

**NORTH RIDGEVILLE CIVIL SERVICE COMMISSION
MINUTES OF THE
SPECIAL MEETING – TUESDAY, MAY 28, 2019**

CALL TO ORDER:

The meeting was called to order at 6:32 PM.

ROLL CALL:

Present were Secretary James Yost, Co-Chairman Michael Crevda and Chairman Nicholas Ciofani.

Also present was Assistant Law Director Toni Morgan, Fire Chief John Reese, Firefighter Kevin Pocos, Firefighter Jeremy Mason, Council member Michelle Hung and Recording Secretary Michelle Owens.

MINUTES:

Chairman Ciofani asked for discussion on the minutes of the regular meeting of April 16, 2019. No discussion was offered.

It was moved by Yost and seconded by Ciofani to approve the minutes of April 16, 2019 as presented.

A voice vote was taken and the motion carried.

Yes – 3 No – 0

REPORTS:

Chairman Ciofani cited the amended Rules and Regulations adopted April 16, 2019. A copy was distributed to each member.

It was noted that the Rules and Regulations would be made available on the website

Chairman Ciofani addressed the results of the Fire Lieutenant Promotional written examination.

Recording Secretary Owens stated that there were 12 participants: 10 passed and two failed.

Chairman Ciofani asked for any discussion. No discussion was offered.

UNFINISHED BUSINESS: None

NEW BUSINESS:

Chairman Ciofani asked that Recording Secretary Owens explain the Preliminary Results Summary that had been provided to Commission members regarding protests filed to the Fire Lieutenant Promotional exam.

Recording Secretary Owens stated her understanding was that Commission members would render their decision to protests based on the recommendation of the testing agency. She stated that the statistical data was provided solely to illustrate the percentage of correct responses for each test question.

Chairman Ciofani referred to the analysis of the five protested questions. He explained that the data showed the vast majority of respondents answered four out of the five questions correctly. He mentioned test question #179. He indicated that 50% had answered the question correctly; the other 50% did not. He stated that it was a good frame of reference when looking at each of the questions.

Co-Chairman Crevda spoke about test question #65. He stated that correct responses were above average, approximately 66%, but indicated that the question may deserve additional review.

Question #44 and answer choices were read. Candidate protest was read, along with the recommendation of Ohio Fire Chiefs' Association to deny.

Chairman Ciofani asked for discussion on the protests.

Co-Chairman Crevda commented that the test question references five pages from the book *From Buddy to Boss*. He asked if the book was available for reference

Assistant Law Director Morgan responded that it was not. She asked if members would need the textbook in order to be comfortable with their decision.

Co-Chairman Crevda replied that he would be more comfortable with his decision if able to read the context.

Assistant Law Director Morgan stated that members would need to schedule a special meeting but wants the members to be comfortable with their decision.

There was discussion surrounding the statistical data. It was noted that 75% of all candidates answered the question correctly; when excluding those who failed, 80% answered correctly.

Chairman Ciofani asked Secretary Yost about protests to previous exams and what was provided to Commission members.

Secretary Yost responded that the Commission was provided with information from the testing agency; not as much as received today. He discussed protests that resulted in elimination of test questions. He stated that, by doing so, it was at the expense of candidates who answered correctly; those who answered incorrectly benefited. He mentioned that the decision of the Commission was generally consistent with the recommendation of the testing agency.

Firefighter Pocos voiced his opinion of the written exam. He explained that – at the beginning of the test – the agent had instructed candidates to form a conclusion of their own from the material

that was read. He stated, when given a list of books to read, the expectation was that the answer and content would be from those books; not forming an opinion of the material. He felt it was confusing; that it would have affected how the material was studied had it been known prior to the exam.

Assistant Law Director Morgan mentioned that the Commission had traditionally accepted the recommendation of the testing agency. She cited the statistical data showing that a majority had answered correctly. She then commented that members need to be comfortable with their decision and, if requested, would be provided with the text material.

Fire Chief Reese commented that he did not doubt the response of the testing agency. He stated that the difficulty with protests is the number of pages that the material is referenced on.

