

CITY OF CHEYENNE
FIRE DEPARTMENT CIVIL SERVICE COMMISSION PROCEEDINGS
Office of City Clerk/Clerk of the Commission, Cheyenne, Wyoming

January 28, 2026

City of Cheyenne Fire Civil Service Commission met at 12:30 p.m. in Room 208, Municipal Building with the following Commission members present: Mark Hardee, Scott Homar and Jeffie Wiggins-McMullen. Also attending were: Kylie Soden, City Clerk/Clerk of the Commission; Luisa Walsh, Deputy City Clerk; Darrin Hass, Director of Human Resources (arriving at 12:50); John Brodie, City Attorney; Commission Attorney Bill Hibbler; Bruce Asay, Attorney representing Complainant for Case No. 25-F-02; Chief Andrew Dykshorn and Deputy Chief Don Wood, Cheyenne Fire Rescue; Chris Thoms, President, International Association of Firefighters, Local No. 279, and Bryson Cobb, TJ Haws, Brice Jacobson, Caleb Kamarad, Terry Lam, Vincent McQueeney, Vincent Padavano, Kevin Parks and Glen Rogers, Cheyenne Fire Rescue Department.

Chairman Mark Hardee called the meeting to order. City Clerk Kylie Soden administered the oath of office to Ms. Wiggins-McMullen due to her re-appointment to the Commission.

Mr. Hardee advised the next item of business was the nomination and election of Commission Vice Chair for 2026. Mr. Homar moved to nominate and elect Ms. Wiggins-McMullen, seconded by Mr. Hardee. There being no further nominations, motion to elect Ms. Wiggins-McMullen as Vice Chair carried with all members voting “yes”.

Ms. Wiggins-McMullen, seconded by Mr. Homar, moved to approve the October 8, 2025 minutes as written. Motion carried with all members voting “yes”.

Mr. Hardee advised the next item of business was to review the Complaint that was received in the matter of Case No. 25-F-02. Mr. Bruce Asay identified himself as the Attorney representing Complainant, Brice Jacobson. It was requested that the Commission meet in executive session to receive legal advice from Bill Hibbler, Commission Attorney. Mr. Homar moved to meet in executive session, seconded by Ms. Wiggins-McMullen. Motion carried with all members voting “yes”. [Clerk’s note: executive session convened at 12:32 p.m.]. Following closure of the executive session, Chairman Hardee reconvened the regular Commission meeting at 12:50 p.m. Mr. Hardee stated that, following legal advice, the Commission did not believe they have jurisdiction over the complaint because it was filed after the 15-day filing requirement that is set forth in the Commission’s rules and regulations. Mr. Hardee briefly reviewed the timeline, noting that, according to information provided to the Commission, Mr. Jacobson received the ineligibility notification on November 10, 2025, and the complaint was filed on December 4, 2025 - more than 15 days later. Mr. Asay explained that he had not yet reviewed the filing paperwork but assumed it had been filed timely. Mr. Jacobson stated that he submitted a rebuttal letter to Cheyenne Fire administration on November 14, 2025, received a response on November 19, 2025, and was using that date as the filing deadline for the complaint. City Attorney John Brodie advised that the opinion of his office was that the complaint had not been filed in a timely manner. He also noted that neither the Fire Chief nor he had been served the grievance in accordance with the rules

and regulations. Mr. Asay requested additional time for review. Discussion continued regarding jurisdiction and the filing timeline requirements, with the Commission ultimately agreeing that it did not have jurisdiction over the complaint. Mr. Asay stated that his client believed he had more time to file the complaint, and he would be requesting additional consideration if there is an opportunity to do so. Additional comments were made regarding the process for appealing the Commission's decision, as well as Cheyenne Fire Rescue's Union grievance committee and related internal procedures. Mr. Homar moved to find that the Commission does not have jurisdiction to consider the merits of Case No. 25-F-02 due to the untimely complaint filing and to request that Mr. Hibbler draft Findings of Fact, Conclusions of Law, and Order, seconded by Ms. Wiggins-McMullen. Motion carried with all members voting "yes."

There being no further business to come before the Commission, the meeting was adjourned at 1:03 p.m.

Submitted by,

A handwritten signature in blue ink that reads "Kylie Soden".

Kylie Soden
City Clerk/
Clerk of the Commission

pc: Commission members
File