THE CITY OF ASHEVILLE
NORTH CAROLINA

CIVIL SERVICE BOARD
Thursday, July 3, 2025, 2:30 PM
City Hall First Floor Conference Room

BOARD'S MISSION: The board works with the Human Resources Department to resolve employee grievances on an as-needed basis and meets on a periodic basis to discuss personnel administration issues.

CURRENT BOARD MEMBERS:	Carol Goins, Chair	Alan Escovitz	Carter Webb
	Rick Devereaux	Mike Hahn	

AGENDA

CALL TO ORDER

1. **APPROVAL OF MINUTES**
   a. **November 7, 2024**

2. **UPDATE/REPORTS** None

3. **UNFINISHED BUSINESS** None

4. **NEW BUSINESS**
   AFD Request to change promotional requirements
   a. AFM
      - Switch to Advertise As needed vs 11/1
      - 6:0 Approved by PCAC

   b. Lieutenant
      - Add EMS instructor as an option to Fire instructor 1
      - 6:0 Approved by PCAC

   c. Captain
      - Add Qualified EMS instructor as an option to Qualified Fire Instructor
      - 6:0 Approved by PCAC

   d. Approval of CPT 2 process
      - Change Title of STO to CPT 2
      - Advertise in July vs October List to be established 9/1 vs 11/1for this year only
      - If the 3 months would be an issue we will make it preferred for those affected

- This list since out of schedule will go through Jan 1 2027 (15months vs 12 months)
- For this year process only, make the ISO and HSO class within 1 yr of promotion
- Must have Qualified instructor in a specialty: qualified Instructor per NC OFM or NCOEMS for something other than FF i.e. EMS / Driver Operator Aerial and Pump / TR General / Live Fire /
- 6:0 Approved by PCAC

e. Removal of Child Seat requirement for all but FLSE 1 and 2 AFM & DFM and FI1 & FI2
- 5:1 Approved by PCAC

f. For BC
- Change Wording that states “4yrs as CoOFC and current rank of CPT or above”
- If no Internal Candidate meets required then allow for External candidate with Preferred required for the following
  - TR/Fire Insp 1/ FLSE 1 / AFD Comp OFC / ICS L305 or Local IMT
  - ICISF Peer support classes
- (Essentially we are removing the NC Specific as required and AFD Specific)
- 5:1 Approved by PCAC

g. For DC
- Remove the Bureaus listing in the titles
- If no Internal Candidate meets required then allow for External candidate with Preferred required for the following
  - TR/Fire Insp 1/ FLSE 1 / AFD Comp OFC / ICS L305 or Local IMT
  - ICISF Peer support classes / except for current rank of Chief Officer
- (Essentially we are removing the NC Specific as required and AFD Specific)
- 5:1 Approved by PCAC

h. Removal of Assistant Fire Chief and Deputy Fire Chief from CSB list because those positions are exempt

5. PUBLIC COMMENT

6. INFORMAL DISCUSSION/FUTURE AGENDA ITEMS

ADJOURNMENT

For more information on the City of Asheville Civil Service Board, please visit https://www.ashevillenc.gov/department/city-clerk/boards-and-commissions/civil-service-board/.