

**MINUTES
CIVIL SERVICE COMMITTEE
NORTH METRO FIRE RESCUE DISTRICT
MEETING CONDUCTED ELECTRONICALLY**

The meeting occurred electronically. Information regarding public participation in the meeting was posted on the District's website at least 24-hours in advance.

November 18, 2025

COMMITTEE MEMBERS PRESENT:

Bruce Ginther, Committee President
Wilson Lindquist, Committee Member
Richard Marosey, Committee Member

STAFF PRESENT:

Mark Daugherty, Fire Chief
Matt O'Leary, Deputy Chief of Operations
Randy Delaney, EMS Division Chief
Amy Collins, Human Resources Manager
Debbie Vanwanseele, Training Center Coordinator
Heather Brown, Executive Administrative Assistant to the Fire Chief

ADDITIONAL PRESENT:

Tina Thomas, citizen

LEGAL COUNSEL:

Dino Ross

CALL TO ORDER:

The meeting of the North Metro Fire Rescue District Civil Service Committee was called to order by Committee President Ginther at 8:03 a.m. on November 18, 2025.

Additions/Deletions to Agenda:

Attorney Ross requested to add "eligibility list criteria" as an agenda item.

Old Business:

None.

New Business:

Paramedic Promotional Eligibility List

Chief Daugherty stated that the paramedic process is a specialized and narrow field. The position is promotional; therefore, if applicants are motivated, all who apply and meet the standard would be accepted into the program. Chief Daugherty explained that ambulance transport began in 2000 and the department aims to maintain a staffing ratio of approximately two-thirds paramedics. EMS Division Chief Delaney reported that candidates completed an anatomy and physiology test, followed by an interview process. The results of those tests are included in the packet.

The Committee Members had no questions.

Eligibility List Criteria:

Attorney Ross stated that in accordance with the Committee's Rules and Regulations and State law, the Committee certifies both the hiring and promotional eligibility lists to the District Board through the Fire Chief. State law places no specific requirements on that certification process; however, the Rules and Regulations have a provision in the hiring and promotion sections addressing the lists and their expiration. One of the ways the lists can expire is when less than three names remain on the list. At times the Committee has extended a list with fewer than three names; however, a better approach would be to remove the expiration of a list with fewer than three names. Following discussion, the Committee directed Attorney Ross to prepare a proposed amendment for the Committee to consider at its next meeting.

Action Items:

1. CONSIDER AND APPROVE THE SEPTEMBER 26, 2025, CIVIL SERVICE COMMITTEE MEETING MINUTES.

A MOTION WAS MADE BY COMMITTEE MEMBER LINDQUIST AND SECONDED BY COMMITTEE MEMBER MAROSEY TO APPROVE THE SEPTEMBER 26, 2025, CIVIL SERVICE COMMITTEE MEETING MINUTES. THE MOTION PASSED UNANIMOUSLY.

2. CONSIDER AND APPROVE THE PARAMEDIC PROMOTIONAL ELIGIBILITY LIST.

A MOTION WAS MADE BY COMMITTEE MEMBER MAROSEY AND SECONDED BY COMMITTEE MEMBER LINDQUIST TO APPROVE THE PARAMEDIC PROMOTIONAL ELIGIBILITY LIST. THE MOTION PASSED UNANIMOUSLY

Public Comments:

None.

Executive Session:

None.

Adjournment:

A MOTION TO ADJOURN THE MEETING WAS MADE BY COMMITTEE MEMBER LINDQUIST AND SECONDED BY COMMITTEE MEMBER MAROSEY. THE MOTION PASSED UNANIMOUSLY. THE MEETING ADJOURNED AT 8:24 A.M.

A handwritten signature in cursive script that reads "Wilson Lindquist". The signature is written in black ink and is positioned above a solid horizontal line.

Wilson Lindquist, Committee President