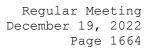


1	BEFORE THE CITY OF COLUMBUS
2	MUNICIPAL CIVIL SERVICE COMMISSION
3	
4	In the Matter of:
5	Regular Meeting
6	
7	Larry Price
8	President, presiding
9	
10	TRANSCRIPT OF PROCEEDINGS
11	
12	
13	Monday, December 19, 2022 9:11 a.m.
14	City of Columbus Civil Service Commission
15	77 North Front Street Columbus, Ohio 43215
16	COTUMDUS, ONIO 43213
17	
18	CHRISTY M. HEANEY
19	PROFESSIONAL REPORTER
20	
21	
22	ANDERSON REPORTING SERVICES, INC. 3040 Riverside Drive, Suite 125
23	Columbus, Ohio 43221 (614) 326-0177



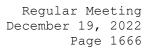


COMMISSION MEMBERS PRESENT: Larry Price, President Jennifer Lynch Dawn Tyler Lee PRESENTERS: Amy DeLong Charday Litzy-Taylor Richard Cherry Beth Dyke Tammy Rollins ALSO PRESENT: Wendy Brinnon 





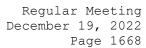
1	MONDAY MORNING SESSION
2	December 19, 2022 9:11 a.m.
3	
4	PROCEEDINGS
5	
6	BE IT REMEMBERED THAT, on the 19th day of
7	December, 2022, the Municipal Civil Service
8	Commission came on for regular meeting, Larry
9	Price, President. And the parties appearing in
10	person and/or by counsel, as hereinafter set
11	forth, the following proceedings were had:
12	
13	PRESIDENT PRICE: Good morning. We have
14	a rather lengthy agenda, so I brought my water to
15	make sure.
16	I'll call to order the City of Columbus,
17	Ohio, Municipal Civil Service Commission, regular
18	meeting, December 19, 2022. We are following the
19	printed agenda.
20	No. 1: Review and approval of the
21	minutes from the November 21, 2022, regular
22	meeting. Chair will entertain a motion to approve.
23	MS. LYNCH: I move to approve the minutes
24	from the November 21, 2022, regular meeting.





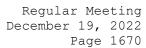
MS. TYLER LEE: Second. 1 2 PRESIDENT PRICE: Been properly moved and 3 seconded. All those in favor say "aye." 4 5 MS. LYNCH: Aye. 6 MS. TYLER LEE: Aye. 7 PRESIDENT PRICE: Aye. 8 All those opposed? 9 Ayes have it. 10 No. 2: Pre-Hearing Conference Reviews, none submitted. 11 12 No. 3: Request of the Civil Service Commission staff to revise Rule VI D.2. and 13 14 Rule VI D.3(b) pertaining to residency as a result 15 of the 2022 voter-approved Charter amendments. 16 Morning, Amy. 17 MS. DELONG: Good morning. 18 PRESIDENT PRICE: Who's going to tell me what to do now that you're in front of us? 19 20 MS. TYLER LEE: The boss. 21 MS. LYNCH: That's right. 22 MS. DELONG: Amy DeLong, Civil Service 23 Director. I am here today to go over a lot of

things with you. I'm going to have you approve



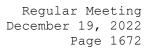


- 1 them separately because of the importance of them,
- 2 but I'm going to give you a little background to
- 3 start off.
- 4 As many of you are aware here, Tammy and
- 5 I -- Tammy Rollins and I attended all of the
- 6 Charter review Commission meetings this year, which
- 7 started in January -- and there were numerous
- 8 meetings -- just to see, you know, what other
- 9 organizations here -- departments were asking for.
- 10 Many of those were just clean-up changes
- 11 to the Charter since the Charter was written in
- 12 1914, and it just hadn't made its way to the 20th
- 13 century.
- 14 That being said, we ended up presenting
- 15 Charter changes for the Civil Service portion of
- 16 the Charter, which is Sections 148 through 158-1.
- 17 We suggested numerous changes, 14 of which were
- 18 approved by the Charter Review Commission as well
- 19 as Columbus City Council. The voters
- 20 overwhelmingly approved the Charter amendments in
- 21 November.
- Therefore, at this point, we need to
- 23 change the Civil Service rules, which is your job,
- 24 to be in compliance with the Charter changes. And





