

Civil Service Commission

Special Meeting

April 18, 2023 – 5:30pm

Present: Chairman Mike Hawkins; Commission members Shane Barker, Dave Hetrick, Nate Falkenstein and John Potkalitsky. Also present: Chief Vince Yakopovich and Secretary Jon Hoover

Approval of Minutes:

- **Mr. Potkalitsky moved, second by Mr. Falkenstein, to approve the minutes of the February 16, 2023 Annual Organizational Meeting. The motion carried by a unanimous voice vote.**

Old Business: None

New Business:

Chief Yakopovich requested the Commission approve a new entrance examination for police officer to coincide with a new graduating class from local academies. He has also reached out to PRADCO to discuss options for the assessment portion of an eventual Sergeant's promotional examination. Discussion was held over the Police Chief candidates' dissatisfaction with both the written and assessment components of that promotional process.

Chief Yakopovich then stated the Police Department needs to hire an Administrative Assistant, but there is a question of whether that position must be part of the classified civil service or not as the City Charter and Codified Ordinances appear to be in conflict on that subject.

Chief Yakopovich also shared that the Police Department will need to fill two Sergeant positions once the two remaining Lieutenant positions are appointed, but the priority is for an entrance examination followed by the promotional exam for Sergeant.

Discussion turned to lateral transfers and how they have worked out thus far for the Police Department. Chief Yakopovich stated that the Department has had success with lateral transfers, but still must compete with other regional departments that often are able to offer higher compensation.

Mr. Hawkins initiated discussion of utilizing National Testing Network for the next police officer entrance examination.

- **Mr. Falkenstein moved, second by Mr. Hetrick, to take the necessary steps to hold an entrance examination for the position of full-time police officer. Motion carried unanimously by a voice vote.**

Mr. Potkalitsky asked the group for their thoughts on how recent events with the Akron Police Department may affect surrounding communities and discussion on that topic ensued.

Discussion then turned to the upcoming vacancies amongst the Sergeant position in the Police Department and whether to extend the current list or put on a new promotional examination. Mr. Barker opined that with a new Chief in place, the Commission should listen to his desire to put on a new Sergeant's promotional examination and create a new eligibility list. Mr. Falkenstein added that by

putting on a new test that would include officers newly eligible, there would be a greater talent pool from which to choose.

- **Mr. Falkenstein moved, second by Mr. Hetrick, to take the necessary steps to hold a promotional examination in order to create a new eligibility list for the position of Police Sergeant . Motion carried unanimously by a voice vote.**
- **Mr. Barker moved, second by Mr. Falkenstein, to weight the assessment and written examination scores when calculating the final Police Sergeant rankings by the amount of 70/30, respectively. Motion carried unanimously by a voice vote**

Mr. Barker moved, second by Mr. Potkalitsky to adjourn the meeting. Motion carried unanimously by a voice vote at approximately 6:24pm

Date: _____

Attest: _____

Jon Hoover, Civil Service Commission Secretary

Presiding Officer: _____

Mike Hawkins, Chairman