

NORTH RIDGEVILLE CIVIL SERVICE COMMISSION
MINUTES OF THE
SPECIAL MEETING – WEDNESDAY, FEBRUARY 15, 2023

CALL TO ORDER:

The meeting was called to order at 5:00 PM.

ROLL CALL:

Present were members Sam Spann, Bill Holland and Chairman Donald Schiffbauer. Also present was Assistant Law Director Toni Morgan and Deputy Clerk of Council Tina Wieber.

MINUTES:

Chairman Schiffbauer asked if the Commission had any questions or comments regarding the regular meeting minutes of January 23, 2023.

None were given.

Moved by Spann and seconded by Holland to approve the regular meeting minutes of Monday, January 23, 2023 as presented.

A voice vote was taken and the motion carried.

Yes – 3 No – 0

REPORTS:

None

UNFINISHED BUSINESS:

None

NEW BUSINESS:

Chairman Schiffbauer stated that the Commission had received requests for withdrawal from the Firefighter Entrance Eligibility List from Fire Chief John Reese for Daytona Stiegelmeyer-Per Rule VII, Section 5(a) and Brendan McCool-Per Rule VII, Section 5(a).

Re-certify Firefighter-Paramedic Class C Entrance Top 10 List due to requests for withdrawal.

Chairman Schiffbauer stated that they needed to re-certify the Firefighter-Paramedic Class C Entrance Top 10 List due to requests for withdrawal.

Moved by Holland and seconded by Spann to re-certify the Firefighter-Paramedic Class C Entrance Top 10 List due to requests for withdrawal.

A voice vote was taken and the motion carried.

Yes – 3 No – 0

Re-certify Firefighter-Paramedic Class C Entrance Eligibility List due to requests for withdrawal.

Chairman Schiffbauer stated that they needed to Re-certify the Firefighter-Paramedic Class C Entrance Eligibility List due to requests for withdrawal.

Moved by Spann and seconded by Holland to re-certify the Firefighter-Paramedic Class C Entrance Top 10 List due to requests for withdrawal.

A voice vote was taken and the motion carried.

Yes – 3 No – 0

Review of protests to the Fire Lieutenant and Fire Captain Promotional written exams.

Chairman Schiffbauer stated that the Commission had received five protests from the Captain's written exam and a total of four protests from the Lieutenant's written exam. He explained that they would go through the Captain's protest questions first and then the Lieutenant's protest questions next.

Assistant Law Director Morgan stated that a list was put together regarding the options that the Commission had on each question. She explained that there were four actions that they could take. She stated that she wanted to review them before they started. She discussed that the first option was that they could accept the appeal answer as the only correct answer. She added that that didn't happen that often but was a possibility that it could happen. She stated that it would mean that someone appealed it and the Commission liked their answer and considered what the tester had stated was the correct answer not to be correct. She mentioned that then the appealed answer would become the only correct answer. She added that again, it was unlikely to happen but it could happen. She stated that the second action was for the Commission was to simply deny the appeal. She commented that more often than not that was most likely to happen because as a rule, the questions were well thought out by the testing company but not always. She stated that the third possibility was that the Commission could accept the appeal answer as an additional correct answer and in that case there would be two possible correct answers. She mentioned that the fourth option was that they could decide that the question, itself, was just too vague or too poorly written to be used at all. She added that they could take out the question from everybody's examination and not count it at all. She explained that if they looked at the same sheet, put together for them, were the question numbers and also to help guide them were the incorrect responses. She stated that it showed how many people out of the lot got that question incorrect. She mentioned that regarding the Captain's exam if they were looking at the first one, there were five challenges and five people took the test. She stated that out of that, three of them missed the question and two of them got it right. She added that further over in that chart was the recommendation of the

testing company and the blank space was where after they deliberated on each question, was where their decision went. She explained that the determination would come from the input that they received, which was all included in their packets, from the person that was protesting the question. She mentioned that they had all of their answers and all of their reasons why they thought that it was the wrong answer. She added that they also had the testing company and what they thought as to whether they agreed or disagreed and why. She stated that they had the source materials attached to the packet as well. She explained that from all of that information the Commission would make their determination and it would be final. She discussed that there would be no appeal from the determination made at that meeting. She stated that once all of their determinations were made, and there were 11 of them to make, then everybody's score would be looked at again. She commented that if a question got thrown out it affected everyone that took the exam. She stated they would have to be recalculated. She added that it could make a difference but it was unlikely but possible.