Co-Chairman Crevda remarked that the question seemed more subjective than clear-cut.

Secretary Yost discussed test question #179. He noted that six candidates had answered correctly; six answered incorrectly. He stated that, in 50/50 cases such as this, he would eliminate the question.

Fire Chief Reese stated that, in previous years, protested questions had only been eliminated for obvious reasons. He discussed the consequences of eliminating test questions and stated that it ultimately affects all candidates, even those who did not protest the question. He explained that there may only be four protesting a question claiming that it was unfair, but eight candidates who felt it was fair.

Co-Chairman Crevda commented that clear-cut was a matter of perception.

Chairman Ciofani stated that members could continue to make a decision on questions numbers 84 and 112. He suggested they postpone for question numbers 44, 65 and 179 in order to gather additional information.

Secretary Yost replied that he believed question #179 should be eliminated; that no one would lose because it was 50/50.

Question #179 and answer choices were read, along with the recommendation of Ohio Fire Chiefs' Association to deny.

There was discussion of question #179, which had been answered correctly by only half of all candidates. It was suggested that the question was more clear-cut, as the agency response had been supported by direct quotations from the textbook.

Chairman Ciofani stated that, statistically, it seemed obvious that the question would be thrown out. He indicated that it became less apparent after reading the agency response. He believed the source material would be needed in order to make a decision.

It was moved by Ciofani and seconded by Yost to table discussion of protests to the Fire Lieutenant Promotional written examination until provided with the source material.

A voice vote was taken and the motion carried.

Yes – 3 No – 0

Firefighter Mason identified himself as having filed all protests to the exam. He asked if the testing agency recommended elimination of any of the protested questions.

Co-Chairman Crevda responded that all had been denied.

Firefighter Mason stated he felt the members should not have to research the protests any further. He indicated that he disagreed with some of the answer choices, but accepted the decision of the agency. He had been the only candidate to protest and did not feel it necessary to postpone. He believed the exam process should move forward to the assessment phase.

Assistant Law Director Morgan asked Chairman Ciofani if he accepts the offer of Firefighter Mason or will table discussions until a future date.

Secretary Yost stated that, in past years, it was felt that the testing agency was the expert. He stated that the agency was paid to provide their opinion and believed they had thoroughly reviewed each protest. He accepted their recommendation.

Assistant Law Director Morgan asked Firefighter Mason if he was comfortable with the decision to deny. She believed that all candidates deserved fair consideration.

Firefighter Mason responded that he was.

It was moved by Ciofani and seconded by Yost to accept the recommendation of the testing agency to deny all protests filed to the Fire Lieutenant Promotional written examination.

A voice vote was taken and the motion carried.

Yes – 3 No – 0

Chairman Ciofani noted re-certification of the Firefighter-Paramedic Entrance Eligibility Top 10 List due to requests for removal. He stated that two applicants had been removed from the list.

Fire Chief Reese commented that the applicants had accepted jobs elsewhere and had requested removal.

It was moved by Ciofani and seconded by Yost to re-certify the Firefighter-Paramedic Entrance Eligibility Top 10 List.

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A voice vote was taken and the motion carried.

Yes – 3 No – 0

ADJOURNMENT:

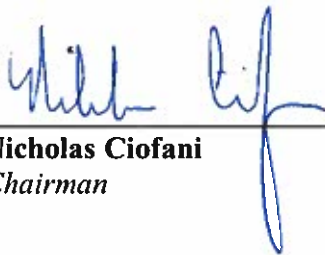
Chairman Ciofani announced that the next regular meeting is scheduled for June 18, 2019.

It was moved by Ciofani and seconded by Yost to adjourn the meeting.

A voice vote was taken and the motion carried.

Yes – 3 No – 0

The meeting was adjourned at 6:54 PM.



Nicholas Ciofani
Chairman



Michelle A. Owens
Deputy Clerk of Council, Recording Secretary

Tuesday, June 18, 2019

Date Approved