

CIVIL SERVICE COMMISSION

April 7, 2015 Meeting Minutes

Roll Call - Members present for the meeting were Amando Johnson, Deborah Bingham and William Brogley. Alternates present were Denise Bruno and France Krazlkovich. Also present were Commissioners Elwood Taylor and Martin Schrieber and Manager Carol R. Lewis.

Call to Order – The meeting was called to order by A. Johnson at 6:39 P.M.

Approval of Minutes – F. Krazlkovich pointed out that the name for Mr. McGowan is listed in the minutes as Mr. McGallon. A motion by W. Brogley, seconded by D. Bingham, and unanimously carried to approve the minutes as presented with the change in the spelling of Mr. McGowan's name.

Unfinished Business

Eligibility List Generation – W. Brogley sent the polygraph results to the Board with two attachments on April 6, 2015. W. Brogley noted that the results were forwarded to the Committee but no discussion took place. Mr. Tokonitz had his polygraph on March 26 and Ms. Sanderlin had hers on March 30. W. Brogley advised the Commission that he had followed up with Chuck Garner who advised him that the Commission can certify any list up to three. He provided his opinion in writing. F. Krazlkovich suggested that it be attached to the minutes. A. Johnson said that both candidates met the criteria to move on to the background check as they passed their polygraph. W. Brogley had a long discussion with the polygraph administrator, James McGowan. He's been doing this for twenty plus years. He pointed out that just because someone passes a polygraph does not mean you necessarily want to hire them. The Commission discussed what should and should not be taken into consideration and the process moving forward. They adjourned into Executive Session at 6:52 PM and reconvened the public meeting at 7:08 PM. A. Johnson said that they are going to take everything they learned in trying to generate a list and apply it to the process in September; they do not feel comfortable recommending any of the candidates to move forward for a background check or put on a list. He asked E. Taylor what the current staffing situation was. E. Taylor told the Commission that the Chief noted his ability to cover shifts is a lot better than last year. He is using all the option given to him. The Commission discussed the hiring of part-time personnel and the criteria. A motion by W. Brogley, to change the requirements of being a full-time police officer from three (3) years to two (2) years. The Board discussed which section to change and how. W. Brogley withdrew his motion. F. Krazlkovich suggested that they should communicate to the Chief that if he has someone that does not exactly meet the criteria he should bring them to the Civil Service Commission so they can grant him an exception. A. Johnson will reach out to the Chief. He advised the Commission that he wants to look at all the Rules and Regulations and develop a strategic vision. W. Brogley does not want to do it piece meal. They need to consider what needs to be changed to make the pool as large and qualified as possible. A. Johnson advised that he would also like to include a flow chart of the process. The Commission discussed expanding the list but came to the conclusion that it cannot be cleanly done at this time. They discussed the process of developing the next list and communication between Commission members. A. Johnson advised the Commission members to look at the document and bring their discussion back to the next meeting which will be held on May 7, 2015, at 7:00 PM.

New Business – F. Krazlkovich asked again if the financial report had been submitted to the Board of Commissioners. C. Lewis advised that it had not and she will prepare one for the next meeting.

Public Comment – E. Taylor and R. Noll both expressed that although the past nine months has been frustrating they do appreciate all the dedication in working through the process by the Civil Service Commission.

Adjournment: A motion by W. Brogley, seconded by D. Bingham and unanimously carried to adjourn the meeting at 7:54 PM.

Respectfully submitted,

Carol R. Lewis, Manager