO ACCEPT THE ONE (1) APPLICATION FOR
ASSISTANT CHIEF OF MAINTENANCE**

**SECOND BY SGT. BRIDGES
COMMENTS: NONE
VOTING IN FAVOR: ALL**

V. NEW BUSINESS

POLICE DEPARTMENT

1. APPROVAL OF PERSONNEL ACTION FORMS

BY SGT. BRIDGES

**MOTION MADE TO APPROVED THE PERSONNEL ACTION
FORMS FROM THE POLICE DEPARTMENT**

**SECOND BY MR. SHELTON
COMMENTS: NONE
VOTING IN FAVOR: ALL**

APPROVED PERSONNEL ACTION FORMS:

BARCLAY, DARREN R.	CONFIRMATION
GOODRICH, RHONDA L.	TERMINATION OF SICK LEAVE
MARTINEZ, MICHAEL M.	RESIGNATION
MERRIOTT, WESTON R.	MILITARY LEAVE W/OUT PAY
MERRIOTT, WESTON R.	TERMINATION OF MILITARY LEAVE W/OUT PAY
NUNNERY, RICHARD L. SR.	SICK LEAVE
RAMBO, QUATISHA J.	SICK LEAVE
RAMBO, QUATISHA J.	TERMINATION OF SICK LEAVE
STEWART, JAMES L.	TERMINATION OF SICK LEAVE
WOOD, JAMES T. IV	CONFIRMATION

**2. APPROVAL OF APPLICANTS REQUESTING THEIR EXAM RESULTS FOR POLICE OFFICER BE
REPORTED TO THIS JURISDICTION**

BY SGT. BRIDGES

**MOTION MADE TO APPROVE THE APPLICANTS REQUESTING
THEIR EXAM RESULTS FOR POLICE OFFICER BE REPORTED
TO THIS JURISDICTION**

**SECOND BY MR. SHELTON
COMMENTS: NONE
VOTING IN FAVOR: ALL**

APPROVED APPLICANTS:

**NAME: BEANER, TARNICEIERS A.
EXAM SCORE: 76
JURISDICTION TESTED IN: BATON ROUGE
DATE EXAM CERTIFIED: JULY 27, 2017**

**NAME: EARLY, EVELYN
EXAM SCORE: 86
JURISDICTION TESTED IN: SHREVEPORT
DATE EXAM CERTIFIED: NOVEMBER 17, 2016**

**NAME: EASTRIDGE, KEVIN W.
EXAM SCORE: 83
JURISDICTION TESTED IN: PINEVILLE
DATE EXAM CERTIFIED: MARCH 23, 2017**

**NAME: FAULK, JOEL A.
EXAM SCORE: 95
JURISDICTION TESTED IN: RUSTON
DATE EXAM CERTIFIED: JUNE 8, 2016**

NAME: HARRIS, KIARIA
EXAM SCORE: 92
JURISDICTION TESTED IN: BASTROP
DATE EXAM CERTIFIED: JANUARY 19, 2017

NAME: WARD, JOSHUA A.
EXAM SCORE: 75
JURISDICTION TESTED IN: W. MONROE
DATE EXAM CERTIFIED: JULY 11, 2017

3. APPROVAL OF APPLICANTS REQUESTING THEIR EXAM RESULTS FOR POLICE COMMUNICATIONS OFFICER BE REPORTED TO THIS JURISDICTION

NONE

4. LETTER FROM CHIEF McWILLIAMS REQUESTING THE BOARD ADVERTISE FOR JAILER I- ADVERTISE SEPTEMBER 18, 2017, THROUGH OTOBER 17, 2017

BY SGT. BRIDGES

MOTION MADE TO ADVERTISE FOR JAILER I, SEPTEMBER 18, 2017, THROUGH OCTOBER 17, 2017.

