

WE NEED YOUR HELP!

The real issue has always been putting control where it belongs – in the hand of the people. Let's take politics out of the Police and Fire Departments. Let's help Police and Fire Fighters do their jobs under fair rules.

VOTE “FOR”

**The Adoption Of The
Fire Fighters' And
Police Officers'
Civil Service Law
May 10, 2008**

**Early Voting Begins
April 28, 2008**

CIVIL SERVICE Will Benefit Southlake

Look at the FACTS!

Purpose:

“The purpose of the Civil Service Act is to secure efficient fire and police departments composed of capable personnel who are free from political influence...”

What is Civil Service?

Civil Service is a process which was designed to establish a system under which appointments to public employees jobs are made on the basis of fitness and determined by open and competitive examination rather than personal preference, political considerations or prejudice.

STATE CIVIL SERVICE ADDRESSES THE FOLLOWING AREAS:

1. Implementation of a Civil Service Commission

"The COMMISSION consists of 3 members SELECTED BY THE MUNICIPALITY'S CHIEF EXECUTIVE and confirmed by the governing body of the municipality."

2. Classification of Police and Fire Employees

The COMMISSION shall provide for the classification of all fire fighters and police officers.

3. Entrance and Promotional Examinations

The COMMISSION shall establish requirements for all applicants for beginning and promotional positions.

4. Vacation and Sick Leave

The civil service law sets minimum standards for sick leave and vacation leave for police and firefighters.

5. Disciplinary Action

The COMMISSION shall set rules prescribing cause for removal or suspension of a fire fighter or police officer.

6. Political Activities

"While in uniform or on active duty, a fire fighter or police officer may not take an active part in another person's political campaign for an elective position of the municipality."

HOW DOES CIVIL SERVICE BENEFIT ALL THE CITIZENS?

The fire department and police department will be more efficient when voters remove the specter of political influence from public service. Employees of the fire and police department will no longer have to fear for their jobs because they may or may not be a friend of those in power. Civil Service provides a measure of security for the family of Police and Fire employees for Public Safety employees to stay with the city rather than move to a more secure job.

WHAT ABOUT THE COST OF CIVIL SERVICE? WILL PROPERTY TAXES GO UP?

NO, taxes will not go up. The statute does not mandate a pay increase for fire fighters, police officers or anyone else. Enactment of the law does not require that new personnel be hired to administer the law. The Director of Civil Service is usually an existing city employee whose duties are expanded to include being the Director of Civil Service. The members of the Civil Service Commission usually serve at no cost to the city or the citizens and are merely public spirited citizens who wish to serve. The city does not have to provide a full-time office for the Commission nor does it have to rent a place for meetings. Office Space is usually found in City Hall and can be as small a space as a file cabinet. Meetings are usually held in the council chamber at City Hall or the Public Library or some other public meeting place. The cost of implementation of Civil Service is very minimal indeed, when compared to the benefits it will bring the citizens.
