

**NORTH RIDGEVILLE CIVIL SERVICE COMMISSION
MINUTES OF THE
REGULAR MEETING – TUESDAY, FEBRUARY 18, 2020**

CALL TO ORDER:

The meeting was called to order at 6:34 PM.

ROLL CALL:

Present were members Sam Spann, Michael Crevda and Nicholas Ciofani.

Also present were Fire Chief John Reese, Police Sergeant Kevin Phillips, Assistant Law Director Toni Morgan, and Deputy Clerk of Council Michelle A. Owens.

ELECTION OF OFFICERS:

Chairperson:

Member Ciofani opened the floor for nominations for Chairperson.

Moved by Crevda and seconded by Spann to nominate Nicholas Ciofani for the position of Chairperson.

A voice vote was taken and the motion carried electing Nicholas Ciofani to the position of Chairperson.

Yes – 3 No – 0

Co-Chairperson:

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

Moved by Ciofani and seconded by Spann to nominate Michael Crevda for the position of Co-Chairperson.

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

Yes – 3 No – 0

Secretary:

Chairman Ciofani opened the floor for nominations for Secretary.

Moved by Ciofani and seconded by Crevda to nominate Sam Spann for the position of Secretary.

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

Yes – 3 No – 0

MINUTES:

Member Ciofani asked for discussion on the minutes of the regular meeting of Tuesday, January 21, 2020. No discussion was offered.

It was moved by Ciofani and seconded by Crevda to approve the minutes of Tuesday, January 21, 2020 as presented.

A voice vote was taken and the motion carried.

Yes – 3 No – 0

REPORTS:

2020 Firefighter Class C Entrance Examination:

Recording Secretary Owens stated that there were 54 applications submitted. The written exam took place on Monday, February 10, 2020 and, of the 54 applicants, there were only 2 no-show candidates. She indicated that scores to the exam were received today and that final calculations have been provided to Assistant Law Director Toni Morgan and Assistant Clerk of Council Tara L. Peet for review. Based on raw scores provided by the testing agency, she had determined there were 46 passing scores and 6 failing scores to the written exam.

Chairman Ciofani asked about candidate turnout.

Recording Secretary Owens responded that there were 67 applicants to the previous entrance exam with approximately 63 participating in the written exam. It had been conveyed to her that similar departments in other cities received significantly less applicants.

Co-Chairman Crevda asked about the passing ratio when compared to previous exams.

Recording Secretary Owens believed it to be similar.

Assistant Law Director Morgan stated that scores would be provided to members once reviewed.

Chairman Ciofani asked for any other discussion.

Fire Chief Reese expressed no urgency as there were currently no openings within the Department.

UNFINISHED BUSINESS:

None

NEW BUSINESS:

Police Lieutenant Promotional Written Examination Protest Review:

Assistant Law Director Morgan asked Sergeant Phillips if he would like to be heard by the Commission.

Sergeant Phillips stated that, having taken other promotional tests, he felt this to be the most subjective test he had ever taken in his life. He did not believe that it evaluated what he or any other candidate knows. He believed it evaluated how closely the people who wrote the test thought. Sergeant Phillips stated when he filed his protest; there was a line in which the candidate indicates which question they would like to protest. The company does not allow the candidate to review the test and he added he could not state which question he wanted to protest. He stated he has taken multiple promotion tests and between the captain exam and the lieutenant exam, the best score was a 78 percent. He indicated his department was not stupid. Sergeant Phillips stated they are the third safest department in the state and eighth safest department in the country; and they did not get that way being stupid. He stated whoever decided to go with this company may want to rethink that. Sergeant Phillips stated he was not at the meeting to try and get any consideration on his part. He indicated he filed a protest and whatever happens, happens. Sergeant Phillips stated he is looking down the road for the future of this department. He indicated he could retire in a year and a half. He did not believe the test gauged how well of a leader a candidate would be for the department.

Sergeant Phillips stated the test was 666 points; and 70 percent of 666 is 466.2 points. According to CSC rules, a score is rounded up any fraction of a point. He noted he is not a mathematical genius, but he understood the basic rules of math. He did not understand how 0.2 points is rounded to the next highest point. He noted he missed a passing score by less than half a percent.