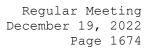
- 1 what this does is it ensures that we are operating
- 2 consistently upon those Charter amendments and how
- 3 we do our business here at the Civil Service
- 4 Commission.
- 5 As I said earlier, the majority of the
- 6 changes that were requested were simply
- 7 modernization of language and some minor cleanup.
- 8 That's the same thing for us. We did have a few
- 9 big ones, and I'll talk about those today with you
- 10 in -- in more detail.
- 11 But today I'm going to review six Civil
- 12 Service rules that must be updated as a result of
- 13 those Charter amendments.
- So therefore, I -- we request that the
- 15 Civil Service staff revise VI D.2. and VI D.3(b)
- 16 pertaining to residency as a result of the 2022
- 17 voter-approved Charter amendments.
- 18 The Commission staff is recommending your
- 19 adoption of the proposed language in order to
- 20 comply with the voter-approved Charter amendments.
- 21 The proposed revisions remove the requirement for
- 22 employees to live in Franklin or continuous --
- 23 contiguous counties. This result -- this request
- 24 is a result of the 2013 court decision which stated





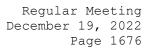


- 1 that the Commission could no longer enforce the
- 2 City's Charter defined residency requirement a --
- 3 as written in 158-1.
- 4 Since the Commission could no longer
- 5 enforce this section of the Charter, we ask that it
- 6 be removed and are updating our residency rule to
- 7 match that amendment.
- 8 Currently, those sections provide that
- 9 all unclassified and classified employees shall at
- 10 all times during their employment maintain their
- 11 residency in Franklin or contiguous counties; and
- 12 any employee found to be in violation will be
- 13 placed on unpaid administrative leave, undergo
- 14 disciplinary proceedings, and could be terminated
- 15 if the employee does not establish an appropriate
- 16 residency.
- 17 Replacing this section with "unless
- 18 otherwise specifically provided by the Charter,
- 19 residency shall be in accordance with the general
- 20 laws of the State of Ohio," parallels what is in
- 21 the Charter, and prevents further confusion among
- 22 employees.
- I ask for your approval.
- 24 PRESIDENT PRICE: Thank you.



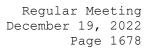


1	Questions?
2	And again, Amy, I'll say it at the
3	outset, thank you for taking time for briefing us
4	so we're well aware of the changes in in what
5	you've presented before us today.
6	Chair will entertain a motion.
7	MS. LYNCH: I move to revise Rule is
8	that XI?
9	MS. DELONG: VI.
10	PRESIDENT PRICE: VI.
11	MS. LYNCH: VI. Sorry.
12	PRESIDENT PRICE: No. 3.
13	MS. LYNCH: Thank you for your VI D.2
14	and Rule VI D.3(b) pertaining to residency as a
15	result of the 2022 voter-approved Charter
16	amendments.
17	MS. TYLER LEE: Second.
18	PRESIDENT PRICE: It's been properly
19	moved and seconded.
20	All those in favor say "aye."
21	MS. TYLER LEE: Aye.
22	MS. LYNCH: Aye.
23	PRESIDENT PRICE: Aye.
24	All those opposed?





- 1 Motion carries.
- No. 4: Request of the Civil Service
- 3 Commission staff to revise Rule VII B.8(a)
- 4 pertaining to banding as a result of the 2022
- 5 voter-approved Charter amendments.
- 6 MS. DELONG: Okay. As you are all aware,
- 7 this is the controversial; so I'm going to go slow,
- 8 and I'm going to go in detail in this one.
- 9 The Commission staff is recommending the
- 10 adoption of the proposed language in order to
- 11 comply with the voter-approved Charter amendments.
- 12 The proposed revisions allow for -- that whenever a
- 13 fixed-band method of certification is published on
- 14 an examination announcement, passing grades shall
- 15 consist of no more than three ordered bands.
- 16 Currently, Rule VII B.8(a) states that
- 17 passing grades shall consist of not fewer -- shall
- 18 consist of not fewer -- yeah, not fewer than three
- 19 bands. I can't read my own writing. Replacing
- 20 "fewer" with "more" provides a greater flexibility
- 21 in times when job candidates are more scarce and
- 22 lists are small or depleted as soon as they're
- 23 created.
- 24 The use of fewer bands for smaller lists





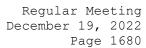
1 also provides departments with more candidates to

- 2 choose from and should eliminate some of the
- 3 competition among departments for the same one or
- 4 two candidates because they will have a greater
- 5 number of candidates to choose from.
- 6 This rule further defines how the Civil
- 7 Service Commission will determine the number of
- 8 bands created for each established list. Based on
- 9 the data gathered from the current eligible list in
- 10 usage, as of the end of October, 2022, a single
- 11 band will be used for those lists containing 1
- 12 through 50 candidates who have taken and passed the
- 13 exam.

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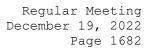
- 14 Two bands will be created for eligible
- 15 lists that have 51 to 100 candidates who have taken
- 16 and passed the exam.
- 17 And three bands will be established for
- 18 lists which have 101 or more candidates who have
- 19 taken and passed the exam.
- This rule also allows for special
- 21 circumstances where the executive director may
- 22 deviate from the above assignment of bands with
- 23 appropriate justification, which will be included
- in the exam confidential and certification files.







