

1 COMMISSION MEMBERS PRESENT:

2 Grady L. Pettigrew, Jr., President
3 Stefanie L. Coe
4 Delena Edwards

5 PRESENTERS:

6 Amy DeLong
7 Jennifer Hutchinson
8 Carol Lagemann
9 Charday Litzy-Taylor
10 Tammy Rollins
11 Brenda Sobieck

12 ALSO PRESENT:

13 Angela Bennett
14 Wendy Brinnon

15 - - -

16

17

18

19

20

21

22

23

24

25

26

27

28

1 MONDAY AFTERNOON SESSION
2 October 29, 2018
3 12:41 p.m.

4 - - -

5 P R O C E E D I N G S

6 - - -

7 BE IT REMEMBERED THAT, on the 29th day of
8 October, 2018, this cause came on for hearing before
9 the Municipal Civil Service Commission, Grady
10 L. Pettigrew, Jr., President. And, the parties
11 appearing in person and/or by counsel, as
12 hereinafter set forth, the following proceedings
13 were had:

14 - - -

15 PRESIDENT PETTIGREW: We'll call to order
16 the City of Columbus Ohio Municipal Civil Service
17 Commission regular meeting for October 2018. We
18 will be following the written agenda.

19 The first item is review and approval of
20 the minutes of the September 24th regular meeting.

21 MS. EDWARDS: I move that we approve the
22 minutes of the September 24th regular meeting.

23 MS. COE: I second that.

24 PRESIDENT PETTIGREW: All in favor, say
"aye."

1 THE COMMISSION MEMBERS: Aye.

2 PRESIDENT PETTIGREW: They are approved.

3 No rule revisions submitted.

4 Prehearing conference reviews?

5 MS. SOBIECK: Brenda Sobieck, with the
6 Civil Service Commission staff. We had two
7 prehearing conferences. The first one was Ruth
8 Campbell v. Columbus City Schools. We're actually
9 right in the middle of that hearing.

10 So the second one is Nikita Cummins v.
11 Columbus City Schools. It's scheduled for
12 November 7th at 9:00 a.m. I do not have the number
13 of witnesses, but we reviewed the list of witnesses
14 from both the Columbus City Schools and the Union,
15 and they were comfortable that that can be completed
16 in one day, although we did move it to a 9:00 a.m.
17 starting time.

18 MS. COE: Is that the one I was looking
19 at that --

20 MS. SOBIECK: Correct.

21 MS. COE: Okay. Thank you.

22 PRESIDENT PETTIGREW: All right. Thank
23 you.

24 No Trial Board recommendations.

1 No. 5, request of the Civil Service
2 Commission staff to revise the background removal
3 standards for police officers, 911 emergency
4 communications employees, and firefighters.

5 MS. SOBIECK: Commission staff is
6 recommending a change to Standard G(6), to clarify
7 the language regarding two misdemeanor convictions
8 of the first or second degree. We are just adding
9 language to clarify how and when it applies to
10 traffic violations. Historically, the standards had
11 applied to criminal convictions. We've had very few
12 with traffic convictions. So we added language that
13 traffic convictions of the M1 or M2 level will be
14 disqualifying for five years, but they will not be a
15 permanent disqualifier. Only having two or more M1
16 or M2 criminal convictions will be disqualifying
17 permanently.

18 MS. EDWARDS: I move that we approve the
19 request of the Civil Service Commission staff to
20 revise the background removal standards for police
21 officers, 911 emergency communications employees and
22 firefighters.

23 MS. COE: I second that.

24 PRESIDENT PETTIGREW: All in favor, say

1 "aye."

2 THE COMMISSION MEMBERS: Aye.

3 PRESIDENT PETTIGREW: It is approved.

4 Item No. 6, request of the Civil Service
5 Commission staff to amend Rule VII(B)(7)(a), (b) and
6 (c) to expand available opportunities for
7 examination candidates to roll previous exam results
8 to newly administered exams for the same job
9 classification for which they have been approved to
10 test.