Chairman Schiffbauer discussed that for the benefit of the members of the audience, due to Sunshine Laws, the Commission had looked at the protests individually as Civil Service Commission members but they had not had a chance to speak with each other regarding what their thoughts were on it. He added that they would hear discussion and was not meant to be interpreted as being indecisive but they would be relying on each other's input. He explained that he knew what he wrote down but he didn't know what the other members had written down. He stated that they would start with the Captain's exam and question number 11 and stated that there were four answers regarding ceilings and the correct response was both B and C. He then read the following:

Question #11: Regarding ceilings _____.

- A. The most dangerous ceiling is the ceiling affixed to the floor or roof joists above.
- B. The danger of ceiling collapse is placed low on a scale of structural importance in a building's framework because when it collapses during a fire, it does not cause the collapse of other parts of the structure.
- C. When a ceiling collapses during a fire, firefighters are not injured or killed from the collapse but from being trapped in the structure by the collapse.
- D. Only B and C are correct. **(correct answer)**

(3 candidates got this question wrong.)

Testing agency's response: In our opinion, the protest to this question should be **granted** based on the candidates arguments and the question removed. There is a typographical error in response C. The word "often" was omitted, which changed the context of the answer. (see the attached pages from the book Collapse of Burning Buildings)

Chairman Schiffbauer stated that he agreed with the testing agency's response and that the protest should be granted.

Member Spann stated that he agreed and thought the word being omitted definitely changed the answer to the question.

Member Holland stated that he agreed as well.

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Moved by Spann and seconded by Holland to accept the protest to question 11 and have the question removed.

A voice vote was taken and the motion carried.

Yes – 3 No – 0

Chairman Schiffbauer asked Assistant Law Director Morgan at what point would they allow public comment.

Assistant Law Director Morgan stated that the Commission needed to make all of the determinations with the information that they had. She explained that they had the protests in front of them. She added that it was the Commission's determination and it was the final determination.

Chairman Schiffbauer stated that they were moving on to question 47 of the Captain's exam and read the following:

Question #47: What is meant by make sure you have backups?

- A. Having contingency plans in place in the event the original plan fails.
- B. Training people to assume a role in the event that person in that role is unable to perform their duties. **(correct answer)**
- C. Carrying a secondary weapon.
- D. Having reinforcements available as mutual aid.

(4 candidates got this question wrong.)

Testing agency's response: In our opinion, the protest to this question should be denied. Chapter 7, Sailing Close to the Wind Taking the Right Risks, is about training people to assume a role in the event the person in that role cannot perform their duties or to relieve the person from those duties to focus on other responsibilities and the associated risks that go along with training people. The author cites two examples of training Petty Officer Michael Murray and Lieutenant Jerry Olin to have backups in place. Response B is the correct response. (see the attached pages from the book It's our Ship).

Chairman Schiffbauer stated that the protest to the question was to have choice A as also the correct answer. He explained that after further review of the text and the context of the question, he disagreed with the agency's response. He mentioned that he agreed with the protest that choice A should be allowed as an additional correct answer.

Member Holland stated that he looked it over and in life or death situations in his profession you would always be planning on a contingency plan. He mentioned what that consisted of was a subset of whatever that contingency plan was. He stated that he agreed and thought choice A should be included as well.