Assistant Law Director Morgan referred to the protest form filed by Sergeant Phillips, in which he requested that his test be “re-scored”. She stated that the testing agency then hand scored the test and that the score came out the same. She then asked what he meant in his form requesting that the test be “re-evaluated”.

Sergeant Phillips answered re-scored; re-evaluated. It was his opinion that the test was completely subjective and not objective in any way, shape or form. He felt that the testing company needed to consider what they are trying to evaluate when scoring the test. He asked if people think like them or if people think independently. He stated in his line of work, people who think independently are needed. He further indicated he was not permitted to look at the test. He also stated he was not permitted to look at the questions he may have gotten partial credit for. He noted that a really good answer is worth three points; a decent answer worth two points and a so-so answer worth one point. He stated if that is not subjective, he did not know what is. He stated coming to the meeting is not because he is banking on anything. Sergeant Phillips stated his attending the meeting was to ensure that the future leaders of the department are given an objective test of their abilities to be a leader.

Assistant Law Director Morgan asked for any other questions from the Commission.

Chairman Ciofani asked if he had ever taken any other tests that utilized a tiered point system.

Sergeant Phillips responded that he has never taken any kind of test in his 48 years on this planet where one answer is worth three points and another worth two points. He stated he has taken multiple tests through schooling, college, through the military, to get on the department and – once on the department – to get into the police academy.

Chairman Ciofani remarked that he was just seeking clarification as to whether it seems to be an outlier, which it seems like it is.

Co-Chairman Crevda asked if that was a hard rule that he could not get a copy of the test to review the questions.

Assistant Law Director Morgan stated she was writing down things to check on. She stated they do have procedures for viewing the test but they are subject to the company's procedures for the security of the test. She asked Recording Secretary Owens if she looked into it.

Recording Secretary Owens stated that the agency does allow candidates to see their test booklet, but they will not tell you which questions you scored incorrectly. She stated the agency requires it be scheduled in a secure environment. The agency will allow the candidate to watch the DVD questions again but they will not show which questions the candidate scored incorrectly.

Chairman Ciofani asked what is meant by secure. He asked if they candidate would have to go somewhere or if he could view it in his office.

Recording Secretary Owens explained her understanding was that the agency would have someone come out – similar to how the exam was proctored – to monitor the review.

Co-Chairman Crevda asked Sergeant Phillips if he would like to go through the review process.

Sergeant Phillips responded if that was possible, sure.

Co-Chairman Crevda stated that he would vote to let Sergeant Phillips go through the review process and revisit this at the next meeting.

Assistant Law Director Morgan stated that he had filed the protest for that particular procedure on time.

Co-Chairman Crevda stated within the ten days.

Assistant Law Director Morgan asked Sergeant Phillips if that was something he wanted to do.

Sergeant Phillips stated sure, he would do it.

It was moved by Crevda and seconded by Spann to allow Sergeant Phillips to go through the review process [to the Police Lieutenant promotional exam].

A voice vote was taken and the motion carried.

Yes – 3 No – 0

Assistant Law Director Morgan reiterated that this was allowable because he filed his protest within the time frame for this kind of a protest. She added that once he filed it, he had done his part.

Co-Chairman Crevda asked if Sergeant Phillips had not done so, it would not be allowable.

Assistant Law Director Morgan at this point it would be too late to do that kind of a protest.

Chairman Ciofani asked for the name of the testing agency.

Recording Secretary Owens responded that it was National Testing Network.

Chairman Ciofani asked Sergeant Phillips if he had anything further.

Sergeant Phillips replied that he did not.

Chairman Ciofani asked for any other discussion on the protest. No discussion was offered.

ADJOURNMENT:

Chairman Ciofani announced the next regular meeting on Tuesday, March 17, 2020.

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

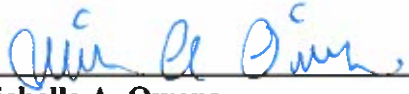
A voice vote was taken and the motion carried.

Yes – 3 No – 0

The meeting was adjourned at 6:50 PM.



Nicholas Ciofani
Chairman



Michelle A. Owens
Deputy Clerk of Council, Recording Secretary

Friday, March 20, 2020
Date Approved