SECOND BY MR. SHELTON
COMMENTS: NONE
VOTING IN FAVOR: ALL

FIRE DEPARTMENT

1. APPROVAL OF PERSONNEL ACTION FORMS FROM THE FIRE DEPARTMENT

BY MR. SHELTON

MOTION MADE TO APPROVE THE PERSONNEL ACTION FORMS FROM THE FIRE DEPARTMENT

SECOND BY SGT. BRIDGES
COMMENTS: NONE
VOTING IN FAVOR: ALL

APPROVED PERSONNEL ACTION FORMS:

FARRINGTON, JASON W.
HALSELL CHAD P.
HUDSON, JASON L.
HUDSON, JASON L.
JOHNSTON, MORGAN B.
KELLER, JACKSON L.
PHIPPS, JEFFREY B.
POTTS, TYLER P.
SMILEY, ADRIAN E.
TIPTON, GARRETT E.

CONFIRMATION
SICK LEAVE
ADMINISTRATIVE LEAVE W/PAY
RESIGNATION
PROBATIONAL FIREFIGHTER
PROBATIONAL FIREFIGHTER
RETIREMENT
PROBATIONAL FIREFIGHTER
SUBSTITUTE APPOINTMENT
RETIREMENT

2. APPROVAL OF APPLICANTS REQUESTING THEIR EXAM RESULTS FOR FIREFIGHTER BE REPORTED TO THIS JURISDICTION

BY MR. SHELTON

MOTION MADE TO APPROVE THE APPLICANTS REQUESTING THEIR EXAM RESULTS FOR FIREFIGHTER BE REPORTED TO THIS JURISDICTION.

**SECOND BY SGT. BRIDGES
COMMENTS: NONE
VOTING IN FAVOR: ALL**

APPROVED APPLICANTS:

**NAME: FLEMING, JALEN
EXAM SCORE: 88
JURISDICTION TESTED IN: SHREVEPORT
DATE EXAM CERTIFIED: JUNE 14, 2017**

**NAME: FONDREN, JOHN C.
EXAM SCORE: 96
JURISDICTION TESTED IN: NATCHITOCHEs
DATE EXAM CERTIFIED: AUGUST 11, 2017**

**NAME: FOSTER, MURPHY D.
EXAM SCORE: 93
JURISDICTION TESTED IN: PINEVILLE
DATE EXAM CERTIFIED: JULY 6, 2017**

**NAME: GIPSON, JACOB W.
EXAM SCORE: 85
JURISDICTION TESTED IN: NATCHITOCHEs
DATE EXAM CERTIFIED: AUGUST 11, 2017**

**NAME: JOSTING, TYLER J.
EXAM SCORE: 87
JURISDICTION TESTED IN: NATCHITOCHEs
DATE EXAM CERTIFIED: AUGUST 11, 2017**

**NAME: VOLLMER, SETH E.
EXAM SCORE: 88
JURISDICTION TESTED IN: NATCHITOCHEs
DATE EXAM CERTIFIED: AUGUST 11, 2017**

**NAME: WILLIAMS, DYLAN L.
EXAM SCORE: 91
JURISDICTION TESTED IN: ZACHARY
DATE EXAM CERTIFIED: AUGUST 11, 2017**

3. APPROVAL OF APPLICANTS REQUESTING THEIR EXAM RESULTS FOR FIRE COMMUNICATIONS OFFICER BE REPORTED TO THIS JURISDICTION

NONE

4. LETTER FROM W.D. DELANEY REQUESTING THE BOARD INVESTIGATE DISCIPLINARY ACTION TAKEN AGAINST HIM AND THE PROPOSED TITLE CHANGES WITHIN THE MAINTENANCE DEPARTMENT OF THE BOSSIER CITY FIRE DEPARTMENT

ON AUGUST 22, 2017, THIS BOARD RECEIVED CORRESPONDENCE FROM WILLIAM D. DELANEY, ASSISTANT CHIEF OF MAINTENANCE WITH THE BOSSIER CITY FIRE DEPARTMENT, REQUESTING THE BOARD INVESTIGATE ACTION BEING TAKEN AGAINST HIM BECAUSE OF HIS JOB TITLE. MR. DELANEY FURTHER STATED HE WAS TOLD BY FIRE CHIEF ZAGONE HE WOULD NO LONGER BE REFERRED TO AS ASSISTANT CHIEF BUT WOULD BE REFERRED TO AS LEAD MECHANIC.