Member Spann stated that he agreed but was kind of in the middle. He stated that he agreed with a contingency plan for backups but when he read through the resource material, it did indicate that it was more for someone to assume a role like backup as commanding officer. He added that he thought it was

fair to accept choice "A" in addition but wouldn't accept it as the only answer. He discussed that he thought it was ok to accept it as an additional answer.

Chairman Schiffbauer stated that although the book, Sailing Close to the Wind Taking the Right Risks, provided some meaningful examples, he felt that its' interpretation could be subjective based on the reader and felt as though that was why choice "A" should be included as well. He added that in the line of work that he had done, having backup plans was essential and having plan B's in terms of leadership.

Moved by Holland and seconded by Spann to accept the protest to question 47 as an additional correct answer.

A voice vote was taken and the motion carried.

Yes – 3 No – 0

Chairman Schiffbauer stated that the next protest question on the Captain's exam was number 118 and read the following:

Question #118: According to the SOG's of the North Ridgeville Fire Department, department members shall show proof of illness in the form of a written doctor's excuse anytime they use sick leave prior to or following _____.

- A. A paid holiday.
- B. Two or more scheduled shifts off.
- C. Both A and B are correct. **(correct answer)**
- D. Neither A or B is correct.

(2 candidates got this question wrong.)

Testing agency's response: In our opinion, the protest to this question should be **denied**. The Sick Leave Documentation and Sick Leave Standard Operating Guidelines requires a doctor's excuse to be provided anytime a member uses sick leave on their assigned shift prior to or following a paid holiday and (2) or more shifts off. Response C is the correct response. (see the attached pages from the Sick Leave Documentation and Sick Leave SOG's)

Chairman Schiffbauer stated that he agreed with the testing agency in that "in combination" could be either before or after two or more scheduled shifts off for a paid holiday, however; in combination didn't necessarily have to be before or after. He mentioned that it could be in between. He added that he didn't see the SOG's addressing that at all.

Assistant Law Director Morgan asked when stating "in combination" what was the Chairman referencing.

Chairman Schiffbauer stated that on page 3 of 5 under Sick Leave and under physician's statement it said, "Anytime an employee uses sick time in combination with two or more shifts off for time designated as vacation, Kelly Days, personal time or compensatory time". And then, "Anytime an employee uses sick time to be excused from a shift immediately prior to or following a holiday paid as

per the Collective Bargaining Agreement". He remarked that he didn't have an issue with the second bullet point, however; the answer on the test was before or after two or more shifts off and the bullet point stated "in combination". He explained that if someone was working "A" shift and they had it scheduled off, and then they were supposed to work the next "A" shift but call off, but then also had the following "A" shift off, the SOG didn't necessarily address when that sick time fell in between two scheduled days off. He discussed that it stated "before or after". He stated that the question was too ambiguous but wanted to hear what the Commission members had to say.

Member Spann stated that he didn't look at it in that way. He mentioned that he was just looking at the policy and that it clearly stated, "prior to or following a paid holiday, prior to or following two or more shifts". He added that he wasn't thinking about anything in between and assumed that a vacation day was counted like a work day so that wouldn't necessarily count against them as a combination.

Chairman Schiffbauer stated that there was a Standard Operating Guideline that said Sick Leave Documentation and there was a Standard Operating Guideline that said Sick Leave. He explained that in the Sick Leave Documentation it clearly stated, "Any time a member uses sick leave on his or her assigned shift prior to or following two or more shifts off using vacation, Kelly Day Picks, Holidays, etc., shall provide proof of illness". He stated that in the next policy it said, "Any time an employee used sick time in combination with two or more shifts off for a time designated as vacation, Kelly Days or personal time", but it didn't say in that bullet point before or after as it stated in the other one. He added that that was where his dilemma was, that there were two policies that were addressing the same thing but saying two different things.

Assistant Law Director Morgan asked regarding the second SOG what page and paragraph was he referencing.

