

1 COMMISSION MEMBERS PRESENT:

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

5 PRESENTERS:

6 Amy DeLong
7 Beth Dyke
8 Carol Lagemann
9 Charday Litzy-Taylor
10 Shayla Favor, Columbus City Council

11 ALSO PRESENT:

12 Wendy Brinnon

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1 MONDAY AFTERNOON SESSION
2 August 31, 2020
3 12:30 p.m.

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

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7 BE IT REMEMBERED THAT, on the 31st day of
8 August, 2020, the Municipal Civil Service Commission
9 came for a regular meeting, Grady L. Pettigrew,
10 President. And, the parties appearing in person
11 and/or by counsel, as hereinafter set forth, the
12 following proceedings were had:

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14 PRESIDENT PETTIGREW: I will call to
15 order the City of Columbus Municipal Civil Service
16 Commission regular meeting for August 2020. We will
17 be following the published agenda, which begins with
18 the review and approval of minutes of the July 27,
19 2020, regular meeting.

20 MS. COE: I move to approve the minutes
21 from the July 27, 2020, regular meeting.

22 MS. EDWARDS: I second.

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

THE COMMISSION MEMBERS: Aye.

1 PRESIDENT PETTIGREW: They are approved.

2 MS. BRINNON: May I ask you to please
3 turn on your camera, Grady?

4 PRESIDENT PETTIGREW: Okay. I am.
5 All right. Is it on? Okay.

6 We're on approval of the Civil Service
7 Commission Regular Meeting Calendar.

8 MS. COE: I move to approve the 2021
9 Civil Service Commission Regular Meeting Calendar.

10 MS. EDWARDS: I second.

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

13 THE COMMISSION MEMBERS: Aye.

14 PRESIDENT PETTIGREW: They are approved.
15 The third item is the request of the
16 Civil Service Commission to revise the background
17 removal standards for police officers regarding hate
18 group affiliations.

19 MS. DeLONG: Thank you. This is Amy
20 DeLong, Civil Service Commission.

21 Commission staff is recommending the
22 adoption of the revisions to the background removal
23 standards for police officer candidates.

24 Due to recent legislation passed by

1 Columbus City Council on July 27, 2020, Ordinance
2 1817-2020, the newly created Chapter 1943.01 of the
3 Columbus City Code directs the Commission to adopt
4 and administer a background standard for police
5 officer candidates that removes them from the
6 selection process for any association with hate
7 groups, as defined in the chapter. While the
8 legislation also directs the Commission to adopt
9 rules prohibiting hate group affiliation, it has
10 been determined that, with the adoption of the
11 proposed background standards, removal by the rules
12 is authorized already under our Rule VI(E) (p).

13 Based on the adopted legislation and the
14 information contained herein, our staff is
15 recommending the adoption of the standards as
16 proposed.

17 And I have asked Council Member Favor to
18 give you some background today on this legislation.

19 Council Member Favor?

20 COUNCIL MEMBER FAVOR: Yes. Thank you,
21 Director.

22 Thank you all for allowing me to speak
23 briefly before this body.

24 Back in July -- specifically,

1 July 13th -- my committee held a public hearing on
2 hate group affiliation. We had several presenters
3 provide us with some information on what a hate
4 group actually is and its history in this country.
5 A professor from OSU joined us. And as he advised,
6 there are over 1,000 to 1,100 identifiable hate
7 groups in this country that are currently operating.
8 In the state of Ohio, that number is a little over
9 40 now.

10 Obviously, you all are aware of the civil
11 and racial unrest that has been occurring not only
12 in the country, but in Columbus, Ohio. And it is
13 our job as council members to address what was the
14 outcry that derived from the protests that stems
15 from the murder of George Floyd earlier this year
16 that began this process of reimagining public
17 safety.

18 And as a part of that legislative
19 package -- if you will, hate group affiliation has
20 been a precursor to eliminating -- those types of
21 candidates that could be affiliated with the said
22 hate group will be removed from the process of
23 potentially becoming a police officer with the City
24 of Columbus.