ALL PARTIES WERE NOTIFIED OF MR. DELANEY'S REQUEST.

ON AUGUST 28, 2017, MR. DELANEY WAS NOTIFIED THIS BOARD WOULD MEET SEPTEMBER 13, 2017, AND HIS LETTER OF REQUEST HAD BEEN PLACED ON THE AGENDA AND WOULD BE DISCUSSED AT THAT TIME.

ON SEPTEMBER 5, 2017, THIS BOARD RECEIVED NOTICE BY E-MAIL FROM MS. PAM BREEDLOVE, ATTORNEY AT LAW, STATING SHE HAD BEEN RETAINED BY MR. DELANEY. THE E-MAIL FURTHER STATED MS. BREEDLOVE WOULD NOT BE AVAILABLE SEPTEMBER 13, 2017, AND REQUESTED A CONTINUANCE REGARDING THIS MATTER.

ON SEPTEMBER 5, 2017, THIS BOARD RECEIVED CORRESPONDENCE, IN LETTER FORM, FROM MS. BREEDLOVE ADVISING THIS BOARD SHE HAD BE RETAINED BY MR. DELANEY REGARDING HIS APPEAL AND REQUEST RELATED TO THE APPARENT DEMOTION FROM ASSISTANT CHIEF OF MAINTENANCE TO LEAD MECHANIC. THIS CORRESPONDENCE FURTHER REQUESTED THE CURRENT HEARING BE CONTINUED AS SHE WOULD BE BEFORE THE SHREVEPORT MUNICIPAL FIRE AND POLICE CIVIL SERVICE BOARD ON WEDNESDAY, SEPTEMBER 13, 2017, BUT WOULD BE AVAILABLE NOVEMBER 15, 2017, FOR THIS BOARD'S NEXT SCHEDULED MEETING. MR. DELANEY ALSO WAIVED HIS RIGHT TO AN APPEAL WITHIN THIRTY DAYS.

ALL PARTIES WERE NOTIFIED OF MS. BREEDLOVE'S REQUEST

ON SEPTEMBER 11, 2017, THIS BOARD RECEIVED CORRESPONDENCE FROM MR. MICHAEL LOWE, LEGAL ADVISOR TO THE CITY OF BOSSIER CITY, REQUESTING THE BOARD DISMISS MR. DELANEY'S REQUEST FOR APPEAL AND OPPOSES A CONTINUANCE IN THIS MATTER.

ALL PARTIES WERE ADVISED OF MR. LOWE'S REQUEST.

**MR. DELANEY IS PRESENT WITHOUT HIS LEGAL ADVISOR
MR. MICHAEL LOWE IS PRESENT, LEGAL ADVISOR TO THE CITY OF BOSSIER CITY**

MR. SCHWARTZ:

NOW BEFORE WE GO ANY FURTHER I WOULD LIKE TO MAKE A STATEMENT, WE ARE REQUIRED THAT WE HAVE TO POST THE LETTER FROM CHIEF ZAGONE AND WE HAVE TO ENTERTAIN THIRTY DAYS TO GO AHEAD AND INVESTIGATE AND IT IS UP TO THE BOARD TO DETERMINE WHETHER TO HEAR YOUR PRESENTATION OR NOT BECAUSE OUR NEXT BOARD MEETING IS NOVEMBER 15TH AND AT THAT TIME WE CAN HEAR YOUR PRESENTATION ALONG WITH YOUR ATTORNEY. AGAIN IT IS THE REQUIREMENT BY THE BOARD TO ENTERTAIN YOUR PRESENTATION TODAY OR NOVEMBER THE 15TH. ANY QUESTIONS?

EACH BOARD MEMBER PLEASE STATE YOUR NAME AND CAST YOUR VOTE TO EITHER HEAR HIS PRESENTATION TODAY OR POSTPONE IT TILL NOVEMBER 15TH.

