

The Civil Service Commission held its regular meeting at 6:00 p.m. on August 14, 2025, in the Human Resources Conference Room, City Services Building, 700 W. 29th Street, North Little Rock.

Members present:

Chairman, Mr. Rick Thurow
Vice Chairwoman, Ms. Lillian Williams
Secretary, John Owens
Ms. Anita Cameron
Mr. Mike Moore
Mr. Jerry Dotson

Others present:

Amber McDonnell, Recording Secretary
Betty Anderson, HR Director
Amy Fields, City Attorney

I. Call to Order Meeting: Chairman Thurow called the meeting to order.

II. Roll Call: Members present answered to their name – Anita Cameron, Jerry Dotson, Mike Moore, John Owens, Vice Chairwoman Lillian Williams and Chairman Rick Thurow. Member Absent: Bradley Paul.

III. Approve Regular Minutes: A motion was made by Mr. Owens, seconded by Mr. Moore, and passed unanimously to approve the minutes of the regular meeting held July 10, 2025.

IV. Correspondence: A motion was made by Ms. Williams, seconded by Mr. Dotson and passed unanimously to accept and file the correspondence. Ms. Cameron stated the Public Safety Dispatcher has a huge turnover and is it because of the stress of the job. Ms. Anderson stated there is a high turnover and some can't handle the job and it's not for everyone. Some people get put in the position and realize it's not for them and decide to leave. Ms. Cameron mentioned the city replaced the people who left. Ms. Anderson stated this is the reason we have the position open all the time.

A. Animal Shelter Department:

Memo dated 07/01/2025 to Director Tindall from Human Resources Director containing selection reports and recommendation to fill the vacancy Animal Control Officer. Concurrence dated 07/01/2025. Letter of hire effective (07/28/2025) sent to Brian Grayson.

B. Electric Department:

"Notice of Discharge" of Excavator Assistant, effective 07/15/2025: Colton Harrod.

Memo dated 06/26/2025 to Director Wilson from Human Resources Director containing selection reports and recommendation to fill the vacancy Customer Service Representative I. Concurrence dated 06/26/2025. Letter of hire effective (07/21/2025) sent to Calvin Toll.

Letter of retirement, effective (08/04/2025) received from Customer Service Representative, Judy Hunter.

C. Emergency Services Department:

Letter of resignation, effective (06/21/2025) received from Public Safety Dispatcher, Shelby Patterson.

Memo dated 05/13/2025 to Director Francisco from Human Resources Director containing selection reports and recommendation to fill the vacancy Public Safety Dispatcher. Concurrence dated 05/13/2025. Letter of hire effective (07/14/2025) sent to Camyra Jackson.

Memo dated 06/04/2025 to Director Francisco from Human Resources Director containing selection reports and recommendation to fill the vacancy Experienced Public Safety Dispatcher. Concurrence dated 06/04/2025. Letter of hire effective (07/14/2025) sent to Katelyn Kocher.

Letter of resignation, effective (07/26/2025) received from Public Safety Dispatcher, Jasmin Avery.

Memo dated 07/21/2025 to Director Francisco from Human Resources Director containing selection reports and recommendation to fill the vacancy Lead Public Safety Dispatcher. Concurrence dated 07/21/2025. Letter of promotion effective (08/02/2025) sent to Dominique Dean.

D. Finance Department:

Memo dated 06/24/2025 to Director Strange from Human Resources Director containing selection reports and recommendation to fill the vacancy Grant Manager. Concurrence dated 06/24/2025. Letter of hire effective (07/21/2025) sent to Kyle Key.

E. Fire Department:

Letter of retirement, effective (08/01/2025) received from Lieutenant, Dustin Terry.

Letter of resignation, effective (08/0/2025) received from Firefighter, Michael Marra.

Letter of resignation, effective (08/08/2025) received from Lieutenant, Douglas Elms, Jr.

F. Parks and Recreation Department:

Memo dated 07/10/2025 to Director Stephens from Human Resources Director containing selection reports and recommendation to fill the vacancy Parks Superintendent. Concurrence dated 07/10/2025. Letter of promotion effective (07/14/2025) sent to Patrick Isbell.

Letter of resignation, effective (07/15/2025) received from Parks Maintenance Worker, Camron McGhee.

Letter of resignation, effective (07/15/2025) received from Trail Coordinator, Paul Worn.

Memo dated 07/21/2025 to Director Stephens from Human Resources Director containing selection reports and recommendation to fill the vacancy Parks Maintenance Worker. Concurrence dated 07/21/2025. Letter of hire effective (08/04/2025) sent to Marlo Jones.

G. Police Department:

Memo dated 07/10/2025 from Police Chief Thessing that Police Officer, Devin Blevins, has completed his two-year probationary period effective (07/10/2025).

Memo dated 07/10/2025 from Police Chief Thessing that Police Officer, Branton Hamilton, has completed his two-year probationary period effective (07/10/2025).

Memo dated 07/10/2025 from Police Chief Thessing that Police Officer, Jennifer Krecek, has completed her two-year probationary period effective (07/10/2025).

Memo dated 07/10/2025 from Police Chief Thessing that Police Officer, Tatum Moore, has completed her two-year probationary period effective (07/10/2025).

Memo dated 07/10/2025 from Police Chief Thessing that Police Officer, Roderick Quinn, has completed his two-year probationary period effective (07/10/2025).