11 MS. DeLONG: Good afternoon. Before you
12 today is a request to amend Rule VII(b)(7)(a), (b)
13 and (c) to expand opportunities when a candidate,
14 having a passing score disposition from a previous
15 exam, rolls forward to use on an upcoming exam for
16 which the candidate has been deemed qualified to
17 take.

18 Under this proposal, staff is
19 recommending (a) of the rule be considered for
20 readability and understanding and to eliminate the
21 minimum one-week duration between retest
22 opportunities.

23 For (2), wording has been added that
24 allows an applicant to opt to roll their raw score

1 under certain conditions to an upcoming exam, even
2 when there is no six-month constraint, as presented
3 in (a).

4 And, finally, for (c), original wording
5 has been relettered as (d), and a new (c) inserted
6 that allows firefighter and police officer
7 candidates to roll forward a passing disposition for
8 the multiple choice -- and for police officers, also
9 the writing component -- to upcoming administration
10 of exams when it has been determined that the two
11 versions of the exam are the same or comparable in
12 makeup. We are hopeful this change will encourage
13 continued participation by candidates that have
14 previously been tested and were successful on the
15 prior test.

16 And that pretty much sums it up.

17 MS. EDWARDS: Thank you.

18 And I move that we approve the request of
19 the Civil Service Commission staff to amend
20 Rule VII(B)(7)(a), (b) and (c) to expand available
21 opportunities for examination candidates to roll
22 previous exam results to newly administered exams
23 for the same job classification for which they have
24 been approved to test.

1 MS. COE: I second that.

2 PRESIDENT PETTIGREW: All in favor, say
3 "aye."

4 THE COMMISSION MEMBERS: Aye.

5 PRESIDENT PETTIGREW: It's approved.

6 Item No. 7 is the review and approval of
7 the 2019 Regular Commission Meeting, Full Commission
8 Hearing and Trial Board Schedule.

9 MS. EDWARDS: I move that we approve the
10 2019 Regular Commission Meeting, Full Commission
11 Hearing and Trial Board Schedule.

12 MS. CODE: I second that.

13 PRESIDENT PETTIGREW: All in favor, say
14 "aye."

15 THE COMMISSION MEMBERS: Aye.

16 PRESIDENT PETTIGREW: It's approved.

17 Items 7, 9, 10 and 11 are joined
18 together.

19 Item 8 is the request of the Civil
20 Service Commission staff to extend the current
21 eligible list for Employee Benefits Analysis I, for
22 a period of one year, to expire on November 9, 2019.

23 Item 9 is to extend the current eligible
24 list for Management Analyst I, for a period of one

1 year, to expire on November 9, 2019.

2 And Item No. 10 is the eligible list for
3 Relocation Specialist for a period of one year, to
4 expire on November 13, 2009.

5 And Item 11 is to extend the current
6 eligible list for Personnel Analyst I, for the
7 period of one year, to expire on November 13, 2019.

8 MS. HUTCHINSON: Jennifer Hutchinson,
9 Personnel Administrative Manager.

10 These four classifications are part of
11 the entry-level professional examinations. The
12 administration was given in November of 2016.

13 Employee Benefits Analyst I has an
14 eligible list with 78 names, with no appointments
15 being made in the last two years; Management
16 Analyst I has 69 eligible names, with only eight
17 appointments; Relocation Specialist had only one
18 appointment of the original 69 eligible names; and
19 Personnel Analyst I had five appointments of the
20 original 80.

21 Commission staff is requesting that those
22 lists be extended for one year.

23 MS. EDWARDS: Thank you.

24 I move that we approve the request of the

10

1 Civil Service Commission staff to extend the current
2 eligible list for No. 8, Employee Benefits
3 Analyst I; and 9, Management Analyst I, each for a
4 period of one year, each to expire on November 9,
5 2009. And No. 10 and 11, the request to extend the
6 current eligible list for Relocation Specialist and
7 11, Personnel Analyst I, both -- or each to expire
8 in one year on -- I mean, to extend for a period of
9 one year, to expire on November 13, 2019.

