

The Civil Service Commission held its regular meeting at 6:00 p.m. on July 9, 2026, in the Human Resources Conference Room, City Services Building, 700 W. 29<sup>th</sup> Street, North Little Rock.

Members present:

Chairman, Rick Thurow  
Vice Chairwoman, Ms. Lillian Williams  
Ms. Anita Cameron, Secretary  
Mr. Mike Moore  
Mr. Jerry Dotson  
Mr. Bradley Paul  
Mr. Chuck Hicks

Others present:

Betty Anderson, Human Resources Director  
Amber McDonnell, Recording Secretary  
Rick Hogan, Assistant City Attorney

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

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

III. Approve Regular Minutes: A motion was made by Mr. Moore, seconded by Mr. Hicks, and passed unanimously to approve the minutes of the regular meeting held June 11, 2026.

IV. Correspondence: A motion was made by Mr. Moore, seconded by Mr. Dotson, and passed unanimously to accept and file the correspondence. Mr. Hicks asked for the total number of employees. Ms. Anderson stated 857, little over 100 with part-time employees. Mr. Hicks mentioned if high turnover rate. Ms. Anderson stated in the lower entry level positions. Mr. Hicks questioned the mandatory retirement age and Ms. Anderson stated there is no mandatory retirement age.

A. Electric Department:

Memo dated 06/04/2026 to Director Wilson from Human Resources Director containing selection reports and recommendation to fill the vacancy Journeyman Meterman. Concurrence dated 06/04/2026. Letter of promotion effective (05/23/2026) sent to Matthew Rattay.

Notice of Discharge from Administrative Hearing Decision of Journeyman Lineman, effective 06/12/2026: Nathan Osbon.

Letter of resignation, effective 06/19/2026 received from Climbing/Ground Assistant, Jacob Deaver.

Memo dated 06/12/2026 to Director Wilson from Human Resources Director containing selection reports and recommendation to fill the vacancy Senior Customer Service Representative – Loss Control. Concurrence dated 06/15/2026. Letter of promotion effective (06/20/2026) sent to Christine Ferry.

Memo dated 06/12/2026 to Director Wilson from Human Resources Director containing selection reports and recommendation to fill the vacancy Senior Customer Service Representative – Digital Correspondence. Concurrence dated 06/15/2026. Letter of promotion effective (06/20/2026) sent to Linda Williams.

B. Emergency Services Department:

Letter of resignation, effective 06/05/2026 received from Public Safety Dispatcher, Lucy Stephens.

Memo dated 04/03/2026 to Director Francisco from Human Resources Director containing selection reports and recommendation to fill the vacancy Public Safety Dispatcher. Concurrence dated 04/03/2026. Letter of hire effective (06/15/2026) sent to Hanna Scott.

Letter of resignation, effective 06/16/2026 received from Public Safety Dispatcher, Brandon Harris.

C. Finance Department:

Memo dated 05/14/2026 to Chief Thessing from Human Resources Director containing selection reports and recommendation to fill the vacancy Office Assistant III - Finance. Concurrence dated 05/14/2026. Letter of hire effective (06/08/2026) sent to Arlene Mlack.

D. Fire Department:

Letter dated 06/17/2026 from Chief Tucker requesting sufficient names for promotion of Battalion Chief due to the retirement of Heath Hoops effective (01/30/2026). Letter with names sent from the Commission. Letter of selection received from Chief Tucker. Letter of promotion effective (06/20/2026); this date should be adjusted to (05/29/2026) due to the Memorandum of Understanding Article XIX, sent from the Commission to Captain Josh Burks to the rank of Battalion Chief.

Letter of retirement, effective 06/30/2026 received from Captain, Stephan Evans.

Letter of retirement, effective 06/30/2026 received from Captain, Jon Miller.

Letter of retirement, effective 06/30/2026 received from Captain, Mark Coleman.

Letter dated 06/24/2026 from Chief Tucker filling five (5) positions for Captain due to the promotion of Josh Burks and retirements from Benjamin Evans effective (06/13/2026), Mark Coleman, Stephen Evans, and Jon Miller effective (06/30/2026). Letter with names sent from the Commission. Letter of selection received from Chief Tucker. Letter of promotions effective (07/04/2026), sent from the Commission to Lieutenants Shane Dougan, Douglas Welter, Tyson Haddock, Jarrod Carter, and Andrew Kelley to the rank of Captain.