ALL BOARD MEMBERS ARE PRESENT

MR. SHELTON:

BASICALLY DAVID, HE HASN'T SUBMITTED ANYTHING TELLING US THAT HE IS CHANGING THE CLASS PLAN. AND WHAT DISCIPLINARY ACTION WERE, WERE YOU GIVEN ANY DISCIPLINARY ACTION? I SAW IN HERE WHERE IT SAYS YOU HAVE DISCIPLINARY ACTION TAKEN AGAINST YOU.

MR. DELANEY:
WELL I WOULD LIKE TO HAVE MY LAWYER HERE SO WE CAN GO THROUGH THIS

MR. SHELTON:
SO IT IS PROBABLY BEST THAT WE GO AHEAD

MR. SCHWARTZ:
AND VOTE AND STATE YOUR OPINION

MR. CHANDLER:
WE ARE GOING TO VOTE ON WHAT BILL

MR. SCHWARTZ:
THE PRESENTATION TO DAY

MR CAMPBELL:
LET ME MAKE A SUGGESTION, THIS IS KINDA IN CONJUNCTION WITH NUMBER 5 (NUMBER 5 ON THE AGENDA, LETTER FROM CHIEF ZAGONE REQUESTING THE BOARD ABOLISH THE CIVIL SERVICE CLASS PLAN OF CHIEF OF MAINTENANCE AND REQUEST A JOB ANALYSIS FOR THE MAINTENANCE DIVISION FROM THE OFFICE OF STATE EXAMINER WITH THE QUESTIONNARIE BEING SENT TO CHIEF ZAGONE TO FILL OUT-POST PUBLIC HEARING NOTICE SEPTEMBER 18, 2017, THROUGH NOVEMBER 15, 2017, AND HOLD PUBLIC HEARING NOVEMBER 15, 2017.) I THINK YOU PROBABLY OUGHT TO DO BOTH OF THEM AT THE SAME TIME. AS I APPRECIATE IT, AT THIS TIME NOTHING HAS BEEN DONE IT IS ONLY A SUGGESTION SO I THINK AT THIS POINT I THINK MR. DELANEY'S REQUEST IS PREMATURE. I MAY BE WRONG BUT I THINK IT IS PREMATURE BECAUSE NOTHING HAS ACTUALLY BEEN DONE. HE HAS BEEN TOLD WHAT THE CHIEF INTENDS TO TRY TO DO BUT THE BOARD HAS NOT DONE IT YET AND THE LAW REQUIRES BEFORE ANYTHING IS DONE AT LEAST THIRTY DAYS NOTICE, AT LEAST THIRTY DAYS NOTICE TO ALL AFFECTED PARTIES. YOU HAVE TO NOTIFY THE MAYOR, THE CHIEF, THE GENERAL PUBLIC AND POST IT AT THE FIRE STATIONS. I MEAN THERE ALL KIND OF REQUIREMENTS YOU HAVE TO MEET AND THEN YOU HAVE TO HAVE A PUBLIC HEARING. NOTHING CAN BE DONE UNTIL THAT TIME. YOU HAVEN'T EVEN TAKEN THE TEST YET HAVE YOU? AREN'T YOU? DIDN'T YOU JUST

MR. DELANEY:
CHIEF

MR. CAMPBELL:
RIGHT

MR. DELANEY:
YES SIR I HAVE

MR. CAMPBELL:
OH YOU HAVE

MR. DELANEY:
I HAVE APPLIED FOR IT

MR. CAMPBELL:
THAT IS WHAT I AM SAYING, YOU HAVEN'T TAKEN THE TEST SO YOU AREN'T EVEN QUALIFIED FOR IT NOW, TECHNICALLY. I AM NOT SAYING THAT YOU ARE NOT QUALIFIED TO DO IT IF YOU PASS THE TEST AND I ASSUME THAT YOU WOULD BUT YOU HAVEN'T EVEN TAKEN THE TEST YET SO AT THIS POINT I THINK IT IS PREMATURE BECAUSE IT DEPENDS ON WHAT THE BOARD DOES AFTER THE

PUBLIC HEARING IT MAY BECOME MOOT IF THE BOARD DETERMINES THAT THE CLASS PLAN IS VALID AS IT EXISTS AND DOESN'T DO AWAY WITH IT. I THINK YOU ARE THE ONLY ONE THAT HAS APPLIED FOR THE TEST TO WEREN'T YOU?