Memo dated 07/10/2025 from Police Chief Thessing that Police Officer, Jamaurion Wilkerson, has completed his two-year probationary period effective (07/10/2025).

Memo dated 07/10/2025 from Police Chief Thessing that Police Officer, Michael Wright, has completed his two-year probationary period effective (07/10/2025).

Letter of resignation, effective (07/14/2025) received from Property and Evidence Custodian, Ellisa McEuen.

Memo dated 07/17/2025 from Police Chief Thessing that Officer David Thomas has been transferred to the assignment of the Investigation Division, effective (08/02/2025).

H. Street Department:

Memo dated 06/16/2025 to Director Lane from Human Resources Director containing selection reports and recommendation to fill the vacancy Helper. Concurrence dated 06/18/2025. Letter of hire effective (07/14/2025) sent to Datrell Brown.

Letter of resignation, effective (07/14/2025) received from Crew Leader, Angela Blanton.

Letter of resignation, effective (08/15/2025) received from Helper, Toma'z Williams.

I. Letters of appreciation, awards, commendation and recognition to employees from department heads: **Letter of Commendation:** Sgt. Ragan Hernandez, Officer Cody Looper and Officer Emily Sparkman, **Letter of Recognition:** Officer Nathaniel Coffman, Officer Irving Jackson, Officer Cody McCoy and Officer William Milby.

V. Old Business: None.

VI. New Business:

A. A motion was made by Mr. Dotson, seconded by Mr. Moore, and passed unanimously to certify the eligibility list for Public Safety Dispatcher (PSD) #24096 G.

B. A motion was made by Ms. Cameron, seconded by Mr. Dotson, and passed unanimously to certify the eligibility list for Certified Entry Level Police Officer (CELPO) #22175, August 2025.

C. City Attorney, Amy Fields mentioned the memo presented before the Civil Service Commission. Ms. Fields stated she has spoken with the city council and I'm visiting with all boards and commissions and as a governing body for the City of North Little Rock you are subject to the Freedom of Information Act. This past legislative session, the legislature clarified what's allowed and not allowed in your discussions amongst each other and your discussions with staff when you are not in your regular public meetings. There's been different court cases and AG opinions over the past multiple years and the legislature decided to put it all in black and white because people have interpreted it different ways, what you are allowed and not allowed to do in your communications outside the public meeting. I've broken this down into two categories. When you are talking with city employees or they're talking with you, the mayor or agents of the city, if it comes to a point where they are inquiring of you about something that might come before you to vote on and they're asking your opinion or whether you're for or against it or how you are going to vote, you can't engage in that discussion. I'm telling all the departments you can't engage in that discussion either. That is called polling and it's been common in cities all over the state for a lot of times, a lot of years that especially with city councils and planning commissions that it has been known to happen that either staff or somebody else will count their votes before it's voted on and as city employees we're not allowed to do that. You as commissioners have an obligation if somebody attempts to do that just to say, "Man, you know I can't do that." The other thing is when you communicate among yourselves, there are times when you will see each other in social settings or you may socialize together. If it is about business that may come before you, you can't deliberate. And what deliberating is, it's kind of the same as polling. It's like what's your opinion about it, are you for or against it or how are you going to vote? If you want to talk about background information, you can do that. For example, Commissioner Dotson, you haven't been on here as long as others have been and say you have an appeal coming up and you were just talking to a commissioner and asking what's the order that they do that in and how long can I expect to be there or maybe even asking about past hearings. That's fine and that's called background information. What you couldn't do, is if you knew that you had a big hearing coming up with somebody that has been terminated is talk among yourselves before the hearing about what you think about it before it comes up before you in your public meeting. So it is pretty simple, but I wanted to go over this since this law went into effect last week, it was a good time to get around the boards and commissions and give an

update and also see if you all had any questions or anything about the Freedom of Information Act or anything else. Chairman Thurow asked about hearings. At what point in time during that hearing is this rule or regulation pulled off? Is it once the hearing has started or once we go into final deliberation? City Attorney Fields stated the rule is cut off once you are in the public hearing. That rule is for your discussions outside of the public hearing. One question came up at City Council, and this won't happen with you as much, but if it ever does, Debbie Ross stated a lot of times it's not a city employee or another city council member that'll call me, but it'll be a resident or somebody that has an item before the city council will call and ask for support and if that happens you can have those discussions with people if you want to. You don't have to, but this just deals with among yourselves, with city employees and officials. Ms. Anderson asked if this also applies to people trying to send letters in, trying to influence the commissioners because we had an elected official try to speak on someone's behalf. Is this legal or should we ignore that. City Attorney Fields stated I would ignore that and that doesn't really fall under this. It's not appropriate, I will say that. They're not asking your opinion, they're asking you to do something, but you are the governing body and it would not be appropriate for an elected official or a city employee to be asking you to act one way or another on something that's going to be for you to decide.

VII. Public Comment: Ms. Anderson reminded the Commission about the chili cook off coming up on October 31, 2025.

VIII. Adjourn: A motion was made by Mr. Moore, seconded by Mr. Owens, and passed unanimously to adjourn the regular meeting at 6:11 p.m., until the next scheduled meeting to be held on Thursday, September 11, 2025, at 6:00 p.m.


Rick Thurow, Chairman


Amber McDonnell, Recording Secretary