Letter dated 06/24/2026 from Chief Tucker filling six (6) positions for Lieutenant due to the promotions of Corey Platt, Shane Dougan, Douglas Welter, Tyson Haddock, Jarrod Carter, and

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Andrew Kelley. Letter of selection received from Chief Tucker. Letter of promotions effective (07/04/2026), sent from the Commission to Firefighters Kyle Myers, Andrew Etherington, Dustyn Belcher, and Chase Kehler to the rank of Lieutenant.

Letter dated 04/23/2026 from Chief Tucker requesting sufficient names for Firefighter due to the twelve (12) vacancies from Heath Hoops, Joshua Gearhart, Jacob Austin, Uziel Moreno-Raymundo, Brennen Stewart, Randall Howard, Coedy Gipson, Nicholas Walker, Kyle Simpson, Benjamin Evans, Stephen Evans, and Jon Miller. Notification dated 06/17/2026 from Chief Tucker giving his selection and requesting letters of hire from the Commission for Entry Level Firefighter. Letters dated 06/24/2026 to Marcus Fleming, Andrew Hudson, Michael Whitaker, Aiden Baker, Diego Goicoechea, and Nathaniel Frey for effective date of hire on (07/06/2026).

E. Parks and Recreation Department:

Memo dated 06/02/2026 to Director Stephens from Human Resources Director containing selection reports and recommendation to fill the vacancy Park Ranger. Concurrence dated 06/02/2026. Letter of hire effective (06/08/2026) sent to James Talbert.

“Notice of Discharge” of Parks Maintenance Worker, effective 06/30/2026: Serena Brewer.

F. Police Department:

Memo dated 05/13/2026 to Chief Thessing from Human Resources Director containing selection reports and recommendation to fill the vacancy Office Assistant III. Concurrence dated 05/14/2026. Letters of hire effective (06/15/2026) sent to Vicki Fulton and Sarah Saville.

Letter of retirement, effective 06/19/2026 received from Office Assistant III, Steven Smith.

Letter of retirement, effective 06/30/2026 received from Officer First Class, Dennis Dorrell.

Letter of retirement, effective 06/30/2026 received from Officer First Class, John Desizlets.

Memo dated 03/31/2026 from Chief Thessing needing sufficient names for thirteen (13) vacancies for the position of Police Officer. A list of names were submitted to the Chief as requested. Notifications from the Chief dated 06/17/2026, giving his selection and requesting letters of hire from the Commission. Letters dated 06/23/2026 to Jaden Hood, Sherry Ingram, and Ja’Nese Mitchell with an effective date of hire on 06/29/2026 and Letter dated 06/23/2026 to Samuel Jimenez with an effective date of hire on 07/06/2026.

G. Sanitation Department:

Letter of retirement, effective 07/03/2026 received from Senior Driver, Kenny R. Summons.

Memo dated 06/30/2026 to Director Breedlove from Human Resources Director containing selection reports and recommendation to fill the vacancy Truck Driver/Collector. Concurrence dated 06/30/2026. Letter of promotion effective (06/20/2026) sent to Leslie Spencer.

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H. Traffic Department:

Letter of retirement, effective 07/01/2026 received from Sign and Markings Technician, Leslie Richardson.

I. Letters of appreciation, commendation, leadership award, and warning: **Letter of Appreciation:** Officer Anthony Parsons, **Letter of Commendation:** Officer Lillie Commons and Officer Jamaurion Wilkerson, **Leadership Award:** Officer Samuel Brucks, and **Letter of Warning:** Officer Dustin Vickers.

V. Old Business: None.

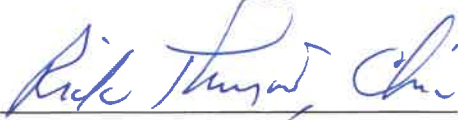
VI. New Business:

A. A motion was made by Mr. Dotson, seconded by Ms. Williams, and passed unanimously to certify the eligibility list for Public Safety Dispatcher (PSD) #26081.

B. A motion was made by Ms. Cameron, seconded by Mr. Dotson, and passed unanimously to certify the eligibility list for Experienced Public Safety Dispatcher (EPSD) #25009 I.

VII. Public Comment: Ms. Anderson stated on July 23, 2026, at the North Little Rock Event Center, Open House to meet the new Chief of Police, Hayward Finks. Ms. Anderson mentioned a high probability of a termination hearing.

VIII. Adjourn: A motion was made by Mr. Moore, seconded by Ms. Williams, and passed unanimously to adjourn the regular meeting at 6:10 p.m., until the next meeting scheduled to be held on Thursday, August 13, 2026, at 6:00 p.m.

  
Rick Thurow, Chairman

  
Amber McDonnell, Recording Secretary