1 I am an attorney by trade. And so, as
2 Ms. DeLong knows, this was a very difficult process.
3 I'm still not sure that we will not be sued from the
4 creation of this legislation; but, as I have said
5 multiple times, I believe this is a worthy pursuit.
6 And so we know that there are some First Amendment
7 concerns that we had to carefully legislate around.
8 But, like I said, this is not a legislation that
9 will be without critique, I'm sure.

10 But the reality is that, as an officer --
11 as a police officer, we expect officers to be
12 objective in the way that they police. And if your
13 affiliations, your relationships of such, interfere
14 with your ability be objective and your ability to
15 police, we don't want that type of officer as a
16 member of the Columbus Police Department force.

17 And so, obviously, there are limitations
18 that we have as Council. And so working with the
19 Director, we learned of what we could potentially do
20 to further impact the initial process that
21 candidates would go through. And so that's what
22 brought us here today.

23 So I am here to -- I could go on, but I
24 want to respect your time and obviously provide an

1 opportunity for you all to ask questions of me, if
2 you do have any.

3 MS. EDWARDS: I don't have any questions.
4 I just say thank you. And I suspect you may well be
5 aware, and others too, that back in 2016, the FBI
6 warned of white supremacy particularly infiltrating
7 law enforcement. And their investigation found
8 several instances, one of which is pretty close to
9 home in Cleveland. So this is welcome.

10 Thank you.

11 COUNCIL MEMBER FAVOR: Thank you.

12 MS. COE: Thank you.

13 I have a question and/or clarification.
14 So I understand the sort of general language that's
15 being added to the background removal list of things
16 that someone can be removed for. You know, it talks
17 about this affiliation with hate groups. Is that --
18 Is there a list that, you know, the people reviewing
19 this can say, "If you're a member of 'X,' then, you
20 know, that's what removes you"? Or is this more of
21 like you know it when you see it?

22 COUNCIL MEMBER FAVOR: So there is a --
23 Thank you for the question.

24 So this was part of the -- This was part

1 of the difficulty of drafting legislature. Right?

2 And so when you say "identifiable," that's because
3 the FBI or Homeland Security has been able to
4 actually identify these groups.

5 The problem, Ms. Coe, is that a lot of
6 these groups that have really been popping up as of
7 lately, they operate in a clandestine type of
8 nature. And so they're not saying as overt as, you
9 know, "KKK Meeting at City Hall. Come down,
10 everyone." Right? Or we're not seeing police
11 officers specifically saying, "I am a member of the
12 KKK, and I also am a member of CPD." Right?

13 And so, in response to that, what I
14 have -- what we will be exploring once we come back
15 from the break is the creation of a database of
16 sorts that will list these identifiable groups and
17 then working with the creation of -- hopefully which
18 will pass in November -- the inspector general's
19 group to create some type of living body that will
20 help support any new groups that we become aware of
21 that can be additionally added to this -- this
22 growing list of groups.

23 MS. COE: That makes sense.

24 So, Director, just so I'm clear, if

10

1 someone identifies with an identified group or
2 associates with an identified group, I've come to
3 understand how that would be caught or clear. But
4 does this standard also allow for the removal of
5 someone who -- I may go out in my backyard later
6 today and make up a group with my two neighbors? Or
7 those people would still be permitted to move
8 through the process because their group is not
9 identified yet?

10 MS. DeLONG: Just so we can be clear, my
11 understanding is kind of like the standards for
12 domestic violence. Right? We have the admitted.
13 So if someone just admits to being involved, CPD
14 uses those standards, and they're gone. If they
15 have a criminal action against them, then they're
16 removed.

17 So if they come out and say, "Well, I
18 just formed a group," then we could remove them. Or
19 we could give that information to the Safety
20 Director's office, which I'm sure that will come out
21 as part of the oral interview. And that could also
22 be a reason to AA that person. So I think this
23 gives us information and the ability to do it more
24 easily.