Chairman Schiffbauer stated that he was referencing Section E, first bullet point all the way at the bottom under Safety Service Director. He stated that maybe the intent was to be before or after but they didn't write that.

Member Holland commented that he didn't see it that way. He stated that he understood what the Chairman was saying but he felt they should deny the appeal.

Member Spann remarked that it clearly stated it on the one SOG. And he would deny the appeal.

Chairman Schiffbauer agreed that it did state it in the one SOG but it didn't state it in the other one which left it to interpretation.

Moved by Holland and seconded by Spann to deny the protest to question 118.

A voice vote was taken and the motion carried.

Yes – 2 No – 1 (Schiffbauer)

Chairman Schiffbauer stated that the next question before them was question 125 and read the following:

Question #125: According to the SOGs of the North Ridgeville Fire Department, a minimum of two officers must be scheduled to work on each shift after all time off picks are completed.

A. True (**correct answer**)

B. False

(5 candidates got this question wrong.)

Testing agency's response: In our opinion, the protest to this question should be **granted**, based on the candidate's arguments, and the question removed. The true or false statement does not explicitly identify a Standard Operating Guideline, and there is a conflict between the Kelly Day Picks and Monthly Picks for Tie Off Standard Operating Guidelines. The Kelly Day Picks states, "A minimum of two officers must be scheduled to work on each shift after all time off picks are completed." The Monthly Picks for Time Off states, "A minimum of three officers must be scheduled to work on each shift after all time off picks are completed." (see the attached Kelly Day Picks SOG and The Monthly Picks for Time Off SOG)

Chairman Schiffbauer stated that the protest was pretty cut and dry and that he agreed with the recommendation by the testing agency that the protest to that question should be granted.

Assistant Law Director remarked that five out of five missed it. She explained that question 125 in the Lieutenant's exam was exactly the same question.

Member Spann commented that he would accept that answer as the only answer. He felt the correct answer should be choice B False that everyone selected. He remarked that it stated "all" and the Kelly day stated "two" and the Monthly Picks stated "three".

Member Holland stated that he agreed but felt that it was a little vague and should be removed because it could have been better written by stating the two different processes.

Member Spann stated that he agreed it could have been better written and more precise.

Chairman Schiffbauer stated that he agreed that the question was too vague and should be removed.

Moved by Schiffbauer and seconded by Holland to grant the protest to question 125 and remove the question.

A voice vote was taken and the motion carried.

Yes – 2 No – 1 (Spann)

Chairman Schiffbauer stated that the last question to the Captain's exam was question 145.

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Assistant Law Director Morgan commented that she wanted to point out that the Commission's decision to question 145 should be consistent on the Captain's and the Lieutenant's tests at the question also appears on the both as exactly the same question.

Chairman Schiffbauer read the following:

Question #145: According to the (CBA) between the City of North Ridgeville and Local 2129, a “day” as used with respect to the Disciplinary Procedure, refers to _____.

- A. The 12-hour period starting with shift change
- B. A shift or duty day
- C. A calendar day (**correct answer**)
- D. None of the above are correct

(3 candidates got this question wrong.)

Testing agency’s response: In our opinion, the protest to this question should be **denied**. The Collective Bargaining Agreement (CBA) defines a “day” as a calendar day, excluding Saturdays, Sundays and holidays provided in the agreement. The fill-in-the-blank question states, “....a “day” as used with respect to the Disciplinary Procedure **refers** to _____.” Refers as used in the sentence means to mention or allude. It is not asking to define or give the meaning of a calendar day. Response C is the correct response. (see the attached Collective Bargaining Agreement between the City of North Ridgeville and Local 2129)

Chairman Schiffbauer stated that having reviewed the information, he was inclined to agree with the testing agency that the protest to the question should be denied.

Member Spann commented that he agreed with the testing agency as well.

Member Holland stated that he agreed as well.

Moved by Holland and seconded by Spann to deny the protest to question 145.