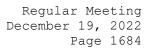
1 I ask for your approval. PRESIDENT PRICE: Thank you. 2 3 Questions? The chair will entertain a motion. 4 5 MS. LYNCH: I move to revise 6 Rule VII B.8(a) pertaining to banding as a result 7 of the 2022 voter-approved Charter amendments. 8 MS. TYLER LEE: Second. 9 PRESIDENT PRICE: It's been properly 10 moved and seconded. 11 All those in favor say "aye." 12 MS. TYLER LEE: Aye. 13 MS. LYNCH: Aye. 14 PRESIDENT PRICE: Aye. 15 All those opposed? Ayes have it. Motion approved. 16 17 Item 5: Request of the Civil Service 18 Commission staff to revise Rule IX C.4(b) 19 pertaining to certification of eligibles as a result of the 2022 voter-approved Charter 20 21 amendments. MS. DELONG: Thank you. The Commission 22 23 staff is recommending the adoption of the proposed 24 language in order to comply with the voter-approved







- 1 Charter amendments.
- 2 The proposed -- the proposed revision
- 3 allows for an -- the appointing authority to choose
- 4 from a greater number of eligible candidates when
- 5 making an appointment.
- 6 Currently, Rule IX C.4(b) states: The
- 7 executive director shall certify all names in the
- 8 highest band from the appropriate list so that in
- 9 making appointments to a position in the class, the
- 10 appointing authority has a choice of at least five
- 11 eligibles. If fewer than five names appear in the
- 12 highest band, the executive director shall certify
- 13 names from the subsequent bands so that at least
- 14 five eligibles are certified.
- Replacing 5 with 15 provides the
- 16 appointing authority with more flexibility in
- 17 hiring and provides them with a reasonable number
- 18 of candidates to choose from during those times
- 19 when the number of vacancies is high and when
- 20 departments are continually hiring in certain
- 21 classifications.
- I ask for your approval.
- 23 PRESIDENT PRICE: Thank you.
- 24 Questions?





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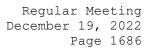
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24

Chair will entertain a motion. 1 MS. LYNCH: I move to revise 2 3 Rule IX C.4(b) pertaining to certification of 4 eligibles as a result of the 2022 voter-approved 5 Charter amendments. 6 MS. TYLER LEE: Second. 7 PRESIDENT PRICE: Been properly moved and 8 seconded. 9 All those in favor say "aye." 10 MS. TYLER LEE: Aye. 11 MS. LYNCH: Aye. 12 PRESIDENT PRICE: Aye. 13 All those opposed? 14 Motion carries. 15 Item 6: Request of the Civil Service Commission staff to revise Rule X C. pertaining to 16 17 promotional appointment as a result of the 2022 18 voter-approved Charter amendments. 19 MS. DELONG: The Commission staff is 20 recommending the adoption of the proposed language 21 in order to comply with the voter-approved Charter 22 amendments.

The proposed revision will allow for a

person hired from a nonuniform promotional list to



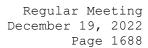


- 1 serve a probationary period. The current rule X C.
- 2 states that employees who receive promotional
- 3 appointments have permanent status without serving
- 4 a probationary period.

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- 5 This language will remain the same for
- 6 appointments within the uniformed ranks of police
- 7 and fire divisions; however, with this change,
- 8 promotional appointments outside of the uniform
- 9 ranks will not have permanent status until they
- 10 have satisfied the applicable probationary period
- 11 set forth in Rule XI.
- 12 This allows departments to promote
- 13 employees and provides an opportunity for them to
- 14 be evaluated in the new position.
- I ask for your approval.
- 16 PRESIDENT PRICE: Thank you.
- 17 Questions?
- 18 Chair will entertain a motion.
- 19 MS. LYNCH: I move to revise Rule X C.
- 20 pertaining to promotional appointments as a result
- 21 of the 2022 voter-approved Charter amendments.
- MS. TYLER LEE: Second.
- 23 PRESIDENT PRICE: Been properly moved and
- 24 seconded.