10 MS. COE: I second that.

11 PRESIDENT PETTIGREW: All in favor, say
12 "aye."

13 THE COMMISSION MEMBERS: Aye.

14 PRESIDENT PETTIGREW: They are approved.

15 Item No. 12, request of the Civil Service
16 Commission staff, on behalf of Columbus City
17 Schools, to revise the specification for the
18 classification Legal Assistant and change the
19 probationary period to 365 days.

20 MS. ROLLINS: Tammy Rollins, on behalf of
21 Columbus City Schools.

22 It is requested that the Legal Assistant
23 classification be revised based on a review of the
24 specification and questionnaire responses from the

1 incumbent and -- which included a supervisory
2 review. There are some revisions proposed to the
3 specification.

4 Most notable, within the "Definition
5 Statement," it is recommended that the term "legal
6 secretarial" be substituted with "paralegal."

7 And within the "Minimum Qualifications,"
8 it is proposed that the experience requirement be
9 increased to three years and then expanded to
10 include office support. And that is with required
11 compliance with Federal, State or Local regulations,
12 contracts or other legal requirements.

13 There are some substitutions also
14 proposed, such as a paralegal certificate or an
15 associate's degree in paralegal studies, to
16 substitute for some or all of that experience.

17 It is also proposed that a notary public
18 be possessed upon completion of the probationary
19 period. It is proposed that the probationary period
20 be increased from 180 days to 365 days to allow full
21 exposure to the complement of duties, as well as to
22 be -- provide the learning time needed to perform
23 those duties.

24 And it is recommended that the

1 examination type remain unchanged.

2 MS. EDWARDS: I move that we approve the
3 request of the Civil Service staff on behalf -- of
4 the Civil Service Commission staff, on behalf of
5 Columbus City Schools, to revise the specification
6 for the classification Legal Assistant, and change
7 the probationary period to 365 days.

8 MS. COE: I second that.

9 PRESIDENT PETTIGREW: All in favor, say
10 "aye."

11 THE COMMISSION MEMBERS: Aye.

12 PRESIDENT PETTIGREW: It is approved.

13 Thank you.

14 Item 13 is the request of the Civil
15 Service Commission staff, on behalf of Columbus City
16 Schools, to revise the classification specification
17 for General Manager, Radio and Television, retitle
18 it to read "Radio and Television General Manager,"
19 and change the probationary period to 365 days.

20 MS. LITZY-TAYLOR: Charday Litzy-Taylor,
21 Personnel Analyst with the Commission.

22 This request was initiated as a part of
23 the school district's efforts to review all classes.
24 Based on the feedback received, some revisions are

1 proposed.

2 It is proposed that the title for this
3 classification be revised to read "Radio and
4 Television General Manager." This is consistent
5 with the Columbus City Schools' current class plan.
6 And the proposed change simply moves the "General
7 Manager" to the end of the title.

8 There is a minor wording change proposed
9 to the definition to correct the school district's
10 name, and a few statements within the "Examples of
11 Work" have been revised to better reflect the
12 current duties. And the statement was reviewed to
13 eliminate redundancies.

14 It is proposed that the probationary
15 period be revised from 360 days to 365 days, which
16 is consistent with the anticipated learning time and
17 represents a full calendar year.

18 Lastly, it is recommended that the class
19 plan be modified and General Manager, Radio and
20 Television be removed from the Radio Station
21 Operator and Radio Host Producer class series.
22 Previously, there were two classifications between
23 the Radio Host Producer and the General Manager,
24 Radio and Television classifications. And since

1 these classifications no longer exist, and the level
2 of work and minimum qualifications is so vastly
3 different, it would make more sense for us to change
4 the classifications.