1 MS. COE: Okay. Thank you. I don't have
2 any other questions.

3 COUNCIL MEMBER FAVOR: Well, obviously,
4 the point you -- You hit the gap. And we're not
5 going to be able legally to catch people that are
6 operating in those groups that are just hard to
7 identify at this moment. But that doesn't mean that
8 through the process that we hope to create with the
9 inspector general's office that we're not -- we
10 can't list them.

11 MS. COE: Well, I think what I heard was
12 kind of what I wanted, that it's similar to use the
13 domestic violence as an example. So if somebody
14 admits to their involvement in something, that is
15 good enough, even if their group isn't listed on
16 the --

17 MS. EDWARDS: Does that mean that
18 questions about potential affiliations will be
19 included in the --

20 MS. DeLONG: Yes.

21 MS. EDWARDS: I'm losing my words right
22 now.

23 MS. DeLONG: In the background history?

24 MS. EDWARDS: -- the background and

1 polygraph test?

2 COUNCIL MEMBER FAVOR: Yes.

3 MS. EDWARDS: Which is where a lot of the
4 questions surface.

5 COUNCIL MEMBER FAVOR: Yes. Yes.

6 And then on the background, this really
7 doesn't -- this is outside of this Commission's
8 purview, but we have made similar -- we have
9 legislated similarly for officers who are currently
10 serving. And so obviously we're constrained by the
11 FOP contract, so we can't just go and remove
12 officers willy-nilly. But there are standards that
13 serving officers have to adhere to. And so that
14 violations that would fall under this hate group
15 affiliation would trigger the process as laid out by
16 the Chief of Police and the contract -- the FOP
17 contract.

18 MS. COE: Thank you.

19 PRESIDENT PETTIGREW: I wanted to make
20 sure for the record that everyone knows that
21 Director DeLong has kept us informed on this process
22 now for a number of months, that the results of
23 various meetings and study have been shared with us
24 in executive session.

1 And, finally, one of the concerns that I
2 had is the issue of the affiliation, but included in
3 that, the training. There are a number of law
4 enforcement officers who are very proud of their
5 training at the FBI training academy. And this
6 could apply to law enforcement, either aspirants or
7 also present officers, that they actually accept or
8 receive training by these groups. So I hope that
9 continues to be a part of the Council's research and
10 also actions.

11 COUNCIL MEMBER FAVOR: Yes. And thank
12 you, sir.

13 We are leaning in and, as I'm sure you
14 all are aware, as much as we can in that process.
15 We're getting ready to head into negotiations with
16 the folks that represent our officers in December.
17 And so we're having communication about what our
18 vision is, what we are -- what information we have
19 received from our residents and seeing what they
20 expect from officers and how those considerations
21 can be implemented in the policing and in the way in
22 which officers conduct and the way in which they are
23 trained.

24 PRESIDENT PETTIGREW: Well, it is

1 certainly a most monumental undertaking. And
2 timely. So, from our standpoint --

3 MS. COE: Thank you.

4 PRESIDENT PETTIGREW: -- we can do our
5 part.

6 And I guess the issue is the motion. Can
7 I get a motion?

8 MS. COE: Yes. I move to support -- I
9 move to approve the request of the Civil Service
10 Commission staff to revise the background removal
11 standards for police officers regarding hate group
12 affiliation.

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 Thank you, Councilwoman.

19 COUNCIL MEMBER FAVOR: Thank you all for
20 your time.

21 MS. COE: Thank you.

22 MS. EDWARDS: Thank you.

23 PRESIDENT PETTIGREW: Thank you.

24 We have no items submitted on Item 4,

1 Prehearing Conference Reviews, and Item 5, Trial
2 Board recommendations.

3 Item 6, and that's request of the Civil
4 Service Commission staff, on behalf of Columbus City
5 Schools, to abolish the specification for the
6 classification Stenographer II.

7 MS. LITZY-TAYLOR: Hi. Charday
8 Litzy-Taylor, Personnel Analyst with the Commission.

9 In June of 2018, the Commission imposed a
10 moratorium on this classification at the request of
11 Commission staff, with the intention that, once the
12 classification was vacated, it would be proposed for
13 abolishment. There are currently no employees who
14 remain in this classification. It is therefore
15 recommended that the specification for the
16 classification Stenographer II be abolished as
17 proposed.