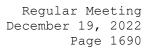
1	All those in favor say "aye."
2	MS. LYNCH: Aye.
3	MS. TYLER LEE: Aye.
4	PRESIDENT PRICE: Aye.
5	Those opposed?
6	Motion carries.
7	Item 7: Request of the Civil Service
8	Commission staff to revise Rule XI A.6,
9	Rule XI C.2, Rule XI D.2 and Rule XI D.3 pertaining
10	to probationary periods, extensions and
11	terminations as a result of the 2022 voter-approved
12	Charter amendments.
13	MS. DELONG: Commission staff is
14	recommending the adoption of the proposed language
15	in order to comply with the voter-approved Charter
16	amendments.
17	The proposed revisions will allow for
18	probationary periods to exceed 365 days when
19	positions have formal training periods, as well as
20	change the notification period for probationary
21	extensions and terminations.
22	Rule XI A.6 will be added to the rules
23	outlining the probationary period for classes that

are associated with formal training programs may

24

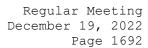
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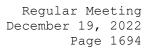
- 1 exceed 365 days to ensure that employees have a
- 2 full opportunity to perform the regular duties of
- 3 their position. Any such extension should not
- 4 exceed the total days served in that formal
- 5 training period. Police officer is likely the only
- 6 classification that will utilize this rule change.
- 7 Currently, Section C.2 and D.2 of Rule XI
- 8 state that Civil Service must be notified 10 days
- 9 before the end of the probationary period in order
- 10 to extend the probationary period or terminate an
- 11 employee.
- 12 Rule D.3 further states that if
- 13 notification is not received at least 10 days prior
- 14 to the end of the probationary period, the
- 15 appointment becomes permanent.
- The new language removes the 10-day
- 17 requirement stating that notification just be made
- 18 prior to the end of the probationary period for
- 19 both the probationary extension and the termination
- 20 requests.
- I ask for your approval.
- 22 PRESIDENT PRICE: Thank you.
- 23 Chair will entertain a motion.
- MS. LYNCH: I move to revise Rule XI A.6,







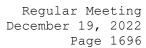
- 1 Rule XI C.2, Rule XI D.2, and Rule XI D.3
- 2 pertaining to probationary periods, extensions and
- 3 terminations as a result of the 2022 voter-approved
- 4 Charter amendments.
- 5 MS. TYLER LEE: Second.
- 6 PRESIDENT PRICE: Been properly moved and
- 7 seconded.
- 8 All those in favor say "aye."
- 9 MS. TYLER LEE: Aye.
- MS. LYNCH: Aye.
- 11 PRESIDENT PRICE: Aye.
- 12 All those opposed?
- Motion carries.
- 14 Item 8: Request of the Civil Service
- 15 Commission staff to revise Rule XIV A.1 pertaining
- 16 to appeals as a result of the 2022 voter-approved
- 17 Charter amendments.
- MS. DELONG: Last but not least.
- 19 PRESIDENT PRICE: Okay.
- MS. DELONG: The Commission staff is
- 21 recommending the adoption of provide -- proposed
- 22 language in order to comply with the voter-approved
- 23 Charter amendments.
- 24 The proposed revision states that an







- 1 appeal will be scheduled within 10 days and will be
- 2 heard by the Commission within 45 days. As you all
- 3 know, that's very -- it's easy to do and right now
- 4 it's not that way.
- 5 So Rule XIV A.1 states that appeal shall
- 6 be scheduled before the Commission within 10 days
- 7 of the date of the filing and an evidentiary
- 8 hearing being late -- at a later time.
- 9 In talking to the City Attorney's Office,
- 10 they believe that that was not due process because
- 11 it could be any time, that we needed to set a
- 12 reasonable time to have those Commission hearings.
- 13 And we felt if we could schedule the Commission --
- 14 This is with all of you. If we could schedule the
- 15 date within 10 days and have it held within 45 days
- 16 that that was within a reasonable time frame.
- 17 This new rule, like I said, ensures that
- 18 received due process and within a reasonable time
- 19 allows for exceptions when attorneys file
- 20 continuances.
- 21 So it could go beyond that, but it's
- 22 going to be on the attorneys that come before us to
- 23 make that decision.
- I ask for your approval.



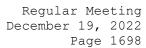


PRESIDENT PRICE: Questions? 1 Chair will entertain a motion. 2 MS. LYNCH: I move to revise Rule XIV A.1 3 4 pertaining to appeals as a result of the 2022 5 voter-approved Charter amendments. 6 MS. TYLER LEE: Second. 7 PRESIDENT PRICE: Been properly moved and 8 seconded. 9 All those in favor say "aye." 10 MS. TYLER LEE: Aye. MS. LYNCH: Aye. 11 12 PRESIDENT PRICE: Aye. 13 All those opposed? 14 Motion carries. 15 Before we go to 9, thank you, Amy, again -- I'm -- I'm sure I speak on behalf of my 16 fellow commissioners -- taking the time to brief 17 18 us. We know the Charter amendment was kind of complicated to a degree. So take -- thank you and 19 20 staff --21 MS. DELONG: Yeah. I was going to say --22 PRESIDENT PRICE: -- for preparing us, 23 you know, to be able to go through this and

understand what we're voting on.