5 There are no other changes proposed.

6 MS. COE: Thank you. I move to support
7 the request of the Civil Service Commission staff,
8 on behalf of Columbus City Schools, to revise the
9 classification specification for General Manager,
10 Radio and Television, retitle it to read "Radio and
11 Television General Manager," and change the
12 probationary period to 365 days.

13 MS. EDWARDS: I second.

14 PRESIDENT PETTIGREW: All in favor, say
15 "aye."

16 THE COMMISSION MEMBERS: Aye.

17 PRESIDENT PETTIGREW: It is approved.

18 Item No. 14 is the request of the Civil
19 Service Commission staff, on behalf of the Columbus
20 City Schools, to revise the specification for the
21 classification Underwriting Marketing Associate and
22 change the probationary period to 365 days.

23 MS. LITZY-TAYLOR: This is also -- This
24 review is also a result of the school district's

15

1 efforts to review all classifications. Based on the
2 feedback received, some changes are proposed.

3 Since this classification is only
4 utilized by the district's NPR radio station, WCBE,
5 and the marketing and underwriting activities are to
6 fund the radio station specifically, it is proposed
7 that the language in the definition be more specific
8 to WCBE.

9 The main function of this classification
10 is to raise funds through membership, donors,
11 underwriting partnerships and fundraising
12 initiatives that financially support the radio
13 station. It is recommend that a few statements
14 within the "Examples of Work" section be added or
15 revised to better reflect these responsibilities.

16 Currently, the minimum qualifications
17 require an associate's degree in business,
18 marketing, communications or a closely related
19 field, and one year of sales or fundraising
20 experience. Since these classifications require the
21 experience to be in a specific field, it is proposed
22 that the field of study be removed.

23 Also, a couple of statements have been
24 added to the "Knowledge, Skills and Abilities."

1 The -- It is recommended that some knowledge of
2 Federal Communications Commission regulations, as it
3 pertains to underwriting and National Public Radio,
4 be added, as well as the ability to operate a
5 computer and utilize latest software and the ability
6 to communicate effectively.

7 Lastly, it is proposed that the
8 probationary period be revised from 270 days to 365
9 days, which is consistent with the anticipated
10 learning time.

11 And no other changes are proposed at this
12 point in time.

13 MS. COE: Thank you.

14 I move to support the request of the
15 Civil Service Commission staff, on behalf of
16 Columbus City Schools, to revise the specification
17 for the classification Underwriting Marketing
18 Associate and change the probationary period to 365
19 days.

20 MS. EDWARDS: I second.

21 PRESIDENT PETTIGREW: All in favor, say
22 "aye."

23 THE COMMISSION MEMBERS: Aye.

24 PRESIDENT PETTIGREW: It is approved.

1 Item No. 15 is the request of Civil
2 Service Commission staff, on behalf of Columbus City
3 Schools, to revise the specification for the
4 classification Environmental Systems Technicians
5 Supervisor, retitle it to read "Plumber Supervisor,"
6 and change the probationary period to 365 days.

7 MS. LAGEMANN: Carol Lagemann, Personnel
8 Analyst for Civil Service Commission.

9 This request is the result of a
10 classification review initiated as part of the
11 school district's efforts to review all classes.
12 The current title is proposed to be revised to
13 Plumber Supervisor to better describe the primary
14 purpose of the classification that exists.

15 The definition is proposed to be updated
16 to focus on plumbing systems.

17 Within the "Examples of Work" section,
18 revisions are focused on the plumbing duties, with
19 some updates to wording to better describe the work.
20 Work with contractors is referenced, and one
21 statement is deleted since it is outdated.

22 Within the "Minimum Qualifications"
23 section, the experience is proposed to be modified
24 to build on the years of required commercial

1 plumbing experience which is gained by those in the
2 lower class in this series.

