

MINUTES OF MEETING
AVON CIVIL SERVICE COMMISSION
Held Monday, June 6, 2022

AVON CITY HALL

CALL TO ORDER

The meeting was called to order at 10:00 A.M. by Peter Kratt, Chairman of the Civil Service Commission.

ROLL CALL

Present: Chairman Peter Kratt, Commissioner William Greaney and Commissioner Alan Wojciechowski

In attendance: Police Chief Fischbach, Asst Fire Chief Bruehler, Safety Director Streator and Recording Secretary, Rose Seighman

ADDITIONS/DELETIONS TO AGENDA:

Mr. Wojciechowski made a motion to accept the agenda as published. Mr. Kratt seconded and the motion passed 3-0.

APPROVE MINUTES OF MEETING OF 5/23/2022:

Mr. Wojciechowski made a motion to accept the minutes from the meeting of 5/23/2022. Mr. Greaney seconded and the motion passed 3-0.

OLD BUSINESS:

DISCUSSION ITEMS:

Mr. Kratt said that we have no Action Items on this Agenda. He was speaking with Rose about setting the next meeting date, which would normally be on July 4th, which obviously won't happen. Rose said she will need some time to go through the test results from the Police Exam and Mr. Kratt indicated he is out of town the week of July 11th, so Monday, July 18th would be the next Monday. He asked if anyone had an issue with that date. Mr. Kratt then asked Chief Fischbach to speak a little bit about the exam.

Chief Fischbach explained that the process is currently underway, we started accepting applications, as well as opened the testing up with National Testing Network on May 31st. Candidates can apply and take the exam through midnight of June 24th. Once that period closes, NTN will then provide us the list of candidates with their scores and we will need to add the extra credit points to the their raw passing scores. Once we have that done, we will have a list for the Commission to certify at the July 18th meeting. Rose explained that she spoke with Diane, Avon's Human Resource Specialist, and asked if she thought 2

weeks was enough time, knowing the 4th of July holiday will occur within that 2 week period. Diane said she believed that would be enough time to get the list together. Once Mr. Kratt indicated he is out of town the week of July 11th, having the meeting on the 18th will simply give Rose and Diane more time, which is always helpful. Mr. Kratt asked how many candidates we have so far and how many do we expect. Rose shared that as of this morning, there are 3 candidates on the Lateral Exam List, 18 candidates on the Entrance List. NTN shows the scores of the candidates and of the 18 on the Entrance Exam, 3 have failed. She can also see when a candidate is scheduled to take an exam, since it is open through June 24th. There are 7 candidates that are schedule to take the exam between now and then. Chief Fischbach said that the last exam, when combining the Entrance and Lateral Lists, we had over 100 candidates. It would be great if we could see those numbers again, but talking with neighboring jurisdictions, that is not what they are seeing. Mr. Kratt asked if the Chief saw the article in the Plain Dealer newspaper this morning, which was about local Fire Departments not having good numbers for their exams either. Chief said he did. That is his concern, we don't have a large pool of candidates. He is looking to hire 6 new officers in the next 6-9 months. He is hoping these numbers pick up, but as he has been saying at all of our Civil Service Meetings, nobody is seeing a good turnout. Mr. Kratt asked if it's still true that Avon is considered an attractive place to work. Chief answered that by far, yes, it is. We are known as a good employer, a good place to work. It's not just law enforcement, it's fire departments as well. We are struggling to make this job look attractive. He hopes the numbers go up before June 24th. Mr. Greaney mentioned that Avon is known to have a good Civil Service Commission as well. Chief agreed and said absolutely. Chief said that one of the reasons we switched to NTN was to get a larger pool of candidates. The process is a little more user friendly, as you aren't stuck with one date/time to take the exam and if you can't make it, then you can't take the exam, where NTN has an online format and draws candidates from all over the United States. A year and a half ago, it worked in our favor, hopefully it will again. Mr. Greaney asked if we will have one list combined instead of a separate list for Lateral and Entrance. Chief answered that we will have two different lists, Entrance & Lateral. NTN will provide those 2 separate lists of candidates for us. Mr. Greaney then asked if it was up to the Chief which list they hire from? Chief answered yes. The Lateral is helpful for time, because you have to be certified to be on that list. We do look at the Entrance List as well. But if the candidate does not have the Academy, then it's a minimum of 6 months for the Academy then 3-4 months of Avon's Field Training. Needing to hire a minimum of 6 people in the next 6-9 months, time isn't on our side. There is nothing that says which list we have to use, we have the latitude to go to either list based on what our needs currently are.

Mr. Kratt asked if Mr. Streater had any comments. Mr. Streater said he didn't have anything to add other than, everyone is struggling with getting numbers.

ACTION ITEMS:

CHAIRMAN'S COMMENTS:

GENERAL COMMENTS: None

NEXT MEETING DATE:

Next meeting is Monday, July 18, 2022 at 10:00 A.M.

ADJOURN:

Following a unanimous vote, today's meeting was adjourned at 10:10 A.M.

PASSED: _____ **SIGNED BY:** _____

Peter Kratt, Chairman

ATTEST: _____

Rose Seighman, Recording Secretary

C: John Gasior
Safety Director Duane Streator
Chief Fischbach
Chief Swope
Rose Seighman