MINUTES OF A CIVIL SERVICE BOARD REGULAR MEETING HELD AUGUST 18, 2026

The St. Tammany Fire District No.3 Civil Service Board met in regular session at 4:00p.m. August 18, 2026, at the Administrative Building located at 27690 Main St. Lacombe, LA.

Call to Order:

Roll call: Samantha Osbon, Justin Stiehl and Timothy Moreau were present.

APPROVE MINUTES

Ms. Osbon summarized the minutes from the regular meeting held May 19, 2026, the special meeting held May 27, 2026, and the appeal hearing held July 21, 2026.

Captain Stiehl made a motion to approve the minutes from the May 19, 2026, regular meeting. Mr. Moreau seconded. A vote was taken. Motion carried.

Captain Stiehl made a motion to approve the minutes from the May 27, 2026, special meeting. Mr. Moreau seconded. A vote was taken. Motion carried.

Captain Stiehl made a motion to approve the minutes for the July 21, 2026, appeal hearing. Mr. Moreau seconded. A vote was taken. Motion carried.

Consideration of Adoption of Findings and Order in connection with the Guillot appeal.

Ms. Osbon summarized the Findings and Order. Captain Stiehl made a motion to adopt the Boards Written Findings and Order. Ms. Osbon seconded. A vote was taken. Motion carried.

PAF

Several PAF's were submitted to the Board as follows:

M. May – probational Assistant Fire Chief
Albrektson – termination of Substitute Captain Appointment
Sances – Resignation
D. Moreau – Resignation
Jacob – End of 365 sick leave
Guzzardo – Termination
Hendrickson – Termination – failed working test period
Guillot – Written Reprimand

Captain Stiehl made a motion to approve the above PAF's. Mr. Moreau seconded. A vote was taken. Motion carried.

SENIORITY LIST

Ms. Osbon stated the only changes made to the seniority list was removing D. Moreau and Sances as noted above.
Captain Stiehl made a motion to approve. Mr. Moreau seconded. A vote was taken. Motion carried.

ADJOURNMENT

Ms. Osbon made a motion to adjourn. Captain Stiehl seconded. A vote was taken.

Meeting was adjourned at 4:27p.m.

Minutes submitted by
Theresa McCarthy, Secretary

Approved by the board
approved November 16, 2026