3 The possession of a State of Ohio
4 plumbing contractor's license is updated with the
5 current title of the license. And the possession of
6 the certificate -- the Backflow Tester Certificate
7 and the Automatic Sprinkler and Standpipe System
8 Certificate by the end of the probationary period is
9 proposed.

10 The probationary period is currently 180
11 days. It is proposed to increase to 365, such that
12 a full year of probation affords the incumbent the
13 full range of duties.

14 Within the "Knowledge, Skills and
15 Abilities" section, the updates proposed better
16 reflect the work. There are no other changes
17 proposed.

18 MS. COE: Thank you.

19 I move to support the request of the
20 Civil Service Commission staff, on behalf of
21 Columbus City Schools, to revise the specification
22 for the classification Environmental Systems
23 Technician Supervisor (Plumbing/Insulating/Fire
24 Safety Systems), retitle it to read "Plumber

1 Supervisor," and change the probationary period to
2 365 days.

3 MS. EDWARDS: I second.

4 PRESIDENT PETTIGREW: All in favor, say
5 "aye."

6 THE COMMISSION MEMBERS: Aye.

7 PRESIDENT PETTIGREW: It is approved.

8 Item 16 is the request of the Civil
9 Service Commission staff, on behalf of Columbus City
10 Schools, to revise the specification for the
11 classification Environmental Systems Technician
12 (Insulation) and retitle it to Insulation and
13 Asbestos Abatement Technician.

14 MS. LAGEMANN: This request is the result
15 of a classification review initiated as part of the
16 school district's efforts to review all classes.

17 The current title is proposed to be
18 revised to Insulation and Asbestos Abatement
19 Technician to better describe the primary work of
20 the classification and to more plainly reference
21 that work with asbestos abatement is critical.

22 The definition is proposed to be revised
23 to remove examples as to where the work may be
24 conducted, as it is redundant with information in

1 the "Examples of Work."

2 Within the "Examples of Work," revisions
3 are proposed to better reflect the work of the
4 classification.

5 The "Minimum Qualifications" section is
6 proposed to be revised to two years of experience,
7 and the experience must have included some asbestos
8 abatement. In addition, allowance for completion of
9 a vocational training program or for significant
10 postsecondary coursework is -- in insulation,
11 construction trades or related field may be
12 substituted for one year of the required experience.

13 In order to perform asbestos abatement
14 work, an individual must be certified. It is
15 proposed to add the Asbestos Hazardous Abatement
16 Specialist Certification to the minimum
17 qualifications but to allow for attainment by the
18 end of the probationary period.

19 Within the "Knowledge, Skills and
20 Abilities" section, wording revisions are proposed
21 to better reflect the work.

22 And within the Class Plan Index, this
23 classification was in the series with the plumbers,
24 within the crafted trades job family and building

1 trades group. And, while the family and group are
2 consistent, there is no connection to plumbing
3 classes; and, therefore, we propose that this
4 classification be a single classification series.

5 There are no other changes proposed.

6 MS. COE: Thank you.

7 I move to support the request of the
8 Civil Service Commission Staff, on behalf of
9 Columbus City Schools, to revise the specifications
10 for the Classification Environmental Systems
11 Technician (Insulation) and retitle it to Insulation
12 and Asbestos Abatement Technician.

13 MS. EDWARDS: I second.

14 PRESIDENT PETTIGREW: All in favor, say
15 "aye."

16 THE COMMISSION MEMBERS: Aye.

17 PRESIDENT PETTIGREW: It is approved.

18 Item 17 is a request from the Civil
19 Service Commission staff, on behalf of Columbus City
20 Schools, to revise the specification for the
21 classification Electronics Repairer and retitle it
22 to Electronics Technician.

23 MS. LAGEMANN: This request is the result
24 of a classification review initiated as a part of

1 the school district's efforts to review all classes.

2 It is proposed to retitle Electronics
3 Repairer to Electronics Technician to better
4 describe the level of the work. The definition is
5 proposed to be revised to remove examples of the
6 type of work and reference more global electronic
7 equipment and electronic systems.

