

**NORTH RIDGEVILLE CIVIL SERVICE COMMISSION
MINUTES OF THE
REGULAR MEETING – MONDAY, FEBRUARY 27, 2023**

CALL TO ORDER:

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

ROLL CALL:

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

Bill Holland was excused.

MINUTES:

Chairman Schiffbauer asked if the Commission had any questions or comments regarding the special meeting minutes of February 15, 2023. He stated that he did have one correction on page two of the minutes and at the bottom part where it stated "she", which was referring to Assistant Law Director Morgan, "regarding the Captain's exams, 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 three of them got it right." Chairman Schiffbauer stated that "three" should be changed to "two".

Moved by Schiffbauer and seconded by Spann to approve the regular meeting minutes of Monday, January 23, 2023 with the correction.

A voice vote was taken and the motion carried.

Yes – 2 No – 0

REPORTS:

Status update for Lateral Transfer Legislation

Chairman Schiffbauer stated that in their member packets they received amendments to the City Ordinances that were passed.

Assistant Law Director Morgan stated that was correct. She discussed that some requests had come from the Police Department that they felt they would capture more interest if the amount of vacation was upped for people coming in especially if they had several years of experience. She commented that the only thing she would note on the other legislation regarding age was that they wanted to go from 40 to 45 and that the reason the number was 46 was due to the wording already in place. She stated that it said, "Someone who had not yet reached the age of 46", meaning they would be 45.

Chairman Schiffbauer stated that if they were 46 and one day they would be out of luck.

Assistant Law Director Morgan commented that it would be 46 and one hour technically.

Status update regarding written exam portion of the Fire Promotional Lieutenant Examination and Fire Promotional Captain Examination

Deputy Clerk of Council Wieber stated that she provided the Commission with a packet showing the previous scores and the after-protest regraded scores from the testing agency.

Assistant Law Director Morgan stated that she had a question, for the record. She asked if the new scoring changed anything regarding rank.

Deputy Clerk of Council Wieber stated that it did not. She commented that it showed the percentages increased.

Member Spann commented that they actually went up.

Chairman Schiffbauer stated that that was most likely due to the fact that some questions were removed.

UNFINISHED BUSINESS:

None

NEW BUSINESS:

Chairman Schiffbauer stated that there were requests for withdrawal from the Firefighter Entrance Eligibility List dated January 23, 2023 for Sean Dougherty and for James Morell dated February 9, 2023 and for Brandon Sauer dated February 10, 2023 and also for Jeff Jones dated February 16, 2023, from Fire Chief John Reese. He asked if candidates were frequently withdrawing because they had a lot of irons in the fire and one came through first or was there anything that the Municipality could do through its' processes differently.

Deputy Clerk of Council commented that it didn't really have anything to do with the City's processes. She explained that one reason was that when the Fire Chief began reaching out to the candidates either at the time he was ready to interview and possibly hire, they hadn't finished or even started paramedic school. She added that the requirement was changed when giving that exam regarding needing the paramedic certification at the time of application to open it up to more candidates. She mentioned that the second reason for the withdrawals was that they had already accepted another job.

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. He asked if there were any questions or comments regarding the list.

None were given.

Moved by Schiffbauer 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 – 2 No – 0

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

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None were given.

Moved by Schiffbauer 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 – 2 No – 0

Chairman Schiffbauer mentioned that there were members of the Fire Department in attendance.

Moved by Schiffbauer and seconded by Spann to open up the floor for public comment for up to three minutes per individual.

A voice vote was taken and the motion carried.

Yes – 2 No – 0

Korey Stearns stated that he had sent the Commission an email. He mentioned that he read the Civil Service Rules and didn't see anything that excluded anyone from coming to a meeting and being asked to speak at the meeting. He stated that he felt that the Commission's vote last time, without hearing the present firefighter's information, had some errors happen because of that, because of information that wasn't allowed to be shared. He stated that he appreciated being heard at the meeting but that if it had happened before the vote was taken, the outcome of the vote would have been different.