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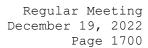


1 So any comments from you? MS. TYLER LEE: Just echo the thanks. 2 3 Even though we went through these relatively 4 quickly --5 PRESIDENT PRICE: Right. 6 MS. TYLER LEE: -- I just want to 7 acknowledge the amount of time --8 PRESIDENT PRICE: Right. 9 MS. TYLER LEE: -- that we know went into all of the work to get us to this day; and thanks 10 to staff, because it was additional -- additional 11 12 work that you had to do on top of your -- your 13 everyday task -- tasks. And even though we didn't 14 have questions here, just wanted to go on record as 15 saying we had plenty in our briefing. 16 PRESIDENT PRICE: Right. 17 MS. TYLER LEE: So just wanted to 18 acknowledge that and -- and thank everyone for the 19 additional time and energy. And I think what I'm 20 most -- I don't know if excited is the right word, 21 but in the -- the banding changes, really giving 22 the opportunity for departments to be able to make 23 sure we're getting the best staff and not tying

their hands in terms of being able to access

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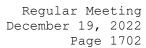
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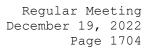
- 1 candidates that come through.
- 2 So I'm really excited about that.
- MS. DELONG: Well, thank you.
- 4 PRESIDENT PRICE: Okay. Again, thank
- 5 you, Amy.
- 6 Item 9: Review and approval of the trial
- 7 board's recommendation for Eric Brandon versus City
- 8 of Columbus from the action of the City of Columbus
- 9 terminating him from the position of Assistant
- 10 Director, Appeal No. 22-CA-0004.
- MS. DELONG: Amy DeLong, on behalf of Jen
- 12 Shea, who is out today.
- The trial board was convened on
- 14 October 31, 2022, and November 1, 2022, in the
- 15 matter of Eric Brandon versus the City of Columbus,
- 16 Appeal No. 22-CA-0004.
- 17 After hearing from both parties and
- 18 evaluating the evidence presented, the trial board
- 19 determined that the appellant resigned his
- 20 employment with the City.
- 21 As such, the trial board found that
- 22 pursuant to Civil Service Rule XIII E, this
- 23 Commission does not have jurisdiction to hear or
- 24 make decisions on the merits of Mr. Brandon's







1	appeal.
2	Therefore, the trial board asks this
3	Commission to adopt the findings and
4	recommendations and to dismiss the appeal for lack
5	of jurisdiction.
6	PRESIDENT PRICE: Thank you.
7	Any questions from the Board?
8	Comments from Jen?
9	No. Okay.
10	Chair will entertain a motion.
11	MS. LYNCH: I move to approve the trial
12	board's recommendation for Eric Brandon versus the
13	City of Columbus from the action of the City of
14	Columbus terminating him from the position of
15	Assistant Director, Appeal No. 22-CA-0004.
16	MS. TYLER LEE: Second.
17	PRESIDENT PRICE: Been properly moved and
18	seconded.
19	All those in favor say "aye."
20	MS. TYLER LEE: Aye.
21	MS. LYNCH: Aye.
22	PRESIDENT PRICE: Aye.
23	All those opposed?
24	Motion carries.





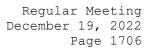
1 Item 10. Good morning, Charday.

- 2 MS. LITZY-TAYLOR: Hey, good morning.
- 3 PRESIDENT PRICE: Item 10: Request of
- 4 the Civil Service Commission staff on behalf of
- 5 Columbus City Schools to create the specification
- 6 for the classification Van Driver, assign a
- 7 probationary period of a 180 days and designate the
- 8 examination type as noncompetitive.
- 9 MS. LITZY-TAYLOR: Good morning. Charday
- 10 Litzy-Taylor, personnel analyst with the
- 11 Commission. This action was initiated at the
- 12 request of Columbus City Schools.
- 13 Columbus City Schools is responsible for
- 14 safely transporting approximately 39,000 students
- 15 to and from school on a daily basis. This includes
- 16 transport to the district's 112 public schools as
- 17 well as approximately 162 nonpublic charter
- 18 schools.

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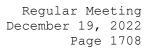
- As part of a review to determine the
- 20 scope of Columbus City Schools' transportation
- 21 needs, the district has identified a need for a
- 22 classification dedicated to operating passenger
- 23 vans to transport students with special needs to
- 24 and from school and special events.







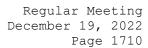
1	Columbus City Schools plans to purchase
2	30 new passenger vans in 2023. That's part of this
3	effort.
4	Since the requirements for passenger vans
5	differ from that of school bus drivers, it is
6	necessary to create a separate classification. A
7	separate class would free up about 30 bus drivers
8	that could assist with daily bus operation. The
9	creation of a dedicated Van Driver class would also
10	provide the district with the ability to manage the
11	transport of their special need students in house.
12	The proposed examples of work section was
13	developed to include those responsibilities
14	identified as important for the classification.
15	To remain compliant under Ohio law, the
16	proposed minimum qualifications require Van Drivers
17	to be at least 21 years of age, possess a valid
18	driver's license and have a minimum of two years of
19	driving experience.
20	Possession of a valid certificate of
21	completion of the pre-service driver training
22	program issued by the Ohio Department of Education
23	for school Van Drivers is required upon completion
24	of the probationary period.