8 Within the "Examples of Work" section,
9 the revisions are proposed throughout that provide
10 more global terms, followed by examples that are
11 performed in the work. And additional updates are
12 proposed to better reflect the work.

13 The "Minimum Qualifications" section is
14 proposed to be updated to three years of experience,
15 with the specificity of the experience for radio or
16 television proposed to be updated to electronics
17 repair.

18 Allowance for completion of vocational
19 training programs or for significant postsecondary
20 coursework in electronics in a related field is
21 proposed to substitute for one year of the required
22 experience.

23 In the "Knowledge, Skills and Abilities"
24 section, wording revisions are proposed to better

1 reflect the work.

2 There are no other changes proposed.

3 MS. COE: Thank you.

4 I move to support the request of the
5 Civil Service Commission staff, on behalf of
6 Columbus City Schools, to revise the specification
7 for the classification Electronics Repairer and
8 retitled it to Electronics Technician.

9 MS. EDWARDS: I second.

10 PRESIDENT PETTIGREW: All in favor, say
11 "aye."

12 THE COMMISSION MEMBERS: Aye.

13 PRESIDENT PETTIGREW: It is approved.

14 The Items 18 through 23 are with no
15 revisions.

16 Item 18 is the request of the Civil
17 Service Commission staff to approve the
18 specification review for the classification
19 Recreation Service Representative, with no
20 revisions.

21 19 is the classification Power
22 Distribution Load Trainee, no revisions.

23 20 is the classification Power
24 Distribution Load Operator, with no revisions.

1 21 is the classification Power
2 Distribution Load Dispatcher, with no revisions.

3 22 is the classification Utility Services
4 Coordinator, with no revisions.

5 And 23 is the classification Utility
6 Revenue Manager, with no revisions.

7 MS. LAGEMANN: A review of these
8 classifications was completed as part of the Civil
9 Service Commission's effort to review all City of
10 Columbus classifications every five years.

11 After reviewing the specifications,
12 incumbent questionnaires and/or discussions with
13 department representatives, it was decided that the
14 current specifications adequately describe the work.
15 It is therefore recommended that the review of the
16 specifications for Agenda Items 18 through 23 be
17 approved with no revision.

18 MS. COE: Thank you.

19 I move to support the request for 18
20 through 23 -- the request of the Civil Service
21 Commission staff to approve the specification review
22 of the classifications Recreation Service
23 Representative, with no revisions; as well as Power
24 Distribution Load Trainee, with no revisions; Power

1 Distribution Load Operator, with no revisions; Power
2 Distribution Load Dispatcher, with no revisions;
3 Utility Services Coordinator, with no revisions; and
4 Utility Revenue Manager, with no revisions.

5 MS. EDWARDS: Second.

6 PRESIDENT PETTIGREW: All in favor, say
7 "aye."

8 THE COMMISSION MEMBERS: Aye.

9 PRESIDENT PETTIGREW: They are approved.

10 Item No. 24, the request of the Civil
11 Service Commission staff to revise the specification
12 for the classification Power Distribution Assistant
13 manager.

14 MS. LAGEMANN: The review of this
15 classification was completed as part of our effort
16 to review all classifications every five years.

17 Within the "Examples of Work" section, a
18 statement that lists the kinds of work that may be
19 monitored is updated to remove storeroom and
20 dispatching, as those two functions are no longer
21 under the responsibility of this classification.

22 Also, the phrase that states "recommends
23 pay increases" is proposed to be removed, because it
24 would be in the process of performance review, which

1 is already referenced in the specification.

2 Within the "Knowledge, Skills and
3 Abilities" section, it is proposed to add a
4 knowledge about principles and practices of
5 management and add the ability to read and interpret
6 union contracts. These additions are representative
7 of work performed by this classification.

8 There are no other revisions proposed.

9 MS. COE: Thank you.

10 I move to support the request of the
11 Civil Service Commission staff to revise the
12 specification for the classification Power
13 Distribution Assistant Manager.

