

Civil Service Commission

September 9, 2021 – 5:00pm

Present: Chairman Mike Hawkins; Commission members Dave Hetrick, Nate Falkenstein, John Potkalitsky, and Melissa Hunter

Also Present: Mayor Nicholas Molnar, Lieutenant Vince Yakopovich, Chief Brian Ripley and Law Director Mark Guidetti

MOTIONS

- **Mr. Potkalitsky moved, Mr. Falkenstein seconded and motion carried unanimously on a voice vote to accept the minutes from the August 23 meeting**

Mr. Hawkins explained the reason for this meeting is the Mayor had called him in the previous month to inform him of the City's need for a school resource officer (SRO), and the Police Department would like to utilize lateral transfers to fill this role.

Lt. Yakopovich noted after conferring with Dir. Guidetti, that Civil Service Rule VII A allows for lateral transfers from departments outside of Macedonia. While the department was initially looking to this rule to fill the SRO position, it was decided that this rule could prove beneficial for other classified positions needing filled (police officer and dispatch). He would like the Commission to 1) accept the Law Director's interpretation of Civil Service Rule VII A as it relates to lateral transfers, and 2) invoke Civil Service Rule XI (Waiver of Rules) in regards to Civil Service Rule VII A relative to pay

In response to a question from Mr. Falkenstein about the specifics of pay in Rule VII A, Dir. Guidetti noted there is an argument to be made of some flexibility, but encourages the Commission to make a determination ahead of time what it considers that rule to mean. He recommends the Commission clarify whether it wants to waive the rule as Lt. Yakopovich contemplated, or amend the rules.

In regards to lateral transfers from outside municipalities, the Mayor noted that to avoid any notion of impropriety the Police Department, himself and the City Human Resources Department will interview each candidate separately.

Discussion was had over the difficulty in finding applicants in present day versus years ago.

Chief Ripley requested that lateral transfers be an option for the Fire Department, should that be a need down the road, to which Dir. Guidetti responded right now the rule applies to all classified civil service.

Mr. Hetrick questioned whether Rule VII A allows for a transfer coming from a different municipality to have the same pay as the location from whence they came. Dir. Guidetti responded his interpretation of the rule is having the same pay as the destination municipality.

Lt. Yakopovich stated that regardless of what the interpretation of the rule is, the memorandum of understanding (MOU) with the union eliminates ambiguity.

- Mr. Hetrick moved and Mr. Hawkins seconded, to amend Civil Service Rule VII A with "The City may appoint newly hired patrolmen to any pay grade commensurate with their prior work experience". Motion carried unanimously by a voice vote.


Discussion was had on the challenges in finding the right individual to fill the role of an SRO.

NEW BUSINESS


- Chief Ripley stated that the Fire Department will likely be wanting to create the rank of Captain, which would need to be approved by City Council.

Mr. Falkenstein moved to adjourn, Mr. Potkalitsky seconded, and motion carried unanimously on a voice vote to adjourn at 5:41pm

Date: 10/13/2021

Attest: 

Jon Hoover, Civil Service Commission Secretary

Presiding Officer: 

Mike Hawkins, Chairman