A voice vote was taken and the motion carried.

Yes – 3 No – 0

Chairman Schiffbauer stated that they would now review the protests to the Lieutenant's exam and the first protest was to question 69. He read the following:

Question #69: The basic method by which _____ is used in the design of building is for the construction of a structural framework that supports the floors, roof and exterior walls.

- A. Concrete
- B. Steel (**correct answer**)
- C. Wood
- D. Masonry

(4 candidates got this question wrong.)

Testing agency's response: In our opinion, the protest to this question should be **denied**. All four materials: concrete, steel, wood and masonry, are used in construction. However, the statement reads, "The basic method by which steel is used in the design of buildings is for construction of a structural framework that supports the floors, roof and exterior walls." "Wood is so commonly used in frame structural systems that "frame buildings" are generally understood to be constructed of wood even though other similar structures are constructed of steel and concrete." Response B is the correct response. (see the attached pages from the book Building Construction Related to the Fire Service, pages 190 & 202)

Chairman Schiffbauer commented that he disagreed with the testing agency and believed that they should accept the appeal answer as an additional correct answer. He added that wood was commonly used in framed structural systems. He mentioned that when he thought of framed structural systems, he thought of floors, roofs and exterior walls.

Assistant Law Director Morgan commented that the Chairman needed to make sure that their answer was tied to the material that they had to draw from, that the material supported their answer.

Chairman Schiffbauer stated that his last comment was his anecdotal. He stated wood was so commonly used in framed structural systems and the test question was quoting the "Steel Framed Structures" verbatim, "The basic method by which steel is used in the design of buildings is for construction of a structural framework". He asked what the difference was between structural framework and framed structural systems.

Member Holland commented that he would use page 202 "Wood Structural Systems". He stated that the first sentence stated, "Wood is so commonly used in frame structural systems that frame buildings are generally understood to be constructed of wood even though other similar structures are constructed of steel and concrete".

Member Spann stated that he agreed. He commented that when he was reading through it he was confused as well. He added that he felt it was a poorly worded question and was confusing. He stated that wood should be an acceptable answer as well.

Moved by Schiffbauer and seconded by Spann to accept the protest to question 69 and make the answer "C. Wood" as an additional correct answer.

A voice vote was taken and the motion carried.

Yes – 3 No – 0

Chairman Schiffbauer stated the next question on the Lieutenant's exam was number 114 and read the following:

Question #114: According to the SOGs of the North Ridgeville Fire Department, the _____ provides normal day-to-day interaction with the media.

- A. PIO
- B. Fire Chief
- C. Both A and B are correct (**correct answer**)
- D. Neither A nor B is correct

(1 candidate got this question wrong.)

Testing agency's response: In our opinion, the protest to this question should be **denied**. The job descriptions were not on the reference list for this examination. According to the Public Information and Media Relations SOG, the Fire Chief or their designated PIO are the only two people who can provide normal day-to-day interaction with the media. Response C is the correct response. (see attached Public Information and Media Relations SOG)

Chairman Schiffbauer stated that he agreed with the testing agency and the protest to that question should be denied. He discussed that under "Incident Public Information Release" number four stated, "The Fire Chief will be responsible for providing interviews and information as soon as other duties permit". He added that number two of that same section stated, "The Chief shall serve as the Department's primary PIO. When He/she is not available to handle news media inquiries, an alternate member of the Command Staff will be designated to serve as PIO". He added that that was why he believed that "C" was the correct answer and the protest should be denied.

Member Spann stated that he agreed. He mentioned that job description wasn't part of the reference list which was what the argument made was about. He stated that it should have only been the SOG.

Member Holland stated that he had nothing to add.

Moved by Schiffbauer and seconded by Spann to deny the protest to question 114.

A voice vote was taken and the motion carried.

