

**NORTH RIDGEVILLE CIVIL SERVICE COMMISSION
MINUTES OF THE
REGULAR MEETING – MONDAY, JUNE 27, 2022**

CALL TO ORDER:

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

ROLL CALL:

Present were Chairman Donald Schiffbauer, Co-Chairman Sam Spann and Secretary Bill Holland. Also present were Assistant Law Director Toni Morgan, Fire Chief John Reese 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 May 23, 2022.

It was moved by Schiffbauer and seconded by Holland to approve the regular meeting minutes of Monday, May 23, 2022 as presented.

A voice vote was taken and the motion carried.

Yes – 3 No – 0

REPORTS:

None

UNFINISHED BUSINESS:

None

NEW BUSINESS:

A request for withdrawal from the Firefighter Entrance Eligibility List dated May 26, 2022, from Fire Chief John Reese for Thomas Hall.

A request for withdrawal from the Firefighter Entrance Eligibility List dated June 6, 2022, from Fire Chief John Reese for Jacob Plocica.

A request for withdrawal from the Firefighter Entrance Eligibility List dated June 15, 2022, from Fire Chief John Reese for Collin Lucas.

Chairman Schiffbauer stated that the Commission had received and reviewed the withdrawal requests for the Thomas Hall, Jacob Plocica and Collin Lucas. He asked if there were any questions or comments from the Commission.

None were given.

Re-certify Firefighter Class C Entrance Eligibility Top 10 List due to request for withdrawal.

Chairman Schiffbauer explained that due to the candidates' withdrawals, the Firefighter Class Entrance Eligibility Top 10 list would have to be re-certified. He asked if there were any questions or comments regarding the list.

None were given.

It was moved by Spann and seconded by Holland to re-certify the Firefighter Class C Entrance Eligibility Top 10 list.

A voice vote was taken and the motion carried.

Yes – 3 No – 0

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

Chairman Schiffbauer stated that the Commission would also have to re-certify the Firefighter Class C Entrance Eligibility List due to the withdrawals. He asked if there were any questions or comments regarding the list.

None were given.

It was moved by Spann and seconded by Holland to re-certify the Firefighter Class C Entrance Eligibility.

A voice vote was taken and the motion carried.

Yes – 3 No – 0

Select Fire Promotional Exam Agency for February 2023 testing

Chairman Schiffbauer advised that the Commission had a chance to review the testing agencies for the Fire Promotional Exams that would be taking place in February 2023 and were going to discuss the choices. He stated that the company that stood out most for the oral exam was Pradco because they were consistent in their quality and got it right every time.

Chief Reese stated that they were the best agency for assessments that they had ever used.

Chairman Schiffbauer mentioned that before moving on to the written exam, they had a chance to review to companies that would provide the oral portion of the exam and asked if there was any discussion with the companies presented.

Member Holland remarked that he wasn't able to find much information on Ohio Fire Chief's Association and asked if anyone had any information that they could share regarding their ability for either the oral assessment or the written.

Chief Reese stated that in all transparency he contracted for Clancy and Associates doing the oral boards for other cities.

Member Holland indicated that he was talking about the Ohio Fire Chief's Association.

Chief Reese explained that no one did a better job regarding the oral assessments than Pradco. He stated that the written exams were pretty much one in the same and that one was just as good as the other but they just charged differently. He went on to say that as far as Ohio Fire Chief's Association went, they had a really good reputation for written and oral boards but they were just a different type of oral boards. He stated that Pradco did a psychological assessment that found a person's traits. He described that what happened with the oral boards and with agencies like Clancy and Ohio Fire Chief's was that they did an exercise exam. He remarked that it was all in how they performed at that specific moment on that specific day. He went on to say that Pradco did a psychological exam and found the candidate's traits, like if they would be good leader or were they someone who got angry easily. He stated that Ohio Fire Chief's Association did do a good with the written portion and so did Clancy. He remarked that they were both pretty equal but that Ohio Fire Chief's hadn't been around as long as Clancy and they were a little more expensive. He stated that they couldn't go wrong with either one.

Member Spann stated that he would choose Pradco for the assessment exam as they wanted to provide the candidates with the best, fairest, most consistent, quality experience and to get the best outcome for the money. He mentioned that the fire department had great success with them in the past. He recommended that they go with Pradco for the oral assessment.

Chief Reese remarked that the assessments were important because just about anyone could memorize material which was what the written exam came down to. He explained that they had the written exam in place so that the candidates could learn certain things but that it didn't necessarily measure their ability to be a leader.

Member Spann stated that the written exam wouldn't find the candidate's traits and when it came down to psychological exam, they couldn't hide that.

It was moved by Spann and seconded by Holland to choose Pradco as the administrator of the assessment portion of the firefighter's promotional exam.

A voice vote was taken and the motion carried.

Yes – 3 No – 0

Chairman Schiffbauer remarked that as far as the written portion of the promotional exam and the quality between Clancy & Associates versus Ohio Fire Chief's being equal that the next thing it came down to was cost. He stated that in reviewing both of the proposals, Clancy and Associates came in at more of a cost saving than Ohio Fire Chief's Association.

Sam Spann discussed that the quality was equal but that the cost of Clancy and Associates was significantly lower.

Chairman Schiffbauer asked Mr. Holland if he agreed.

Member Holland stated that he did.

It was moved by Spann and seconded by Holland to choose Clancy and Associates as the administrator of the written portion of the firefighter's promotional exam.

A voice vote was taken and the motion carried.

Yes – 3 No – 0

Chairman Schiffbauer stated that the next regular meeting was scheduled for 5:00 PM, Monday, July 25, 2022.

ADJOURNMENT:

It was moved by Schiffbauer and seconded by Holland to adjourn the meeting.

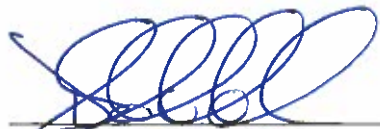
A voice vote was taken and the motion carried.

Yes – 3 No – 0

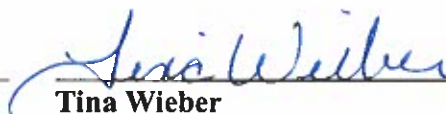
The meeting was adjourned at 5:11 PM.

**NORTH RIDGEVILLE CIVIL SERVICE COMMISSION
REGULAR MEETING – MONDAY, JUNE 27, 2022**

PAGE 5



Donald Schiffbauer
Chairman



Tina Wieber
Deputy Clerk of Council, Recording Secretary

Monday, July 25, 2022

Date Approved