18 MS. COE: Thank you. I move to support
19 the request of the Civil Service Commission staff,
20 on behalf of Columbus City Schools, to abolish the
21 specification for the classification
22 Stenographer II.

23 MS. EDWARDS: I second.

24 PRESIDENT PETTIGREW: All in favor, say

1 "aye."

2 THE COMMISSION MEMBERS: Aye.

3 PRESIDENT PETTIGREW: It is approved.

4 Item No. 7 is the request of Civil
5 Service Commission staff to approve the
6 specification review for the classification Public
7 Relations Specialist I, with no revisions.

8 MS. LITZY-TAYLOR: The review of this
9 classification is part of the Civil Service
10 Commission's efforts to review all classifications
11 every years. After reviewing the current
12 specification and soliciting feedback from
13 department representatives, it was determined that
14 the current specification still adequately describes
15 the work being performed; therefore, it is recommend
16 that current specification be approved with no
17 revisions.

18 MS. COE: Thank you. I move to support
19 the request of the Civil Service Commission staff to
20 approve the specification review for the
21 classification Public Relations Specialist I, with
22 no revisions.

23 MS. EDWARDS: I second.

24 PRESIDENT PETTIGREW: All in favor, say

1 "aye."

2 THE COMMISSION MEMBERS: Aye.

3 PRESIDENT PETTIGREW: It is approved.

4 Item No. 8 is the request of the Civil
5 Service staff to revise the specification for the
6 classification Public Relations Specialist II.

7 MS. LITZY-TAYLOR: The review of this
8 classification was also part of the Commission's
9 efforts to review all classifications every five
10 years.

11 It is recommended that within the
12 "Examples of Work" section, "Develops the expanded
13 use of social media channels to disseminate
14 information and cultivate public relations" and also
15 include "measure performance of channels to
16 determine success and inform efforts."

17 One minor revision is proposed to the
18 "Minimum Qualifications" section. In maintaining
19 consistency with the experience requirements for
20 Public Relations Specialist I, it is recommended
21 that "media" be added as a qualifying experience for
22 Public Relations Specialist II.

23 Within the "Knowledge, Skills and
24 Abilities" section, it is recommended that

1 "considerable knowledge of social media channels" be
2 expanded to include performance analytics. It is
3 also recommended that "ability to effectively work
4 and communicate with a diverse population" be added.

5 There are no other revisions proposed at
6 this time.

7 MS. COE: Thank you. I move to support
8 the request of the Civil Service Commission staff to
9 revise the specification for the classification
10 Public Relations Specialist II.

11 MS. EDWARDS: I second.

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

14 THE COMMISSION MEMBERS: Aye.

15 PRESIDENT PETTIGREW: It has passed.

16 Items No. 9 and 10 will be presented
17 together.

18 Item No. 9, request of the Civil Service
19 Commission staff to revise the specification for the
20 classification Aging Programs Care Coordinator; and,

21 Item No. 10 is for the classification
22 Care Coordination Assistant.

23 MS. COE: You're still muted, Carol.

24 MS. LAGEMANN: Okay. Can you hear me

1 now?

2 MS. COE: Yes.

3 MS. EDWARDS: Yes.

4 MS. LAGEMANN: Carol Lagemann, Personnel
5 Analyst II with the Civil Service Commission.

6 A review of these classifications was
7 part of the Civil Service Commission's efforts to
8 review all classifications every five years.

9 Aging Programs Care Coordinator and the
10 Care Coordination Assistant are both utilized by the
11 Central Ohio Area Agency on Aging, COAAA, in the
12 Department of Rec and Parks.

13 Within the Aging Programs Care
14 Coordinator, updates are proposed for "Minimum
15 Qualifications" and the "Knowledge, Skills and
16 Abilities" to describe social work before nursing.
17 Most applicants and incumbents have a background in
18 social work.

