

Civil Service Commission Minutes

Chairman Vincent Rhodes called the meeting to order at 11:00 am.

ROLE CALL: The following members were present: Vincent Rhodes and John May

STAFF PRESENT: Jared Oliver, Police Chief; Mario D'Amico, Fire Chief; Erica Taylor, Civil Service Clerk; Stew Hastings, Law Director;

APPROVAL OF MINUTES FROM NOVEMBER 16, 2023

Mr. May made a motion to approve the minutes. Mr. Rhodes, second the motion. Motion carried.

FIRE – REQUEST TO REMOVE NAMES OFF THE CERTIFIED LIST

Chief D'Amico explained they would like to remove seven names off the list for being skipped over three times, including a candidate who was a no show to their interview. Those candidates are Jacob Parker, Derrick Tackett, Sean Kilbane, Ian Bruce, Kenneth Bartosch, Robert Schneider and Zach Adams. Removing those names would leave seven candidates on the list and they would like to offer the last candidate on the list a position. But they cannot make the offer until they remove those names off the list.

APPROVAL TO REMOVE NAMES OFF THE CERTIFIED LIST

Mr. May made a motion to remove the names off the certified list. Mr. Rhodes, second the motion. Motion carried.

FIRE - REQUEST TO CLOSE CERTIFIED LIST AND START NEW LIST

Chief D'Amico explains those candidate removals put him in a position to make an offer to the last candidate on the list, Kaishaun Hunter. The Chief plans to make the offer after this meeting and then they would like to close the list and request to start a new list.

APPROVAL TO CLOSE CERTIFIED LIST

Mr. May made a motion to close the certified list. Mr. Rhodes, second the motion. Motion carried.

APPROVAL TO START PROCESS FOR NEW ORIGINAL APPOINTMENT LIST

Mr. May made a motion to start a new original appointment list. Mr. Rhodes, second the motion. Motion carried.

Mr. May posed a question regarding the projected horizon to hire from the new list. Mrs. Taylor explained the testing process timeline; which is 30 days for posting and advertising, four or six weeks for the written exam on the national testing network, and a Physical Agility Test, which is around 90 days. Mr. May wanted to confirm the department is not in danger of gapping our capability during that time frame. Chief D'Amico confirmed they are not. He went on to say he was confident the candidate would take the job, he is a local candidate, and that's a bonus for him and them. He then expressed, he did not have knowledge of anybody making any arrangements to move to any other departments but you never know.

POLICE UPDATE

Chief Oliver wanted to follow up to Mr. May's comments regarding time frames and if there are potential struggles with some of these time frames to fill these positions. Chief Oliver believes that is a direct correlation with the Police department.

POLICE UPDATE CONT.

Mr. May then asked where they were in the Lieutenant process. Chief Oliver explained it's ongoing, the written test was taken, and now they are awaiting the assessment center for both lieutenants and sergeants.

Chief Oliver circled back to Mr. May's original question; they will post for 30 days about the test, the test is open for 4-6 weeks, usually at least another two weeks before the Physical Agility test, interviews and then the background process starts. After the backgrounds are complete, conditional offers are made, then the process starts for pre-employment testing. It could sometimes be 120 days before boots hit the ground. Chief Oliver expressed they are trying to look at all avenues to make the process more efficient. Conversation needs to be had internally and then they will approach the commission with some ideas.

Mr. May asked how hires are going with the lateral transfers. Chief Oliver says, "It's ongoing". There has been a successful lateral candidate but they are in the same boat as every agency in the state and almost the country. You could pack up today and go get a job in California, Montana, Alaska, Indiana, you name it. Lateral hiring has assisted it and unlocked potential but it's gone another level with candidates. The academies are graduating numbers in the single digits, which was unheard of. Chief Oliver went on to say, they are doing everything they can to get candidates and they have some ideas to bring back and see what they can do about hiring efficiency and time frames.


Mr. Rhodes wanted clarity on how many positions each department was short. Chief Oliver stated, five. Chief D'Amico stated one, which he was hoping to fill after this meeting, but there will be a good three weeks at least, before he is done with his pre-employment testing before he can start.

NEXT MEETING


Week of April 22, 2024

ADJOURNMENT

Mr. May made a motion to adjourn the meeting at 3:56 pm. Mr. Rhodes, second the motion and declared the meeting adjourned.



Attest: Erica Taylor, Clerk



Mr. Vincent Rhodes, Chairman

Date: 3, 5, 2024

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