14 MS. EDWARDS: I second.

15 PRESIDENT PETTIGREW: All in favor, say
16 "aye."

17 THE COMMISSION MEMBERS: Aye.

18 PRESIDENT PETTIGREW: It is approved.

19 Item No. 25 is the request of the Civil
20 Service Commission staff to create the specification
21 for the classification Sports Field Maintenance
22 Worker, assign a probationary period of 365 days,
23 designate the examination type as competitive, and
24 amend Rule XI accordingly.

1 MS. COE: My book says that was deferred.
2 Is that not true?

3 PRESIDENT PETTIGREW: I have 26 is
4 deferred.

5 MS. BRINNON: I'm sorry. You didn't get
6 an updated statement. It should be -- It is now on.

7 MS. CODE: Okay. Thank you. Sorry.

8 PRESIDENT PETTIGREW: Okay.

9 MS. LITZY-TAYLOR: The Civil Service
10 Commission staff received a request from the
11 Recreation and Parks Department to create the
12 specification for the classification Sports Field
13 Maintenance Worker to fulfill an operational need as
14 a result of tremendous growth within the
15 department's sports section.

16 The proposed classification would be
17 responsible for maintaining and preparing the City's
18 athletic fields for a variety of sporting events.

19 Sports Field Maintenance Worker would be
20 placed in the series with and report directly to the
21 Sports Field Maintenance Supervisor. Currently, the
22 department is using the Laborer and Rec and Park
23 Aide Seasonal classifications to perform these
24 duties. However, this has been problematic due to

1 the growth of the program and the specialized skill
2 set and knowledge required to perform the scope of
3 work.

4 The department currently does not have
5 the staff or the resources available to train
6 individuals coming in without the specific sports
7 field maintenance experience.

8 By definition and accompanying this
9 classification, working under general supervision,
10 will be responsible for performing fully skilled
11 landscaping and ground maintenance work specific to
12 athletic fields.

13 The proposed "Minimum Qualifications"
14 require one year of sports field maintenance
15 experience and the possession of a motor vehicle
16 operator's license. Some positions may require the
17 possession of a commercial applicator's license,
18 Turf Pests, Industrial Vegetation and/or Landscaping
19 category.

20 The proposed "Minimum Qualifications"
21 would allow for internal employees working in this
22 section currently to acquire the experience.

23 It is proposed that the examination type
24 be designated as competitive, and the probationary

1 period be assigned 365 days, which is consistent
2 with the anticipated learning time, due to the
3 nature of seasonal sports.

4 It is requested that the classification
5 for Sports Field Maintenance Worker be created as
6 proposed, and Rule XI amended accordingly.

7 MS. COE: Thank you.

8 I move to support the request of the
9 Civil Service Commission staff to create the
10 specification for the classification Sports Field
11 Maintenance Worker, assign a probationary period of
12 365 days, designate the examination type as
13 competitive, and amend Rule XI accordingly.

14 MS. EDWARDS: I second.

15 PRESIDENT PETTIGREW: All in favor, say
16 "aye."

17 THE COMMISSION MEMBERS: Aye.

18 PRESIDENT PETTIGREW: It is approved.

19 Thank you.

20 The remaining items, we have the
21 applicants removed post-examination. There is --
22 under the residency hearing review, the application
23 Aaron Hicks is reinstated.

24 The other administrative and

1 jurisdictional reviews, the letters as to Adrian
2 Mayo and Matthias Carson are approved as written.

3 And with that, we are adjourned.

4 - - -

5 And, thereupon, the proceeding was
6 concluded at approximately 1:10 p.m.

7 - - -

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24

C-E-R-T-I-F-I-C-A-T-E

I do hereby certify that the foregoing is a true, correct and complete written transcript of the proceedings in this matter, taken by me on the 29th day of October, 2018, and transcribed from my stenographic notes.