



Civil Service Commission
June 21, 2021
1:00 pm
Drake Field Airport Banquet Room

Members: Bo Bittle - Chair, Paul Younger – Vice-Chair, Edith Hawkins – Secretary, Jules Beck, Spencer Brown, Buddy Chadick, and Warren McDonald
City Staff: Michele Bechhold, Civil Service Commission Staff Liaison

1. Call to Order and Roll Call – Bo Bittle, Chair
2. Discuss proposal from Commissioner Beck for a Leadership Succession Policy for the Civil Service Commission

Proposal: Leadership Succession Policy:

- A. Institutionalizing Leadership Succession Policy Rationale
 1. terms
 2. lengths
 - B. Need for Policy
 1. developing expertise
 2. transfer of expertise to police/fire decisions
 3. developing relationships with city hierarchy
 - C. Development
 1. practical application
 2. guidance/oversight to police/fire decisions
 - D. Evaluation
 1. interviewing
 2. political considerations
 3. functional considerations
 - E. Recruitment/Policy Development
3. Conduct police officer interviews
 4. Adjourn