Yes – 3 No – 0

Chairman Schiffbauer stated that they were at question 125 of the Lieutenant's exam which had been previously read. He stated that six candidates took the exam and three got it wrong. He added that they were all aware of the testing agency's response that the protest to the question should be granted, based on the candidate's arguments, and the question removed.

Moved by Schiffbauer and seconded by Spann to grant the protest to question 125 and remove the question from the exam.

A voice vote was taken and the motion carried.

Yes – 3 No – 0

Chairman Schiffbauer stated that they were at question 145 again and read as follows:

Question #145: According to the (CBA) between the City of North Ridgeville and Local 2129, a "day" as

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used with respect to the Disciplinary Procedure, refers to _____.

- A. The 12-hour period starting with shift change
- B. A shift or duty day
- C. A calendar day (**correct answer**)
- D. None of the above are correct

(4 candidates got this question wrong.)

Testing agency's response: In our opinion, the protest to this question should be **denied**. The Collective Bargaining Agreement (CBA) defines a "day" as a calendar day, excluding Saturdays, Sundays and holidays provided in the agreement. The fill-in-the-blank question states, "....a "day" as used with respect to the Disciplinary Procedure **refers** to _____." Refers as used in the sentence means to mention or allude. It is not asking to define or give the meaning of a calendar day. Response C is the correct response. (see the attached Collective Bargaining Agreement between the City of North Ridgeville and Local 2129)

Chairman Schiffbauer stated that he agreed with the agencies denial of the protest to the question. He asked for any further discussion.

None was given.

Moved by Schiffbauer and seconded by Spann to deny the protest to question 145.

A voice vote was taken and the motion carried.

Yes – 3 No – 0

Moved by Schiffbauer and seconded by Holland to open the floor for public comments.

A voice vote was taken and the motion carried.

Yes – 3 No – 0

Korey Stearns asked if a Holiday was a calendar day and commented that they all knew the answer to that. He mentioned that he didn't understand how the question could be in there with just saying a calendar day because a Holiday, a Saturday and a Sunday were all calendar days. He stated that regarding the question that had the comment from the testing agency that stated job descriptions were not part of the material, that they were part of the material and that their SOG's were about 400 pages thick and the testing company got about 20 or 30 he didn't know the exact number. He stated that the material that was on the exam was the entire SOG's, which meant that those job descriptions were part of the SOG's and should have been considered. He stated that regarding the before and after question that was read, he felt the Chairman was trying to explain to everyone that their entire contract was on the books and there were two separate sections that addressed that. He stated that that question didn't give a specific section that it was taken from but just that it was from the contract. He stated that there were two sections there and that one said those particular words before and after and the other said something different.

Chairman Schiffbauer mentioned that it stated "in combination".

Mr. Stearns stated that it said, "in combination" instead and that question shouldn't have been accepted because there were two separate sections and it didn't specify which one they were looking at or which question they were about. He stated it was a fill in the blank but was written two different ways. He added that the other one that was written two different ways was the one about two officers and then three officers. He commented that the one that stated a minimum of two officers had now since the list came out, been removed. He stated that it was a mistake that that was still in there. He discussed that they all currently match and say three officers and it just hadn't been updated.

Assistant Law Director Morgan asked if Mr. Stearns could put what he was discussing in writing.

Alex Shear stated that when the Commission removed test questions completely, in his opinion, unless the test question was egregious or the answers didn't match the testing question whatsoever, he felt that additional answers should be included. He discussed that he didn't feel that it was right to remove the points from people who read the question the way that the testing company wrote it and agreed with their answer. He stated that they could include the other answers as correct and that way they wouldn't be removing points from people who got those questions correct. He asked that regarding the questions that had been removed, would that be points taken away from people who got those originally correct.

Assistant Law Director Morgan stated that they would.

Mr. Shear commented that they would be removing points from people who answered them correctly.

Chairman Schiffbauer stated that they would come off the numerator but also the denominator as well.

Mr. Shear stated that he understood that but that it would change percentages.

