

**NORTH RIDGEVILLE CIVIL SERVICE COMMISSION
MINUTES OF THE
REGULAR MEETING – MONDAY, JANUARY 23, 2023**

CALL TO ORDER:

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

ROLL CALL:

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

Member Sam Spann was excused.

ELECTION OF OFFICERS:

Chairperson:

Member Schiffbauer opened the floor for nominations for Chairperson.

Moved by Holland and seconded by Schiffbauer to nominate Donald Schiffbauer for the position of Chairperson.

A voice vote was taken and the motion carried electing Donald Schiffbauer to the position of Chairperson.

Yes – 2 No – 0

Co-Chairperson:

Chairman Schiffbauer opened the floor for nominations for Co-Chairperson.

Moved by Schiffbauer and seconded by Holland to nominate Sam Spann for the position of Co-Chairperson.

A voice vote was taken and the motion carried electing Sam Spann to the position of Co-Chairperson.

Yes – 2 No – 0

Secretary:

Chairman Schiffbauer opened the floor for nominations for Secretary.

Moved by Schiffbauer and seconded by Holland to nominate Bill Holland for the position of Secretary.

A voice vote was taken and the motion carried electing Bill Holland to the position of Secretary.

Yes – 2 No – 0

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MINUTES:

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Chairman Schiffbauer asked if the Commission had any questions or comments regarding the regular meeting minutes of December 12, 2022.

None were given.

Moved by Holland and seconded by Schiffbauer to approve the regular meeting minutes of Monday, December 12, 2022 as presented.

A voice vote was taken and the motion carried.

Yes – 2 No – 0

REPORTS:

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

Deputy Clerk of Council Wieber stated that the written portion of the exam had taken place January 10, 2023. She explained that the protest period started January 18th and would end on January 31st. She discussed that the assessment portion, which would start online, would likely start the week of February 13th. She added that after the scheduling of the individual interviews, which was up to the testing company, Pradco, looked to be wrapping up around February 24th. She stated that the next regularly scheduled Civil Service meeting would be February 27th and at some point prior to that meeting they would need to get together to discuss the grading process.

Chairman Schiffbauer stated that present at the meeting was Firefighter Pocos and asked if it was alright to open up the meeting for public comment regarding what he thought was the testing.

Assistant Law Director Morgan explained that they would obviously want to get on the agenda what the concerns were so that they could be addressed. She stated that Civil Service Commission didn't normally have public comments but the Commission could make a motion if they wanted to give him a few minutes to present. She added that the Commission couldn't make any decisions or have a real discussion but at least they could hear what the concerns were and that it might help the Commission to figure out what was going on.

Moved by Schiffbauer and seconded by Holland to allow Mr. Pocos three minutes to discuss the issue and to put it on the agenda for the next meeting.

A voice vote was taken and the motion carried.

Yes – 2 No – 0

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Assistant Law Director Morgan explained that one of the reasons that they had to have it on the agenda was to give proper notice to the public, so there wouldn't be any decisions made but they could take the information.

Mr. Pocos explained that he had a couple questions regarding amendments that were made to the Rules & Regulations. He discussed that in the past they had to have 70% on the written examination in order to take the Pradco assessment but according to the amendments of August 20, 2019, it was entered into the Rules & Regulations that it was required to have a 70% passing grade for the Pradco assessment portion as well. He stated that his concern was that the Pradco assessment was subjective and that according to Ohio Revised Code, it should include skills, knowledge and abilities and Pradco didn't do that. He stated that the past assessment they had given them was based on personality but they had since changed that. He explained that he had previously brought that up because he was told that your personality wasn't going to change and there was no way you could improve on it. He stated that his contention was that if he couldn't improve on it, how could they charge the City of North Ridgeville again if he was to take another promotional exam. He stated that he didn't understand how they could charge again if he couldn't improve on it and why would they charge the City of North Ridgeville again to assess him. He added that since it was subjective they really couldn't prepare for it. He remarked that since the last assessment was for personality, Pradco had since changed it to a behavioral type assessment. He commented that he wasn't a psychologist and couldn't speak on the difference between the two. He mentioned that he did know part of the assessment was taken on a computer and from that that they built an algorithm and then they would sit down and talk to someone afterwards. He stated that each one of the candidates was not assessed by the same person and didn't talk to the same psychologist at the end. He discussed that there was a possibility that there was potential for some kind of personality conflict with the person that was assessing them and that they could be taken out of contention all together. He stated that he had talked to other guys who felt the same way but weren't willing to make waves. He mentioned that he was further along in his career and he wasn't afraid to speak up. He stated that he didn't understand why the 70% was added in there for the assessment. He commented that he knew the City was paying them to assess them but he also knew the Chief gave Pradco parameters of what he wanted his new Lieutenant or Captain to be. He added that they could get a 98 or 95 on a written score and get thrown out of contention because someone at Pradco didn't like them and gave them below 70. He stated that he happened to know a younger guy that did really well and had done the best on the written test, but he got a 60% on the Pradco assessment last time and was taken out of contention because of that.