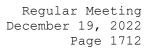
1 A valid certificate of completion for the pre-service driver training issued by the Ohio 2 3 Department of Education for school bus drivers may 4 also be accepted in lieu of the Van Driver 5 certificate. 6 The proposed knowledge, skills and 7 abilities section was developed to include the 8 knowledge, skills and abilities expected of a 9 successful employee in the job of Van Driver. 10 Noting the level of training and experience required, it is recommended that the 11 12 examination type be designated as noncompetitive, 13 which is consistent with the Civil Service 14 Commission guidelines for noncompetitive 15 designations. It is further recommended that the 16 17 probationary period be assigned 180 days, which is 18 consistent with the associated learning time and in 19 accordance with Civil Service Commission guidelines 20 for classifications designated as noncompetitive. 21 It is also recommended that the proposed 22 Van Driver class be assigned to the transportation 23 job family and within the bus operations group. As 24 proposed, this creation will give the district the





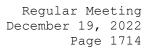


- 1 ability to meet the transportation needs of their
- 2 special student need population.
- 3 The proposed classification will also
- 4 free up bus drivers and allow the district to cover
- 5 additional bus routes.
- It is, therefore, recommended that the
- 7 classification Van Driver be created as proposed.
- 8 PRESIDENT PRICE: Thank you.
- 9 Questions?
- 10 Chair will entertain a motion to approve.
- 11 MS. LYNCH: On behalf of the Columbus
- 12 City Schools, I move to create the specification
- 13 for the classification Van Driver, assign a
- 14 probationary period of 180 days, and designate the
- 15 examination type as noncompetitive.
- MS. TYLER LEE: Second.
- 17 PRESIDENT PRICE: Been properly moved and
- 18 seconded.
- 19 All those in favor say "aye."
- MS. TYLER LEE: Aye.
- MS. LYNCH: Aye.
- 22 PRESIDENT PRICE: Aye.
- 23 All opposed?
- Motion is approved.





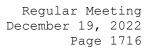
- 1 MS. LITZY-TAYLOR: Thank you.
- 2 PRESIDENT PRICE: Thank you, Charday.
- 3 Item 11.
- 4 MR. CHERRY: We can do 11 through 14, if
- 5 you want.
- 6 PRESIDENT PRICE: I'm sorry. Yeah. The
- 7 Item 11, 12 and 13 and also 14? 14? Okay.
- 8 As Dawn said you notice we don't make a
- 9 move till we look to our right.
- We will now entertain Items 11, 12, 13
- 11 and 14.
- 12 Good morning, Richard.
- 13 Request of the Civil Service
- 14 Commission --
- 15 Item 11: Request of the Civil Service
- 16 Commission staff to revise the specification for
- 17 the classification Police Commander.
- 18 Item 12: Request of the Civil Service
- 19 Commission staff to revise the specification for
- 20 the classification Police Deputy Chief.
- 21 Item 13: Request of the Civil Service
- 22 Commission staff to revise the specification for
- 23 the classification Police Lieutenant.
- 24 Item 14: Request of the Civil Service







- 1 Commission staff to revise the specification for
- 2 the classification Fire Chief.
- 3 MR. CHERRY: Richard Cherry, personnel
- 4 analyst too, with the Civil Service Commission. We
- 5 are reviewing these classifications as part of
- 6 Civil Service efforts to review all classifications
- 7 every five years.
- 8 These particular classifications, a lot
- 9 of the changes to the examples of work section are
- 10 basically cosmetic in order to bring language up to
- 11 date; but the big changes to the minimum
- 12 qualification section is where it pertains to
- 13 the -- the driver's license. There were some
- 14 inconsistencies among the classifications as to how
- 15 the language to talk about the driver's license.
- 16 So we are recommending that the language for all
- 17 these say possession of a valid driver's license.
- There are no other recommendations at
- 19 this time.
- 20 PRESIDENT PRICE: Thank you.
- 21 Questions?
- 22 Chair will entertain a motion to approve.
- MS. LYNCH: I move to revise the
- 24 specification for the classification Police