**MR. DELANEY:
YES SIR**

**MR. CAMPBELL:
AS LONG AS YOU PASS THE TEST HE WOULD BE MOVING UP UNLESS HE DOESN'T PASS THE PHYSICAL OR SOMETHING LIKE THAT. SO I THINK AT THIS POINT IT IS PREMATURE.**

**MR. SCHWARTZ:
SO JUDGE WHAT YOU ARE SAYING IS THAT WE PROBABLY TAKE A VOTE TO POSTPONE NUMBER 4 AND NUMBER 5**

**MR. CAMPBELL:
NO I DON'T THINK YOU POSTPONE NUMBER 5 BECAUSE THE CHIEF HAS FILED A LETTER AND UNDER THE LAW YOU ARE REQUIRED TO GIVE THE THIRTY DAY NOTICE AND HOLD THE PUBLIC HEARING SO, WHAT I AM SAYING**

**SGT. BRIDGES:
SO NUMBER 4 SHOULDN'T EVEN BE ON THE AGENDA TODAY**

**MR. CAMPBELL:
RIGHT IT IS PREMATURE AND IT GIVES HIM THE RIGHT TO BE AT THE PUBLIC HEARING WITH HIS ATTORNEY AND LET HIS ATTORNEY AND HE OR ANYBODY ELSE BECAUSE ANYBODY CAN COME TO THE PUBLIC HEARING AND EXPRESS THEIR CONCERN. THIS BOARD IS REQUIRED BY LAW TO TAKE INTO CONSIDERATION WHAT IS IN THE BEST INTEREST OF BOTH THE CITIZENS OF BOSSIER AND TO THE CIVIL SERVICE EMPLOYEES AND DO WHAT IS BEST FOR THE CITY. I CAN'T SIT HERE AND SAY BASED ON WHAT YOU HEAR AT THE PUBLIC HEARING WHAT YOUR DECISION IS GOING TO BE AND HIS COMPLAINT MAY BECOME MOOT BASED UPON WHAT YA'LL DO. BUT AGAIN AT THIS POINT HE IS PREMATURE BECAUSE NOTHING HAS BEEN DONE.**

**MR. LOWE:
CAN I MAKE A STATEMENT ON BEHALF OF THE APPOINTING AUTHORITY, JUST A, WE AGREE ONE HUNDRED PERCENT THE BOARD HAS TWO ISSUES BEFORE IT RIGHT NOW. YOU HAVE THE CHIEF'S REQUEST THAT THE CLASS BE CONSIDERED FOR POSSIBLE ABOLISHING CERTAIN POSITIONS AND CERTAIN CLASSIFICATIONS AND JUDGE CAMPBELL IS ONE HUNDRED PERCENT CORRECT WE HAVE TO GO THROUGH THE PROCESS TO HAVE THAT CONSIDERED AND THAT IS WHAT WOULD BE CONSIDERED ON NOVEMBER 15TH. YOU ALSO HAVE A REQUEST FROM MR. DELANEY WHICH I DON'T KNOW ANY OTHER WAY TO TAKE IT OTHER THAN AN APPEAL. IT IS AN ATTEMPT TO FILE A CIVIL SERVICE APPEAL WHICH IS USUALLY WHEN, NOT USUALLY, IS ONE WHEN DISCIPLINARY ACTION OR CORRECTIVE ACTION AND I THINK THE JUDGE'S POINT IS WELL TAKEN AT THIS POINT NOTHING HAS BEEN DONE.**

**MR. SCHWARTZ:
CORRECT**

**MR. LOWE:
SO WHAT WE ASK IN OUR LETTER WAS IF WE LOOK AT THE AGENDA NUMBER 4, I DON'T THINK THERE IS ANYTHING TO POSTPONE I THINK NUMBER 4 NEEDS TO BE DISMISSED. HAVE THE PUBLIC HEARING AND GO THROUGH THE PROCESS WITH REGARD TO THE CLASS PLAN AND THEN MR. DELANEY STILL HAS ALL AVAILABLE OPTIONS THAT MIGHT BE IN FRONT OF HIM BASED ON THE OUTCOME OF THAT PROCESS.**

