THE CITY OF ASHEVILLE
NORTH CAROLINA

CIVIL SERVICE BOARD
Thursday, April 2, 2026, 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

APPROVAL OF MINUTES

A. CSB Action Minutes 3.5.26 Minutes

UPDATE/REPORTS None

UNFINISHED BUSINESS None

NEW BUSINESS*

A. Authorize AFD to rehire former employees who resigned in good standing, provided they apply for reinstatement within one year of their separation date.

See attached explanatory info from AFD leadership beginning on page 2 of this document

PUBLIC COMMENT

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/.

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The Asheville Fire Department (AFD) seeks approval to deviate from the City of Asheville Recruitment and Selection Policy concerning the standard interview selection process. This request pertains specifically to the direct rehiring of former employees who meet the eligibility criteria outlined in the AFD Standard Operating Guideline: Rehire.

The standard competitive selection process is designed to assess candidates whose backgrounds are unfamiliar. However, for former employees seeking reinstatement within 365 days of their separation, we contend that a streamlined approach is more efficient and fiscally prudent for several reasons. As noted in our policy, an individual's prior work history with AFD serves as the most reliable predictor of future performance.

Moreover, training a new firefighter necessitates a substantial investment of taxpayer resources. By rehiring qualified former personnel, the city can avoid the significant costs associated with the comprehensive recruit academy.

Although we propose to bypass the standard Firefighter Trainee Hiring Process for these individuals, it is important to emphasize that they will not escape thorough scrutiny. All rehire candidates must submit an application, participate in an interview process, undergo a review of their previous work history, successfully pass a criminal background check, and clear a pre-employment drug screen.

Rehires will return at the rank of Firefighter and will be required to complete an orientation and retraining period, as determined by the Fire Chief, to ensure compliance with current policies and safety protocols.

Instead of initiating a public competitive process for these specific vacancies, the AFD will utilize the formally documented criteria established in our Rehire SOG to identify and reinstate eligible former employees. These individuals will be assigned a new seniority number and will be required to serve a new six-month probationary period, allowing the department ample opportunity to reassess their suitability within the organization. Any member who does not express a desire to be rehired within the 365-day timeframe will be classified as a new hire applicant and will thus be subject to the standard selection process for Firefighter Trainee.

We believe that this mechanism, which employs formally documented criteria, serves the best interests of the employee, department and the city.

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