

MINUTES OF MEETING
AVON CIVIL SERVICE COMMISSION
Held Monday, June 3, 2019

AVON CITY HALL

CALL TO ORDER

The meeting was called to order at 10:05 A.M. by Peter Kratt, Chairman of the Civil Service Commission.

ROLL CALL

Present: Chairman Peter Kratt and Commissioners Alan Wojciechowski and Tony Sarraino.

In attendance: Law Director John Gasior, Police Chief Richard Bosley and Recording Secretary, Rose Seighman

ADDITIONS/DELETIONS TO AGENDA:

Mr. Sarraino made a motion to accept the agenda as published. Mr. Wojciechowski seconded and the motion passed 3-0.

APPROVE MINUTES OF MEETING OF 5/6/2019:

Mr. Wojciechowski made a motion to accept the minutes from the May 6th meeting. Mr. Sarraino seconded and the motion passed 3-0.

ACTION/DISCUSSION ITEMS:

Approve Police Promotional Exam & Date

Mr. Kratt asked Chief Bosley to fill everyone in on the background for this request. Chief explained that back in 2011, the department went from having 3 Lieutenants to 2. The reason was to have a more “bottom up” department. Since that time, the agency has grown by about 9 officers, so they would like to restore the 3rd Lieutenant position. Chief has spoken with the Mayor about having this Lieutenant examination. Chief has reached out to other agencies to see what they are doing across Ohio and the nation. No problems with Ramsey & Associates. City will continue to work with them in the future as the need arises.

The Chief wants to test for critical decision-making responsibilities. It is important the higher up in rank you go. National Testing Network seems to be on the cutting edge of that. This test does not give you study materials where you study and then you take the test. This is a test where you are either prepared or not prepared. The first 100 questions are video based, approximately 4 questions per video. The company sent the Chief a sample of what the test would be like. Chief proceeded to bring up on the Mondopad a sample entrance Fire Fighter exam. We watched a short video. Mr. Kratt asked if the candidate then has to answer questions based on the video. The Chief replied yes. Mr. Kratt asked if it is a subject of grading and Chief said to an extent it is because it is trying to assess critical thinking. The company scores the test, we do not. Mr. Gasior asked if you answer the questions in an essay format, Chief said no, it is not essay, it is multiple choice. Mr. Gasior asked if they would watch the video, then answer multiple choice questions, Chief replied yes. Mr. Gasior then asked how will candidates study for this exam? Chief replied that there are no study materials because you either have the *critical decision-making ability or you do not*. Mr. Gasior said it’s unusual not to have material to read or review. Mr. Kratt said that would be his concern about this test. Have they had complaints related to not being able to study? Chief replied they have not. Chief then pulled up on the

Mondopad a list of agencies in Ohio that are using this company. Mr. Gasior asked if the Chief has spoken to any of these agencies. He replied he has spoken to Circleville. They truly like the process. When Chief spoke with them, he was talking with them more about entrance exams rather than promotional exams. Mr. Gasior asked why some agencies on the Mondopad are in pink. The answer was any agency is pink is currently hiring. Cleveland is on there, so that means they have used them. Mr. Gasior asked if Columbus used them, and they have not. The Chief then went on to say that this company is so appealing, especially for entrance exams because they have testing centers set up across the nation, so you pay \$35 to the National Testing Network and you go anywhere in the nation and take the test. Then go to the website listing all the agencies using this test and click on the agencies that you want them to send your test results to. Your results will go to all those agencies. Mr. Gasior said it is almost like the federal government's PACE test. Mr. Kratt said it is almost like the ACT test. Chief shared that his son is being sworn in on Monday in Reynoldsburg and they used the National Testing Network. Mr. Gasior congratulated Chief Bosley on that. Chief Bosley also shared that LeRoy Medina's son (LeRoy works for the Avon PD) was hired off this test for Upper Arlington Police Department. Mr. Kratt asked if this would be the first time we used this test and Chief answered yes. Mr. Gasior asked how many questions were on test, Chief said 213. Gasior asked how it is proctored. Chief said we would have it in the Police Community Room with a large smart board with audio/video in the room. When he spoke with the Mayor about proctoring the test, the Mayor would prefer to have the testing company proctor it. The company quoted us at \$750 for the test and \$400 to proctor it. Mr. Gasior asked how they would deal with challenges regarding the test and Chief said they would follow our Civil Service Rules for challenges. Chief said he hasn't sent them our rules, but would.

Mrs. Seighman asked how many candidates could possibly take this promotional exam. Chief answered we have 6 Sergeants, and 5 would be eligible to take the test - one of them, Sgt. Larry Miller does not have a full year in rank, which makes him ineligible.