Chairman Schiffbauer commented that Mr. Pocos tell the young veteran staff that it's not about making waves. He stated that he thought he was doing exactly what he was supposed to be doing and he would welcome anybody to come before the Commission or any other governance board to voice those same concerns. He stated that there wasn't any wave making with the Commission and he appreciated him coming and speaking up.

Mr. Pocos stated that he appreciated the Commission giving him the time. He added that the reason he was there was that he did want to make the department better.

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Assistant Law Director Morgan stated that for the next meeting she would second the Chairman's statement that if anyone wanted to speak up they should do so. She asked Mr. Pocos if there was somebody in particular that he wanted to see at the next meeting that he could get information from. She mentioned that they would probably get someone from Pradco if they could. She asked if there was a particular person that he wanted to see at the next meeting to answer his questions so that when they had the meeting they could get something accomplished.

Mr. Pocos commented that his opinion of Pradco was that they were an ironclad company as far as legality and they really couldn't contest anything that they did. He stated that if he had a problem with what they were doing there it would be his word against the company and there would really be nothing that could be done about it. He remarked that his issue was that for the earlier part of his career, any time they took a promotional, it was with the Ohio Chief's Association and they went in there in front of three individuals that were assessing them. He explained that they were given a scenario and then they used their knowledge, skills and abilities to work their way through an assessment. He discussed that they knew at the end of the assessment if they did well and felt like they were prepared. He stated that they knew at the end how well they did. He explained that he took the promotional prior to the last one and scored an 85 at Pradco. He commented that they said he did really well. He added that when he went into the next testing, they asked him how he did on the previous one and he said he thought he did well and got an 85. He stated that the lady commented that he did really well that time too and that they would recommend him for a managerial position. He indicated that he walked away feeling really good about it but he wound up with a 75. He stated that for them to tell him at the previous one that a personality didn't change and for him to go down 10 points that made him a little concerned. He said it appeared as if something was going on behind the scenes and that there were other guys at the fire department who went through the same thing. He added that for the young guy he had mentioned previously to get a 60% was absurd to him. He stated that someone would have to go in there and basically not talk to get a 60% and if that was true, why would they even be working for the fire department in the first place.

Chairman Schiffbauer stated that he appreciated him for coming in and to let the other guys know. He stated that the Commission didn't know what they don't know. He added that it was a safe space to speak up for anyone for that matter, whether it was the fire department, police department and so on.

UNFINISHED BUSINESS:

None

NEW BUSINESS:

Requests for withdrawal from the Firefighter Entrance Eligibility List from Fire Chief John Reese for Jesse Dean, Edward Kibe, and Stephen Hout.

Chairman Schiffbauer stated that they had received requests for withdrawal from the Firefighter Entrance Eligibility List from Fire Chief John Reese for Jesse Dean, Edward Kibe dated January 18, 2023 and Stephen Hout dated January 9, 2023. He asked if there were any questions or comments regarding the requests for withdrawal.

None were given.

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

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

Moved by Holland and seconded by Schiffbauer 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

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Moved by Schiffbauer 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 – 2 No – 0

Member Holland asked if they were going to schedule the work session meeting.

Deputy Clerk of Council Wieber stated that they could either schedule the meeting then or she could send out an email to all of the members to look at some dates since Co-Chairman Spann was absent.

Chairman Schiffbauer stated that the meeting should be scheduled through email.

Assistant Law Director Morgan stated that the information packet that she gave the Commission members did relate to grading and scoring but she thought that was what Mr. Pocos' concerns would be but it wasn't exactly that. She discussed that she believed that she did have additional information on his issue and she would get that out to them as well.

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.

A voice vote was taken and the motion carried.

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Yes – 2

No – 0

The meeting was adjourned at 5:24 PM.



Donald Schiffbauer
Chairman



Tina Wieber
Deputy Clerk of Council, Recording Secretary

Wednesday, February 15, 2023
Date Approved