

City of Hubbard, Ohio Civil Service Commission

220 West Liberty Street, Hubbard, Ohio 44425 – (330) 534-5719

Regular meeting called to order at 8:00 AM on Tuesday, October 10, 2017

Present: Dave Morris, Ray Farcas, Mike Mogg

Others Present: Mayor John Darko, Safety Director Lou Carstone, Police Chief James Taafe, Officer Mike Banic, Officer Josh Knebel, Office Ted Thirion, Officer Joe Marando, Secretary Marianne Hallapy

Motion #1: A motion was made by Dave Morris and seconded by Ray Farcas to approve the minutes of the July 11, 2017 regular session as submitted. Motion carried 3-0.

Notation #1: It was noted by Morris that nominations for Chairman and Vice Chairman needed to be made anytime a new member joins the Civil Service Commission Board. Nominations were taken for both positions for the remaining time period through December 31, 2017.

Motion #2: A motion was made by Ray Farcas and seconded by Mike Mogg to appoint Dave Morris as Chairman of the Civil Service Commission for 2017. Motion carried 3-0.

Motion #3: A motion was made by Mike Mogg and seconded by Dave Morris to appoint Ray Farcas as Vice Chairman of the Civil Service Commission for 2016. Motion carried 3-0.

Notation #2: Chairman Dave Morris announced that of the 13 applicants received, eight applicants passed the physical agility test to qualify for the written examination. Seven of the eight candidates took the written examination, with five candidates earning passing grades. The five candidates were certified and placed on the qualified list for appointment by Clancy & Associates.

Motion #4: A motion was made by Dave Morris and seconded by Ray Farcas to accept and certify the results of the written examination for Full Time Police Officer as reported by Clancy & Associates when submitted and received by the Civil Service Commission board. Motion carried 3-0.

Notation #3: Discussion of the Police Sergeant Promotion Assessment test, with assessment on September 16, 2017 and written exam on September 30, 2017 by the OACP:

Marando: Officer Marando noted that in his opinion he felt that the assessment involved with the test wasn't worth the cost. He stated that it could have been longer and that there was a lot of down time – there was 8 hours, but he was finished in 3. Marando spoke to the administrators for about 14 minutes. He felt that the minimal amount of time spent with the test administrators wasn't enough to fairly judge and decide who the best candidate is.

Banic: Officer Banic agreed with Marando. He stated that there was only one scenario that was pertinent to a supervisor position. He said that he spoke to the administrators for only about 20 minutes. After hearing the cost of the assessment, Banic didn't feel that the cost justifies the test. He added that the content of the written portion was only based on a book

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that they had to read, so it merely tested how well you could read. Banic noted that former promotional written tests included ordinances, ORC codes and policy, which are important for a supervisor to know. He questioned why the department changed the old process. He said his biggest problem with this was the excessive cost and that the process didn't justify it. Banic stated that it's taxpayers' money and it was a lot – there could be better uses for the money.

Thirion: Officer Thirion agreed with both Marando and Banic. He stated that he spoke with the administrators for 21 minutes between the two scenarios they had. He didn't think it was fair that he was assessed in only 21 minutes. He noted that the test had nothing to do with their job for the most part – it was a few people's take on what they believe a supervisor should be and they had to read it and know it. He added that it would be no different than anyone in the room writing a book on what they believe a supervisor should be doing. Thirion also brought up that the officers couldn't argue a question- we had to argue while we were there. He stated that when you read a question, if your answer is there – or what you believe your answer is- and you answer it, there's no recourse because you will answer that way. If that question wasn't correct then, I couldn't say why I believe the question should be invalid.

Morris noted that the contesting of question was changed several years ago when they had the rules written. The board was told that there were no laws that required a challenge period, so the board put the challenge period before leaving the test site. You didn't have to come up with the answer of what you thought it should have been, you just had to challenge the question by the end of the test.

Knebel: Officer Knebel agreed with everyone's comments. He felt that the money spent was wasted on the test. He added that \$7,000 for 25% of a score... the three scenarios they administrators had them do – only one kinda pertained to the job. He noted that the written test had nothing to do with Hubbard, so he didn't feel that it was giving the department the best person for sergeant. He stated that it's only proving that one of them could read a book, retain the information really well and take a test. Knebel felt that the old test where it questioned you on ordinances, policies and everything that pertained to Hubbard is the test you want to give. I don't think this test proved that you're going to get the best person for the job, it just proves who could read a book, then take a test.

Morris stated that on the assessment portion of the test, if it was scored 50/50 or kept at the 25/75, it would have made no difference in the outcome. The percentage did not play a factor in the scoring. From the highest score at 83% and the lowest score at 77%, the assessment center scoring had a 6-point difference, which when you do the percentage comes down to about 0.4 percentages of a point. All five candidates were extremely close according to the assessors. With regard to the written exam, there's a bigger spread with high score of 67% and low score of 49%. The assessment center sent a packet which breaks down each candidate with a critique of their testing that will be available for each officer.

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Motion #5: A motion was made by Dave Morris and seconded by Mike Mogg to accept and certify the results of the assessment and written examination for the Police Sergeant Promotion and further announce Mike Banic as the new Sergeant for the City of Hubbard Police Department and seconded by Mike Mogg. Motion carried 3-0.

Motion #6: A motion was made by Dave Morris and seconded by Ray Farcas to adjourn the meeting at 8:21 AM. Motion carried 3-0.

Respectfully submitted,

Marianne Hallapy, Secretary

David Morris, Chairman

Ray Farcas, Vice Chairman

Mike Mogg, Member