Mr. Wojciechowski asked if there are 178 videos with 178 questions and Chief explained that there aren't 178 videos, but there are about 4 or 5 questions pertaining to each video.

Chief explained that these videos/questions are all pertinent to the roll of supervisor, how you supervise, evaluate and instruct your officers and how you handle those you work with. Chief said what he likes about this test is that unlike previous promotional tests, you don't study a book on practical theory and get tested. That type of testing does not show how you will apply what you know. Some move into the supervisory roles easily, some do not. We are trying to find the most critical thinking supervisors. This type of a test accomplishes that.

Mr. Gasior understands that, but he thinks of the person that is taking the test and is having trouble with a question or two and skips it, to go back to it later, but you can't do that with this test. And how much time is allowed? Chief said you cannot go back on this test, especially with the video portions. Mr. Kratt asked if everyone will be on their own computer – Chief answered they will not, it will be on a 72 inch Mondopad on the wall of the room with 5 applicants taking the test as the videos stream on the Mondopad. Chief did take the video portion of the test, just to see how the process went and he found no issues with time. Overall, the test was extremely good at determining critical thinking. The only thing he did not like is that because it is a nationwide test, everything doesn't always fit perfectly into Ohio, but that was minor. The critical thinking portion was really good.

Mr. Kratt asked if Chief has any input/judgement on who to promote? Because we use the Rule of 3, there is some flexibility with who will be promoted, since we will have the top 3 scorers to choose from.

The group looked at the testing booklet and went over a question and the answer options and discussed it.

Chief went on to discuss the National Testing Network and their parent company, Ergometrics, and shared what he knows about them.

Mr. Kratt asked Mr. Gasior if he could foresee any legal issues if we decided to go this route for our promotional exam? Mr. Gasior said that is why he wanted the Chief to be here today to explain why he wants this test. Chief has done a good job of explaining why he believes this is the best way to promote. It is different and the biggest difference is there are no study materials. Mr. Kratt asked Mr. Gasior if he thought that could be an issue, and he replied he did not. Plenty of agencies have used this test and they are still in business, so he believes it is legitimate. Mr. Kratt asked for any questions or concerns. Mr. Sarraino said it looks like this a very “common sense” test, Mr. Gasior agreed.

Mr. Wojciechowski asked if you took this test and did not get the job you applied for, but another agency is hiring and is using National Testing Network, would you take the test again or not? Chief said he believes you can only take this test once a year, so the 2nd agency would still be using the results from the test you already took.

Mr. Kratt asked Chief Bosley if Mayor Jensen would ask for the Chief’s input before making a final decision on who to hire. Chief Bosley responded that he does believe the Mayor would ask for his input.

Mr. Kratt indicated he does not think it is a good idea for any Civil Service Commissioner to be present during the administration of the promotional test. Mr. Gasior agreed.

Mr. Sarraino made a motion to approve the Police Promotional Exam and Date based on if Chief Bosley and the Law Director get confirmation from the National Testing Network that they can accommodate our Civil Service Rules & Regulations regarding challenges and protests. Mr. Kratt seconded and the motion passed 3-0.

Accept the date of the Promotional Exam for July 29

Mr. Kratt made a motion to accept the date of July 29 for the Promotional Exam subject to confirmation of the Chief. Mr. Sarraino seconded and the motion passed 3-0.

CHAIRMAN’S COMMENTS:

Mr. Kratt asked if the Chief would still use the traditional written exam for the police entrance exam. The Chief indicated he isn’t sure at this point. He spoke with other agencies regarding this and with the struggle for recruitment, this being a nationwide test, it seems to help with the numbers of applicants, so he isn’t really sure. He will wait to see how it works with the Promotional Exam and he will have a better idea. Mr. Kratt asked if Avon is still a preferred place to work and Chief replied that it seems to be. Everyone likes the community, pay is competitive and we have 2 conditional offers out right now – 1 was at a previous agency for 15 years before coming to Avon and another was an officer for a few years at an agency that pays more than Avon, and he still wanted to come here.

GENERAL COMMENTS:

None.

NEXT MEETING DATE:

The next meeting has been scheduled for Monday, July 1, 10:00 A.M.

ADJOURN:

Following a unanimous vote, today's meeting was adjourned at 10:30 A.M.

PASSED: _____ **SIGNED BY:** _____

Peter Kratt, Chairman

ATTEST: _____

Rose Seighman, Recording Secretary

C: John Gasior
Chief Bosley
Chief Root
Rose Seighman