

**MINUTES OF A CIVIL SERVICE BOARD REGULAR MEETING HELD
November 20, 2025**

The St. Tammany Fire District No.3 Civil Service Board met in regular session at 4:30p.m. November 20, 2025, at the Administrative Building located at 27690 Main St. Lacombe, LA.

Call to Order:

Roll call: Samantha Osbon, and Matthew Bindewald were present. Justin Stiehl was absent.

APPROVE MINUTES

Ms. Osbon summarized the minutes from the August 28, 2025, regular meeting. Mr. Bindewald made a motion to approve the minutes. Ms. Osbon seconded. A vote was taken. Motion carried.

Ms. Osbon summarized the minutes from the September 15, 2025, special meeting. Mr. Bindewald made a motion to approve the minutes. Ms. Osbon seconded. A vote was taken. Motion carried.

PAF

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

M. Geissler- Confirmed Fire Chief
J. Johnson – confirmed firefighter/operator
M. Wade - resignation

Mr. Bindewald made a motion to approve the above PAF's. Ms. Osbon seconded. A vote was taken. Motion carried.

SENIORITY LIST

Ms. Osbon stated the changes made to the seniority list were Geissler permanent rank change to Fire Chief, J. Johnson was added, and M. Wade was taken off.
Ms. Osbon made a motion to approve. Mr. Bindewald seconded. A vote was taken. Motion carried.

APPROVE 2026 REGULAR MEETING DATES

Ms. Osbon stated that the time for the regular meetings in 2026 changed from 4:30 to 4:00. The following will be the regular meeting dates in 2026.

February 12, 2026
May 19, 2026
August 18, 2026
November 16, 2026

Ms. Osbon made a motion to approve the 2026 regular meeting dates and time change. Mr. Bindewald seconded. A vote was taken. Motion carried.

Ms. Osbon stated that the exam scores for the District Fire Chief were received after the posting of the agenda. Ms. Osbon made a motion to amend the agenda to add the approval of the District Fire Chief exam score. Mr. Bindewald seconded. A vote was taken. Motion carried.

The District Fire Chief exam score was submitted to the board in a sealed envelope. Ms. Osbon opened the envelope and stated the Marc May had passed the exam for District Fire Chief. Ms. Osbon made a motion to approve the District Fire Chief exam score. Mr. Bindewald seconded. A vote was taken. Motion carried.

ADJOURNMENT

Ms. Osbon made a motion to adjourn. Mr. Bindewald seconded. A vote was taken.

Meeting was adjourned at 4:40p.m.

Minutes submitted by
Theresa McCarthy, Secretary

Approved by the board
February 12, 2026