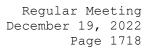




COLUMBUS

CIVIL SERVICE COMMISSION

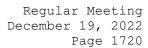
- 2 I move to revise the specification for
- 3 the classification Police Deputy Chief.
- 4 I move to revise the specification for
- 5 the class -- for the classification Police
- 6 Lieutenant.
- 7 And, finally, I move to revise the
- 8 specification for the classification Fire Chief.
- 9 MS. TYLER LEE: Second.
- 10 PRESIDENT PRICE: Been properly moved and
- 11 seconded.
- 12 All those in favor.
- MS. LYNCH: Aye.
- 14 PRESIDENT PRICE: I'm sorry.
- 15 All those in favor say "aye."
- MS. TYLER LEE: Aye.
- MS. LYNCH: Aye.
- 18 PRESIDENT PRICE: Aye.
- 19 All those opposed?
- Motions approved.
- MR. CHERRY: Merry Christmas.
- 22 PRESIDENT PRICE: Thank you.
- MS. LYNCH: Merry Christmas.
- 24 PRESIDENT PRICE: He just said that





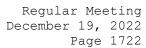


- 1 because his was a simpler one.
- 2 MR. CHERRY: I appreciate that.
- 3 PRESIDENT PRICE: Item 15.
- 4 Good morning, Beth.
- 5 MS. DYKE: Good morning.
- 6 PRESIDENT PRICE: Request of the Civil
- 7 Service Commission staff to revise the
- 8 specification for the classification Public Health
- 9 Administrator (Neighborhood Health), retitle it to
- 10 read Public Health Administrator (Neighborhood
- 11 Social Services) and amend Rule XI accordingly.
- MS. DYKE: Yes. Beth Dyke, personnel
- 13 analyst with the Civil Service staff.
- 14 Civil Service staff received a
- 15 correspondence from the Department of Human
- 16 Resources' officer for Columbus Public Health
- 17 requesting to revise and retitle the specification
- 18 for the classification.
- 19 Although the five-year classification
- 20 review was just completed, there were some
- 21 additional minor revisions proposed to the
- 22 definition and within the examples of work and
- 23 knowledge, skills and abilities sections in
- 24 response to feedback received from the City health





- 1 commissioner.
- 2 The proposed revisions are in support of
- 3 the growth Columbus Public Health is experiencing
- 4 regarding the administration of Neighborhood Social
- 5 Services or their NSS programs.
- 6 Most of the recommended changes are
- 7 proposed to shift the current focus of the
- 8 classification Neighborhood Health to the more
- 9 broad focus area of Neighborhood Social Services
- 10 and related duties.
- 11 There are no other revisions proposed at
- 12 this time; and it is, therefore, recommended that
- 13 the specification for the classification be revised
- 14 as proposed, retitled to read Public Health
- 15 Administrator (Neighborhood Social Services) and
- 16 Rule XI amended accordingly.
- 17 PRESIDENT PRICE: Questions?
- 18 Chair will entertain a motion to approve.
- MS. LYNCH: I move to revise the
- 20 specification for the classification Public Health
- 21 Administrator (Neighborhood Health), retitle it to
- 22 read Public Health Administrator (Neighborhood
- 23 Social Services) and amend Rule XI accordingly.
- MS. TYLER LEE: Second.

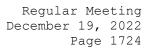






1	PRESIDENT PRICE: Been properly moved and
2	seconded.
3	All those in favor say "aye."
4	MS. TYLER LEE: Aye.
5	MS. LYNCH: Aye.
6	PRESIDENT PRICE: Aye.
7	All those opposed?
8	Motion is approved.
9	Items 16 through 19.
10	Item 16: Request of the Civil Service
11	Commission staff to revise the specification for
12	the classification Technical Support Supervisor.
13	Item 17: Request of the Civil Service
14	Commission staff to revise the specification for
15	the classification Desktop Support Technician.
16	Item 18: Request of the Civil Service
17	Commission staff to revise the specification for
18	the classification Technical Support Analyst.
19	Item 19: Request of the Civil Service
20	Commission staff to revise the specification for
21	the classification Technology Service Desk
22	Representative.
23	MS. DYKE: Yes. Civil Service staff

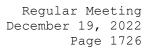
received a correspondence from the Department of







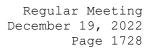
- Technology human resources' officer requesting to revise the minimum qualifications and examination type for Desktop Support Technician classification.
- 4 The request was submitted after the
- 5 department's recent recruitment efforts
- 6 demonstrated that a higher population of candidates
- 7 possess work-related experience and/or industry
- 8 certifications rather than qualifications obtained
- 9 through education.
- 10 Since such desired revisions would affect
- 11 the progression within the technology support
- 12 series, revisions are proposed to the minimum
- 13 qualifications sections throughout most of the
- 14 series.
- 15 Other minor revisions within the
- 16 specifications are also proposed. For the
- 17 Technology Service Desk Representative and the
- 18 Desktop Support Technician classifications, it is
- 19 recommended to broaden the minimum qualifications
- 20 requirements to allow more emphasis to be placed on
- 21 qualifying experience while supporting an
- 22 additional pathway to employment -- while
- 23 supporting an educational pathway to employment.
- 24 As such, it is proposed to add a pathway