19 In addition, within the KSA section, two
20 statements were modified to be inclusive of programs
21 they offer for all ages. One new knowledge with
22 regard to behavioral health is proposed due to the
23 assessments of psychosocial health needs, and one
24 was modified to include the tracking of progress and

1 organization of information for case records.

2 Within the Care Coordination Assistant,
3 it is proposed to modify the "Minimum
4 Qualifications" to revise the substitution's
5 description of experience to broaden the applicant
6 pool to include those who have helped individuals
7 access healthcare services.

8 In closing, it is recommended that these
9 substitutions be approved as proposed.

10 MS. COE: Thank you. I move to support
11 the request of the Civil Service Commission staff to
12 revise the specification for the classification
13 Aging Program Care Coordinator, as well as the
14 classification Care Coordination Assistant.

15 MS. EDWARDS: I second.

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

18 THE COMMISSION MEMBERS: Aye.

19 PRESIDENT PETTIGREW: They are approved.

20 Item No. 11 is the request of the Civil
21 Service Commission staff to create the specification
22 for the classification Public Health Administrator
23 (Sexual Health Promotion), assign a probationary
24 period of 365 days, designate the examination type

1 as noncompetitive, and amend Rule XI accordingly.

2 MS. DYKE: Beth Dyke, Personnel Analyst
3 with the Civil Service Commission Staff.

4 The request to create the classification
5 Public Health Administrator (Sexual Health
6 Promotion) was initiated through correspondence
7 received from Columbus Public Health Commission
8 Dr. Mysheika Roberts.

9 It has been agreed that the disease
10 prevention nature of the Sexual Health Promotion
11 program area no longer aligns with the disease
12 treatment and clinical laboratory focus of the
13 Clinical Health subdivision. Due to the separation
14 between program areas and anticipated future growth
15 of the Sexual Health Promotion program area,
16 staffing and budget, there is an increasing need to
17 separate the Sexual Health Promotion program element
18 from the Clinical Health program area to create a
19 new and separate subdivision.

20 Through the separation of the Sexual
21 Health Promotion Program area and the creation of
22 this classification, the Public Health Administrator
23 for Clinical Health will be provided the ability to
24 concentrate efforts on the efficiencies and

1 effectiveness of clinical administration and disease
2 treatment. As with the Public Health Administrator
3 for Clinical Health, the Public Health Administrator
4 for Sexual Health Promotion would report directly to
5 the Assistant Health Commissioner (Nursing).

6 By definition, the Public Health
7 Administrator (Sexual Health Promotion) works under
8 administrative direction and is responsible for the
9 administration of Sexual Health Promotion area of
10 the Columbus Public Health.

11 To maintain consistency, many "Examples
12 of Work" parallel other administrative
13 classifications within the department, but are
14 specialized to reflect to Sexual Health Promotion
15 program area.

16 The "Minimum Qualifications" will require
17 a bachelor's degree and six years of experience in
18 an administrative or management-level position,
19 which involves planning, implementing, coordinating
20 and/or evaluating programs in health care, public
21 and/or community health or a related area. A
22 master's degree may be substituted for one year of
23 the required experience, and a PhD may be
24 substituted for two years of the required

1 experience. A valid motor vehicle operator's
2 license is also required.

3 The "Knowledge, Skills and Ability"
4 section was developed to include that which is
5 expected of a candidate's successful performance in
6 the job of Public Health Administrator.

7 Lastly, it is recommended that the
8 probationary period be assigned as 365 days and the
9 examination type be designated as noncompetitive,
10 per Commission policy on classifications that
11 require significant education and experience in
12 public health administration.

13 It is also recommended that the
14 classification be assigned within the Executive Job
15 Family in the City of Columbus Class Plan Index and
16 be assigned to the Official/Administrator EEO/DOJ
17 Job Category.

18 Lastly, it is also recommended that to
19 classification Public Health Administrator (Sexual
20 Health Promotion) be created as proposed and Rule XI
21 amended accordingly.

22 Thank you.

23 MS. COE: Thank you. I move to support
24 the request of the Civil Service staff to create the

1 specification for the classification Public Health
2 Administrator (Sexual Health Promotion), assign a
3 probationary period of 365 days, designate the
4 examination type as noncompetitive, and amend
5 Rule XI accordingly.

