

Civil Service Commission
Annual Organizational Meeting
January 19, 2022 – 5:30pm

Present: Chairman Mike Hawkins; Commission members Dave Hetrick, Nate Falkenstein and John Potkalitsky. Also present: Mayor Nicholas Molnar, Chief Jon Golden, Lt. Vince Yakopovich and Secretary Jon Hoover

Absent: Commission member Shane Barker

Moving directly into new business, discussion was had regarding potential changes to the method of promotions within the Police Department.

Mayor Molnar requested consideration to modify the current Civil Service Rules “1-1” to a “Rule of 3” for Police Department promotional examination appointments, similar to what the Fire Department had recently adopted. This rule would allow the Mayor, as Safety Director, discretion to appoint one of the top 3 highest-scoring candidates on a certified eligibility list for promotion, rather than automatically be required to promote the individual that scored the highest. He argued that just because someone scored the highest on the test, does not mean that individual is the best fit for that role. Further, while stating the Safety Director should have a say because the successful candidate’s performance falls on his shoulders, the decision of which candidate from the top 3 is promoted would be informed by discussion with Human Resources and current senior ranking personnel within the Police Department. The Mayor also stated that several officers within the Police Department have expressed support for this rule change.

Chief Golden expressed hesitancy with moving to a “Rule of 3” as he believes the sole purpose of the Civil Service Commission is to take politics out of the process.

Lieutenant Yakopovich opined that this rule change could negatively affect morale and cause long-term scars over someone being promoted that did not come out on top of rankings. He stated that the person who ranks first deserves a chance, and that the individual is still subject to a one-year probationary period, during which the individual demonstrates whether or not they are a good fit for the position.

Mr. Hetrick stated that he can see both sides of the debate and believes that good test takers are not necessarily leaders. He also stated that he could see a scenario where a qualified, but outspoken and vocal candidate could be passed over for another candidate that “rode easy” and did not make waves.

Mr. Falkenstein stated that he believes the current promotional method is broken and produces the best person “on paper” and not necessarily the best leader. He shared that a letter from the officers in favor of a potential rule change addressed to the Commission would be helpful.

Mr. Potkalitsky suggested that perhaps an assessment center is needed for the Police Department as happens for the Fire Department.

Chief Golden and Lieutenant Yakopovich informed the Commission that they would like to utilize a psychologist as part of the hiring process, along with recent polygraph exams candidates may have

taken. Mr. Hawkins stated that he did not see an issue letting the Police Department select a psychologist, but to let the Commission know who they ultimately choose.

Discussion was had on the benefits of local dispatching over regional dispatch, in light of the regionalization efforts made by several communities in Summit County.

Election of Chariman, Co-Chairman and Appointment of Secretary

Mr. Hetrick moved, second by Mr. Falkenstein to nominate Mr. Hawkins to position of Chairman. There being no further nominations, nominations closed and Mr. Hawkins was elected unanimously on a voice vote to position of Chairman for 2022.

Mr. Hawkins moved, second by Mr. Potkalitsky to nominate Mr. Hetrick to position of Co-Chairman. There being no further nominations, nominations closed and Mr. Hetrick was elected unanimously on a voice vote to position of Co-Chairman for 2022.

Mr. Hawkins moved, second by Mr. Hetrick to nominate Mr. Hoover to position of Secretary. There being no further nominations, nominations closed and Mr. Hoover was elected unanimously on a voice vote to position of Secretary for 2022.

MOTIONS

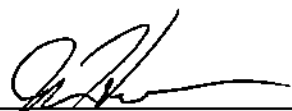
- Mr. Potkalitsky moved, second by Mr. Falkenstein to certify the results of the December 7, 2021 sergeant's promotional exam for the Police Department, as reviewed, calculated and ranked at the December 13, 2021 special meeting.
- Following review of results of the written exam, Mr. Potkalitsky moved, second by Mr. Hetrick to certify the results of the Police/Fire dispatch examination administered on January 5, 2022. The eligibility list to be posted and forwarded to Safety Director appears below
 1. Shelly Rushing
 2. Hether Soeder
 3. Denise Tharp
- Mr. Potkalitsky moved, second by Mr. Falkenstein and motion carried unanimously on a voice vote to accept the minutes from the December 13, 2021 special meeting

UNFINISHED BUSINESS

- None

Mr. Hetrick moved to adjourn, second by Mr. Potkalitsky, and motion carried unanimously on a voice vote to adjourn at 6:46pm

Date: March 22, 2022

Attest: 

Jon Hoover, Civil Service Commission Secretary

Presiding Officer: Michael P. Hawkins

Mike Hawkins, Chairman