

Civil Service Commission Minutes

Chairman Vincent Rhodes called the meeting to order at 3:00 pm.

ROLE CALL: The following members were present: Vincent Rhodes and James McGookey

STAFF PRESENT: Mario D'Amico, Fire Chief; Erica Taylor, Civil Service Clerk; Connie Nicholson, Human Resources Manager; Brendan Heil, Law Director; Alex Wagner, Firefighter

FIRE- LIEUTENANT PROMOTIONAL EXAM PROTESTED QUESTION

Chief D'Amico introduced firefighter Alex Wagner as the candidate who protested a question. Mr. Wagner presented the Civil Service commission with the definition of "mujahideen" from Webster's dictionary as this word relates to the protested question that comes from the book Extreme Ownership. He expressed protesting the question because the book is a leadership book and the term "mujahideen" has absolutely nothing to do with the development of leadership. He mentions the word could loosely help readers paint a mental image of the combat story referenced in the first chapter but nowhere in any part of the leadership portions of this book does the meaning of this term have anything to do with the fundamental building blocks of leadership. He stated, "The premise of the question is irrelevant to the fire service." This is the reason why he asked to have it thrown out.

The test administer disagreed with Mr. Wagner's initial protest based on his belief that the question references the book itself and how it relates to the mindset of the fundamental building blocks of how this book was written and that he believes it has everything to do with the development of leadership.

Mr. Heil wanted to make a statement regarding the City's position. "The City tends to agree that this question does not seem directly related to a Lieutenant's exam and the leadership that is necessary for the Sandusky fire department. It is in the book, yes, but the protest was that, it does not have any direct role in leadership or help as a SFD Lieutenant and the City would tend to agree with that and has no objection as to the protest."

Mr. McGookey questioned who puts together the questions for the exam. Chief D'Amico explains he chooses the books with his shift commanders. Rudy Ruiz is the creator and administer of the exam. Chief D'Amico expressed he firmly believes he needs to stay impartial in the whole process because of time he spends personally and professionally with the candidates. He also emphasizes he does not really have a say in the questions Rudy creates. Mr. McGookey expresses he is sympathetic to the point of the book, which he believes the Chief had good reason for choosing but he is not sure that the protested question has anything to do with whether or not the test takers learn the lessons of the leadership.

APPROVAL TO REMOVE THE PROTESTED QUESTION IN THE FIRE LIEUTENANT PROMOTIONAL EXAM

Mr. McGookey made a motion to remove the protested question. Mr. Rhodes, second the motion. Motion carried by Mr. Rhodes.

NEXT MEETING

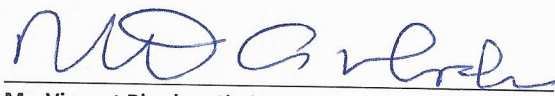
Next meeting June 29, 2023.

ADJOURNMENT

Mr. McGookey made a motion to adjourn the meeting at 3:09 p.m. Mr. Rhodes, second the motion. Mr. Rhodes declared the meeting adjourned.


Attest: Erica Taylor, Clerk

Date: 6/29/2023


Mr. Vincent Rhodes, Chairman

Date: 6/29/2023