

Civil Service Commission Meeting

May 20, 2026, 7:15 a.m.

Gering City Hall

Present: Galen Larson, Mark Gies, Etta Taylor, Shannon Goss, George Holthus

Absent: None

Call to order by Chairman Larson at 7:19 a.m.

CONSENT AGENDA:

1. Approve minutes from the February 11, 2025 meeting

Motion by Taylor, second by Gies to approve the minutes. There was no discussion. The vote was called.

“AYES”: 3. “NAYS:” 0. Abstaining: None. Absent: None. Motion carried.

CURRENT BUSINESS:

1. Filling of vacant detective position

Chief George Holthus:

03-12-2026 @ 10:08 hours Captain Jason Rogers emailed “All Police” that we were opening a Detective’s position. He asked for Resumes and letters of interest from those who wanted to apply for the position with a deadline of Friday March 27, 2026, at 12:00 Noon.

“All Police” is a dissemination method to ensure that all personnel within the department receive the information via geringpolice.gov departmental email.

On March 26, 2026, Matthew Holcomb submitted his letter and Resume. He has been serving as a “Investigator” with the Gering Police Department for several months. Investigator is basically when a patrol officer is on temporary assignment to work investigations, doing all the same work as a Detective without being promoted.

The Gering Police Department has not had anyone else express interest in applying for the position of Detective. Detective is a promotion for a patrol officer.

Background about Matthew Holcomb. Matt was deputy sheriff at the Scotts Bluff County Sheriff’s Office starting in August 2005, rising to the rank of Sergeant and leaving the Sheriff’s Office in March 2022. He then ran his own business and re-entered Law Enforcement as the Chief of Police in Mitchell Nebraska for approximately a year at which time he left Mitchell to come to the Gering Police Department. He was hired as a temporary appointment for Gering PD on April 1, 2024, and then hired full time after participating in a hiring and selection process for Gering PD, he was hired full time on June 21, 2024. He also applied and tested for Sergeant with the Gering Police Department in January of 2025 and successfully passed that exam with a test score of 74 and an oral interview score of 62.1 and ended up #6 on the eligibility list. That list expired on 02-11-2026.

Since we do not have anyone else interested in this position there isn’t any way to have a competitive testing process to determine who is best suited for the role. Holcomb has taken Gering PD’s entry level police Civil Service exam as well as the promotional Sergeant exam and passed both. Additionally, he would have participated in Merit Commission testing at the Scotts Bluff County Sheriff’s office both entry level as well as promotional. It is unknown what the hiring and selection process was for his hiring as Chief of Police in Mitchell.

We would like to proceed with promoting Matt Holcomb as Detective.

Discussion:

There was discussion of what the Civil Service Regulations are. Shannon Goss presented that there are no specific regulations for detective and no formal guidelines when there is no competition.

Larson asked Chief Holthus if had any reservations about promoting Holcomb. Chief said he did not.

1. Approve Holcomb for Detective.

Motion by Gies, second by Taylor. There was no discussion. The vote was called. "AYES": 3. "NAYS:" 0. Abstaining: None. Absent: None. Motion carried.

CLOSED SESSION: There was no closed session.

OPEN COMMENT: There were no open comments.

ADJOURN:

Motion by Taylor, second by Gies, to adjourn. There was no discussion. The vote was called. "AYES": 3. "NAYS:" 0. Abstaining: None. Absent: None. Motion carried.

Meeting adjourned at 7:38 a.m.

Submitted by,
Shannon Goss, Secretary, Gering Civil Service Commission.