Assistant Law Director Morgan commented that it would be very small.

Mr. Shear stated that when it came down to the last calculations, it was just decimal points when it came down to number one and number two. He stated that a few years back and prior to him taking any promotional exams, there was a multiplier put in for the assessment center and it wasn't specifically defined what the multiplier was and wanted to have a standard way of doing it in the future. He stated that the last time there were 200 written questions with 200 points on the written exam and the assessment center was out of 100. He discussed that 2 was used as a multiplier to get the assessment center to match the 200 points for the written. He added that this time around the written was 150 points and didn't know if that came from the testing company or the Civil Service Commission.

Chairman Schiffbauer stated that he believed that came about from the testing agency. He discussed that the calculation of scores for the written and the subjective that there was a predetermined model in the Collective Bargaining Agreement.

Assistant Law Director Morgan stated that it was complex. She mentioned that if there were 50 points on one test and 150 points on the other that it was easy to figure out the multiplier and that it would be 1.5 and then it would be even. She added that it wouldn't be as easy when there were a couple questions removed and that it would be 148 instead of 150. She stated that the reason that was done was that it started with the Police Department because they had a written test that was 100 points and then the behavioral part was like 500 points and they wanted the behavioral part to only amount to about 40% of the score. She explained that even if they only took 40% that it was still such a large number of points and would still be far more important than the written exam. She added that they didn't mean that you only took 40% of one exam and 60% of the other but their intention was that it would be 40% as important as the other. She stated that until they did something to equalize them, then you could take the percentages and then there were extra credit point.

Mr. Shear stated that the extra credit was where his point would be. He stated that the last written exam was 200 points and then the assessment was multiplied up to 200 points and the percentages were taken of that and then they would add in the extra credit for seniority. He commented that this time around it was 150 points and this time around the seniority would now be worth more. He stated he wasn't at max seniority and it would be worth more. He explained that he wanted to have a standard way of doing it in the future because the testing company chose how many points there were and then that brought the assessment center up to however many points and last time seniority was worth less than it would be this time around.

Assistant Law Director Morgan stated that seniority was figured by State Law and there were only 10 seniority points possible.

Mr. Shear commented that if it was out of 200 questions and each seniority point was a question and then this time it was out of 150 and it was worth more.

Kevin Pocos stated that they would take the results from the last three tests and compare them and it would show that there was a difference at the end in the seniority points.

Assistant Law Director Morgan asked that he send her what he was talking about and she would definitely look at it.

Mr. Stearns commented that one point out of 200 was worth less than one point out of 150.

Assistant Law Director Morgan stated that percentages and points did not get added together.

Chairman Schiffbauer stated that if they were with Acme testing agency now and they had a test that was 250 points and then the Commission decided to go with Jones' testing agency and theirs was at 150, they shouldn't have to figure out how many points they had on either side. He discussed that what they really should be using was basically a weighted average model that didn't matter how many points there were. Chairman Schiffbauer suggested that he wanted to have a better appreciation of the methodology for the scoring so that they could ensure that everybody had a good understanding of it.

Assistant Law Director Morgan stated that they would make sure that they did. She stated that it was crucial to have confidence in it but that with seniority points the most they could get was 10.

Chairman Schiffbauer stated that the next regular meeting was scheduled for 5:00 PM, Monday, February 27, 2023.

ADJOURNMENT:

Moved by Schiffbauer and seconded by Holland to adjourn the meeting.

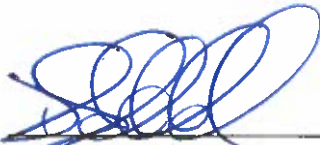
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A voice vote was taken and the motion carried.

Yes - 3 No - 0

The meeting was adjourned at 6:03 PM.



Donald Schiffbauer
Chairman



Tina Wieber
Deputy Clerk of Council, Recording Secretary

Wednesday, February 27, 2023
Date Approved