MR. CAMPBELL:

I MAY BE WRONG, I DON'T WANT TO SPEAK COMPLETELY OUT OF TURN, BUT I THINK YOUR CONCERN IS YOU WANT TO BE ABLE TO PRESENT YOUR SIDE AT THAT HEARING BEFORE THE BOARD MAKES THEIR DETERMINATION. AS I SAID YOU, YOUR ATTORNEY OR ANYONE ELSE IS ENTITLED TO COME AND MAKE THEIR PRESENTATION. WOULD THAT SATISFY YOU, OK, SO I THINK

MR. SCHWARTZ:

IT IS GOING TO BE TWO QUESTIONS?

MR. CAMPBELL:

WELL BASED UPON WHAT HE SAID I'M NOT GOING TO TELL HIM TO WITHDRAW IT CAUSE---DO YOU

MIND IF WE SAY DEFER IT TO THE PUBLIC HEARING AND MAKE YOUR ARGUMENT AT TIME?

MR. DELANEY:

AT THE PUBLIC HEARING?

MR. CAMPBELL:

RIGHT BECAUSE THERE HAS TO BE A PUBLIC HEARING ON IT.

SEVERAL PEOPLE TALKING AT ONE TIME

MR. DELANEY:

I HAVE NO PROBLEM

MR. SCHWARTZ:

DO I HAVE A MOTION?

MR. SHELTON

I MAKE A MOTION TO ACCEPT CHIEF ZAGONE'S LETTER

SEVERAL PEOPLE TALKING

MR. CAMPBELL:

LET HIM GO AHEAD

MR. SHELTON:

I MAKE A MOTION TO ACCEPT CHIEF ZAGONE'S LETTER TO ABOLISH THE CIVIL SERVICE CLASS PLAN FOR CHIEF OF MAINTENANCE AND REQUEST A JOB ANALYSIS FOR THE MAINTENANCE DIVISION WITH THE OFFICE OF STATE EXAMINER WITH QUESTIONNAIRE BEING SENT TO CHIEF ZAGONE TO FILL OUT, POST PUBLIC HEARING NOTICE SEPTEMBER 18, 2017, THROUGH NOVEMBER 15, 2017, AND HOLD THE PUBLIC HEARING NOVEMBER 15TH AND ALSO ACKNOWLEDGE DAVE'S LETTER TO THE BOARD , GIVE HIM THE TIME TO PRESENT HIS CASE.

SECOND BY SGT. BRIDGES

COMMENTS: NONE

VOTING IN FAVOR: ALL

SEE ATTACHMENTS

ADD ON: LETTER OF REQUEST FROM CHIEF ZAGONE REQUESTING A JOB ANALYSIS FORM THE OFFICE OF STATE EXAMINER REGARDING THE PROPOSED CIVIL SERVICE CLASS PLAN FOR MEDICAL OFFICER

BY MR. SHELTON

**MOTION MADE TO APPROVE THE LETTER FROM CHIEF ZAGONE
REQUESTING A JOB ANALYSIS FROM THE OFFICE OF STATE
EXAMINER REGARDING THE PROPOSED CIVIL SERVICE CLASS
PLAN FOR MEDICAL OFFICER.**

**SECOND BY SGT. BRIDGES
COMMENTS: NONE
VOTING IN FAVOR: ALL
SEE ATTACHMENT**

VI. ADJOURN

BY MR. SHELTON

MOTION MADE TO ADJOURN

**SECOND BY SGT. BRIDGES
COMMENTS: NONE
VOTING IN FAVOR: ALL**

**WITH THERE BEING NO FURTHER BUSINESS BEFORE THE BOARD AT THIS TIME THIS MEETING IS
ADJOURNED AT 9:20 AM.**

**BARBARA MURRAY, SECRETARY
BOSSIER CITY MUNICIPAL FIRE AND
POLICE CIVIL SERVICE BOARD**

ENCL:

**CC: OFFICE OF THE MAYOR
OFFICE OF THE STATE EXAMINER**