Chairman Schiffbauer asked if there was anyone else who wanted to speak.

Alex Shear stated that he had also sent an email. He asked if they had any questions or thoughts on the information that he had sent.

Chairman Schiffbauer stated that the email was related to egregious questions or taking the questions completely out.

Mr. Shear stated that that was his first point. He commented that the second point was about the scoring for the assessment and the multiplier. He added that that was his original concern that he stated last time as well which was having a standardized multiplier. He discussed that it was mentioned that the percentages went up but the percentages didn't matter and that it was the points that mattered.

Chairman Schiffbauer said that he was correct. He stated that extra credit points, according to Mr. Shear, carried the same weight regardless of what the denominator was. He mentioned that the extra credit points could add more weight to the score if points were higher or lower.

Mr. Shear stated that was correct. He stated that the last time there was a test the multiplier was two because the written test was 200 points. He commented that it was 200 questions for 200 points. He explained that the multiplier for the assessment was two to get it up to 200 points and the respective percentages were taken which were 60% for the written and 40% for the assessment and the seniority was added at the end of that. He added that for the current test it was 150 points and his question was if the multiplier was going to be 1.5 and now 1.48 due to questions being removed. He said, for instance, a total score of 200 out of 200 and got 100% on both the written and the assessment and then added ten seniority points, the maximum, to that. He stated that if someone got 148 and gets 100% on the Pradco assessment and then add the ten seniority points that ten seniority points into 148 was worth more than ten seniority points into 200. He mentioned that that was his concern. He stated that he understood using the multiplier but he just wanted to see some sort of standardized way. He mentioned that it didn't matter one way or another what it was but it did affect the seniority points and he wanted the Civil Service Commission to make the decision on how much seniority was worth and not the testing company. He stated that they weren't doing it intentionally.

Assistant Law Director Morgan stated that she didn't understand the last point Mr. Shear made about the testing company deciding the seniority.

Mr. Shear commented that it wasn't them specifically doing that but the current test was 150 questions, meaning 150 points, he stated that that in essence changed the multiplier and last time it was 200. He stated that he believed that they were just doing it arbitrarily.

Assistant Law Director Morgan stated that the Commission could have some influence on that but the testing company had their product.

Mr. Shear stated that he understood that and that his thought was to either make a standardized amount of questions, i.e. points for the written or make the multiplier standardized to get it up to whatever they decided it was 200, 150, 125 or whatever it may be. He stated that if they use some sort of multiplier, to standardize that and then no matter how many questions they assigned, it could be adjusted up to that.

Chairman Schiffbauer stated that he appreciated Mr. Shear's comments. He mentioned that he and Toni Morgan had a meeting scheduled for the upcoming Thursday and the first course of action was to understand to scoring structure. He stated that that Toni would walk him through the mathematics so that they could better understand and then when they heard comments like Mr. Shear's, be able to equate them to being relevant or impactful to the scores. He stated that the Civil Service Commission needed to have a really good understanding of how that calculation worked so that they could either say, "Hey, great comments but here's the rationale and why it would stay" or "Good point and here might be the revisions that might be coming out of it". He added that understanding the current process was important and he and Assistant Law Director Morgan had a meeting at 9 or 10 o'clock on Thursday to discuss the scoring.

Chairman Schiffbauer asked if there were any other comments from the audience.

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None were given.

Chairman Schiffbauer mentioned that an audience comment section should be added to the agenda. He stated that the next regular meeting was scheduled for 5:00 PM, Monday, March 23, 2023.

ADJOURNMENT:

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

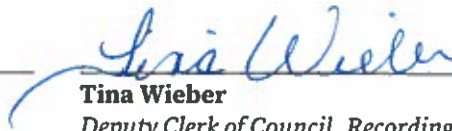
A voice vote was taken and the motion carried.

Yes – 2 No – 0

The meeting was adjourned at 5:20 PM.



Donald Schiffbauer
Chairman



Tina Wieber
Deputy Clerk of Council, Recording Secretary

Monday, March 27, 2023

Date Approved