



# City of Gahanna

## Meeting Minutes

### Civil Service Commission

200 South Hamilton Road  
Gahanna, Ohio 43230

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Thursday, August 16, 2018

6:30 PM

City Hall, Committee Room

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#### A. CALL TO ORDER AND ROLL CALL

**Present** 5 - Brian Wright, Chad Downing, Stephen A. Patterson, Beryl Piccolantonio, and Debbie Stefanov

#### B. ADDITIONS OR CORRECTIONS TO THE AGENDA

#### C. HEARING OF VISITORS

#### D. APPEAL/GRIEVANCE HEARINGS - None.

#### E. UNFINISHED BUSINESS

##### a. Amend Civil Service Rules

Liz introduced herself; works for Optimal Testing; works with Columbus and Grove City; 70% weighting oral examination process and 30% on testing; once they are selected to go into a training; thinking about those knowledge skills and abilities; core values that will help them be successful; interpersonal skills, etc. can be assessed in other ways but difficult in other formats; weighting 70% makes sense because their verbal communication skills is most important; it's difficult to teach interpersonal skills; it's difficult to assess with a written test; oral assessments are important to be structured process; asking very specific qs for core competencies; how well do they problem solve; qs are designed in that way; state what you are looking for and what are the responses; takes the subjectivity out of it; human beings making judgment; AC was able to see their process for Grove City; experience training; tools for assessors to help them do that evaluation; help predict performance; Optimal Testing can provide assistance to provide assessor training; have the structured process be in place; minimize errors in the process; BW asked correlation? Liz said ex for Cbus there is a lot of oral assessments; able to correlate the cognitive piece; entry level examination process; they have to go through state and testing; have top scorers to make it through; found positive correlation; 10 min; come up with factors that make a successful police officer; BW asked what it makes the best factors; brought job analysis from grove city; ability to effect to orally community; ability to recognize unusual and ; host of things to consider abilities; BW those should like those would make good police officers; Liz hasn't seen any veteran's preference surveys on whether they make a better police office; it isn't their

ability to their job better; would not make a decision based on gender or minority; can't make a decision on gender; a lot of things are disproportionate to gender in the process; it is predominately white males; need to be careful of basing it on gender; would need to show the court; impact one group or the other; BW struggles with this can demonstrate that disproportionately advantages to men; he can get that; preference disproportionate victims of crime that are female; figure out how to do right for everyone; his dad still tears up when they ask veterans to stand up in church; he would like to see convincing date point; he does not want any obstacles for female candidates or victims of crime; SP asked if they see anything going in the direction of cities going to panels; Liz said Columbus and grove city in terms of increasing; labor intensive to take the time to bring in good assessors; it's not that a lot of agencies have the resources to do panel; SP how do you see what you are using as components of the people on the panel; Liz said panel is usually grove city selected 2 police personnel internal to the agency and had civilian person with HR background; civilian brings that perspective and balance and remove biases; SP said you have subjective type evaluation; how do recommend that can be evaluated; she doesn't like word subjective; the process is objective as you can get when talking about open format; now in unfinished business - SP said a lot of questions going around; whether a veteran shows they are better police officer than without that experience; JS said difficult to answer; very good officers with and without; no information either way; can either reduce some obstacles to diversify the dept.; HR and consultant spoke to those points; this is very significant step; to change the weighting so much on the test; teach tactical skills; interpret the law and apply the law; personal skills from college, military life experience; would like to do whatever it takes to enhance the process; BP asked if ac can walk through changes; military reduce to 2 from 5; remove education credit completely; ac said concept of changes are the same; SP asked the interview process; ac do test first and past; physical fitness; then turn in their personal history question; reviewed by officers and all of those candidates would be invited to interview process; will cap at 20; that saves time on the back end; successful candidates from panel would go to Chief's interview; cd asked why 2 reduced for military; ac said find middle ground to reduce points; ac said dispatcher would be similar; dispatchers list being set for a period of time so always have candidates available to us; BW asked what is normal points; Liz said without knowing what the scores and how that impacts the score; BP asked if they 37 min; SP asked to clarify the chart; military shows BP said most cities who had civil service protection did not have the military credit; BW asked the difference; BP curious why there seems to be correlation between military credit with civil service employees; BW asked if Chief wanted to remove all points; he said original recommendation we don't have compression scores; 2 pts maintains the spirit of veteran point preference; all the changes are achieving the goals for the process to be more effective; there are other areas where veterans get benefits like GI bill; BW asked what changed from last mtg; 2 pts achieves both goals reduces impact but still give veteran preference; 44 min BW asked optimics; JS said some cities have 20% credit that would give them a huge bump; 2 pts is fair; BW asked what percentage of veterans on force; JS 58% and female about 16%; BP is uncomfortable; BP said uncomfortable with conversation; 47 min; JS said he probably would not; BW said he agrees but believes; 49 min BP is not convinced that the

military reason is disproportionately female; unless we can show; BW given the advantage academic requirement; SP said goal is get the best candidates; JS said want to cast that net to capture as many good candidates; wide net best possible police officers; JS said you get what you get so much emphasis on the training to be as empathetic and compassionate; AC said broken down by gender; BP asked the recruitment process; why there are more male officers than females applying; JS said it is very difficult to be on this job; not seeing those numbers anymore; requires a lot of engagement; BW said he wasn't happy adding points back in; cd asked how often do the 5pts bump somebody up; he said that would be hard to answer; he started as chief and didn't sit on those process; SP asked the components of the panel qs; grading system; Liz suggest that assessors trained, focus on conducting a structured interview; design the question regarding someone's ability to exercise independent discretion; create a scale look for top answer and would get scores for that.

[2018-0147](#)

Report to Civil Service Commission

A motion was made by Piccolantonio, seconded by Downing, to recommend approval to Council, the amended Civil Service Rules. The motion carried by the following vote:

Yes: 5 - Wright, Downing, Patterson, Piccolantonio and Stefanov

**F. NEW BUSINESS**

**G. CORRESPONDENCE AND ACTIONS**

**H. OFFICIAL REPORTS**

**a. Director of Human Resources**

**b. Chair**

**I. POLL COMMISSION FOR COMMENT**

**J. ADJOURNMENT**

At 8:12 p.m.