6 MS. EDWARDS: I second the approval.

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

9 THE COMMISSION MEMBERS: Aye.

10 PRESIDENT PETTIGREW: It is approved.

11 We have no residency hearing reviews,
12 Item No. 12.

13 And on background removals, we have:

14 Elijah Billings, reinstate;

15 Sara Canchola, reinstate;

16 Anthony DeVito, reinstate;

17 Mason Endsley, reinstate;

18 Gregory Johnson, reinstate;

19 Darrell Miller III, do not reinstate;

20 William Rogers, do not reinstate;

21 Kyle Willis, do not reinstate [sic].

22 Those are the applicants removed

23 pre-examination.

24 We'll note post-examination, Landus

1 Turner, do not reinstate.

2 MS. COE: Grady, could I just check on
3 Kyle Willis? I had that noted as reinstate, not do
4 not reinstate.

5 MS. EDWARDS: Yes, I have it as
6 reinstate.

7 PRESIDENT PETTIGREW: I'm sorry. It is.
8 It's reinstate on my note also. I'm sorry.

9 Reinstatement Kyle Willis.

10 MS. COE: Thank you.

11 PRESIDENT PETTIGREW: Thank you for
12 pointing that out.

13 We have no jurisdictional reviews. No
14 disciplinary hearings.

15 We do have a moment to recognize the
16 service of Commissioner Delena Edwards on the
17 record, even though there will be an official letter
18 that's entered into the Civil Service Commission
19 records today after today's hearing.

20 On behalf of the entire Commission staff,
21 the many employees of --

22 (Technical issues.)

23 MS. DeLONG: We lost you, Grady.

24 PRESIDENT PETTIGREW: I'm sorry?

1 MS. BRINNON: Grady, we're losing you.

2 MS. DeLONG: You're going to need to
3 start that again.

4 MS. EDWARDS: He really doesn't. Okay?

5 PRESIDENT PETTIGREW: Is the audio back?

6 MS. BRINNON: Yes.

7 PRESIDENT PETTIGREW: All right. I don't
8 know if it's because of the number of participants,
9 but my thing keeps going from red to black. At any
10 rate, let's do it again.

11 On behalf of the entire Commission staff,
12 the many employees of the City of Columbus,
13 Commissioner Stefanie Coe and myself, I want to take
14 this moment to officially recognize Delena Edwards
15 for your service and important contribution to the
16 work of the Commission these past 11-plus years.

17 Although typically completed without
18 great fan-fair and awareness by most, the service
19 the Commission provides to the City organization as
20 a whole and employees individually is critical to
21 ensuring the City's employment process is fair,
22 objective, consistent and accessible.

23 As you know, providing this caliber of
24 service often requires a herculean effort by the

1 many involved in this effort. As such, please
2 accept our thanks and gratitude for the hours you
3 have invested over the years in the job
4 classification reviews, background reviews, appeal
5 hearings and general help to the Commission to make
6 this organization the top-tier elite that it is.
7 You have played a key role in our successful service
8 to the citizens of Columbus.

9 So since this is your last official
10 meeting, we wanted to be sure to enter this in the
11 record again and to express our thanks for your
12 service, Commissioner Delena Edwards.

13 MS. EDWARDS: Thank you.

14 PRESIDENT PETTIGREW: Is there anything
15 else for today's hearing?

16 MS. EDWARDS: I would just say -- I want
17 to say thank you. And it is has been truly a
18 pleasure and an honor to serve. Thank you.

19 MS. COE: Thank you, Delena.

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21 And, thereupon, the meeting was
22 concluded at approximately 1:00 p.m.

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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 31st day of August, 2020, and transcribed from my stenographic notes.

TRACI E. PEOPLES
Professional Reporter and
Notary Public in and for
the State of Ohio

My Commission Expires: July 15, 2024

The Commissioners adjourned the special meeting at 1:00 p.m.

Grady L. Pettigrew, Jr., President

Date