

OLON CIVIL SERVICE COMMISSION
Wednesday, May 20, 2020
Meeting Held via Zoom due to the Covid-19 Pandemic

Chairman Kennedy opened the meeting at 5:30 p.m.

ROLL CALL

Present: Commission Members Adelman, Gross, Kennedy, Secretary Perry and Director of Recreation and Grantwood Golf Course Rich Parker

APPROVAL OF MINUTES

Motion by Commission Member Gross, second by Commission Member Adelman to approve the minutes of April May 20, 2020 as presented by the Secretary.

Roll Call: Aye: Adelman, Gross, Kennedy
Nay: None The Motion Carried

APPROVAL OF PAYROLL

Motion by Commission Member Adelman, second by Commission Member Gross to approve the City Payroll Registers for the pay date May 22, 2020 as presented by the Payroll Department.

Roll Call: Aye: Adelman, Gross, Kennedy
Nay: None The Motion Carried

PAY RATE/CHANGE SHEETS

Motion by Commission Member Kennedy, second by Commission Member Gross to approve the Payroll Change/Rate Sheet for Employee Numbers 9270 and 9389 as presented by the Payroll Department.

Roll Call: Aye: Adelman, Gross, Kennedy
Nay: None The Motion Carried

CORRESPONDENCE

Police Department

Memo dated May 13, 2020 from Chief Tonelli to Mayor Kraus requesting probation termination for Employee Number 9264. No action was taken by the Commission.

Fire Department

Letter dated May 18, 2020 to Garren Weigand from Chief Vedder offering him the position of probationary full-time Firefighter/Paramedic with the City of Solon contingent upon his passing two requirements of employment. No action was taken by the Commission.

NEW BUSINESS

Non-Compete for Grantwood Golf Course Grounds Maintenance 1 Position

Director Parker addressed the Commission regarding the hiring of Nicholas Treat for the position of Grounds Maintenance 1 position at Grantwood Golf Course. He said Grantwood is going through a substantial transition period with two recent retirements and one employee who recently passed away. In addition there is an anticipated retirement of the Course Superintendent at the end of the season. A lot of institutional knowledge has been and will be lost. It is an entry level position but is the expertise that will keep Grantwood looking beautiful. There were a total of 8 applicants; 3 were interviewed. Many of the applicants had landscaping experience but golf course experience was preferred. Nick is very qualified, has been in the field for many years and had confidence in his experiences. He presented very well. Nick noted his employment with the City of Solon would bring stability under the current economic conditions.

He described some course construction projects and certifications he had attained. It is the recommendation to the Commission that Nick be approved for employment. Mr. Parker noted the job was posted in early March containing some language he was not comfortable with. It was re-posted in April with that language removed. The original language hinted that when the Course Superintendent retired, the candidate would move into an assistant position when none existed. He explained to all the candidates interviewed they were being hired in a grounds position but if they were qualified in January they could apply. The current job description is on record with the City.

Motion by Commission Member Kennedy, second by Commission Member Adelman to approve Nicholas Treat for the position of Grounds Maintenance 1 Position at Grantwood Golf Course.

Roll Call: Aye: Adelman, Gross, Kennedy
 Nay: None The Motion Carried

PROGRESS ON UPDATE OF RULES AND REGULATIONS

While City Hall remains closed, the Commission will continue to meet via Zoom through June. The Chairman asked the Commission if they preferred meeting via Zoom with H R Director Stolarsky, Assistant Chief Haines and Chief Vedder to discuss items that remain open or wait to meet in person. The consensus was to wait until July to meet in person.

Chairman Kennedy noted she received an e-mail from Chief Vedder asking the Commission to review 10.05(d) Methods of Appealing. Commission Member Kennedy explained the e-mail detailed in the past the Commission allowed candidates taking the promotional exam to review the questions and answer key after the test, but prior to grading. This would allow the candidate to "protest" questions or answers which they felt were not fair. Examples: if a question was asked but was not from the reading material or a question was ambiguous, or if none of the answers to a particular question are a correct answer, or if the answer key is incorrect, or if more than one answer is correct. In this manner, a protest could be filed before the tests are graded and could either be corrected, or the question could be thrown out BEFORE grading the tests.

Chief Vedder explained he actually used this process when he took the Lieutenant's examination. He recalled that because of the way the question was phrased, none of the answers were correct, and the question was thrown out before the tests were graded. In this manner, a candidate can protest a question before he or she knows their grade. This is less complicated and hopefully promotes the motivation to protest a question because it is a bad question, rather than because they didn't like their final score. The consensus of the group was that Chairman Kennedy should add this matter for discuss with legal counsel.