THE CITY OF COLUMBUS ANDREW J. GINTHER, MAYOR	
CIVIL SERVICE COMMISSION	١

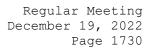
- 1 to employment which allows for specific and
- 2 significant coursework to substitute for the
- 3 required experience.
- 4 It is also proposed to add a
- 5 substitution, which allows for a certificate of
- 6 completion from a computer-related technology
- 7 vocational program to substitute for the required
- 8 experience.
- 9 Additionally, for the Desktop Support
- 10 Technician classification, it is proposed to add
- 11 the requirement for incumbents to possess a valid
- 12 CompTIA A+ certification by the completion of the
- 13 probationary period. In order to achieve the
- 14 CompTIA A+ certification, candidates are required
- 15 to pass two examinations.
- Per Civil Service rule, where positions
- 17 are in a class which require exceptional
- 18 qualifications as demonstrated by a special license
- 19 or certificate, it is proposed to move the
- 20 examination type from competitive to
- 21 noncompetitive.
- It is proposed to revise the motor
- 23 vehicle operator's license statement within the
- 24 minimum qualification sections of the Desktop







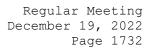
- 1 Support Technician and the Technical Support
- 2 Analyst classifications.
- 3 It is further proposed to revise the
- 4 minimum qualifications section of the Technical
- 5 Support Analyst classification by clarifying and
- 6 broadening the section in order to maintain
- 7 consistency with regard to the progression within
- 8 the series.
- 9 Lastly, minor revisions are proposed to
- 10 the examples of work and knowledge, skills and
- 11 abilities sections within the series to update the
- 12 specifications.
- There are no other proposed revisions at
- 14 this time.
- 15 PRESIDENT PRICE: Questions?
- 16 Chair will entertain a motion to approve.
- 17 MS. LYNCH: I move to revise the
- 18 specification for the classification Technical
- 19 Support Supervisor.
- I move to revise the specification for
- 21 the classification Desktop Support Technician.
- I move to revise the specification for
- 23 the classification Technical Support Analyst.
- 24 And, finally, I move to revise the







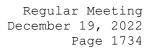
- $1 \quad \hbox{specification for the classification Technology} \\$
- 2 Service Desk Representative.
- 3 PRESIDENT PRICE: Been properly moved and
- 4 seconded.
- 5 All those in favor say "aye."
- 6 MS. TYLER LEE: Aye.
- 7 MS. LYNCH: Aye.
- 8 PRESIDENT PRICE: Aye.
- 9 Those opposed?
- 10 MS. TYLER LEE: I don't think that I said
- 11 second.
- 12 PRESIDENT PRICE: Pardon?
- MS. TYLER LEE: I don't think I said
- 14 second. Did I?
- 15 PRESIDENT PRICE: Yes, I think.
- MS. TYLER LEE: Second.
- MS. LYNCH: Just in case.
- 18 PRESIDENT PRICE: Just in case she said
- 19 second.
- MS. BRINNON: She did.
- 21 PRESIDENT PRICE: Okay.
- MS. TYLER LEE: Oh, my gosh.
- 23 PRESIDENT PRICE: You know I'm getting
- 24 old so --







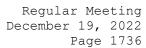
1	MS. TYLER LEE: Me too.
2	PRESIDENT PRICE: I I know I'm right
3	here. All right.
4	MS. TYLER LEE: Sorry.
5	PRESIDENT PRICE: No problem. Just
6	double check. Great. Where were we?
7	We carried the motion, correct?
8	MS. LYNCH: No. You need to.
9	MS. BRINNON: No. You need to repeat it.
10	PRESIDENT PRICE: Okay.
11	MS. TYLER LEE: Sorry.
12	PRESIDENT PRICE: So let's let's go
13	back one second.
14	Been probably moved and been properly
15	moved and seconded.
16	No problem.
17	Been properly moved and seconded.
18	All those in favor say "aye."
19	MS. TYLER LEE: Aye.
20	MS. LYNCH: Aye.
21	PRESIDENT PRICE: Aye.
22	All those opposed?
22	
23	Motions carry.







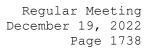
1	PRESIDENT PRICE: Thank you.
2	MS. LYNCH: Thanks.
3	PRESIDENT PRICE: Morning, Tammy.
4	MS. ROLLINS: Good morning.
5	PRESIDENT PRICE: All right.
6	20 through 28.
7	20: Request of the Civil Service
8	Commission staff to revise the specification for
9	the classification Building and Zoning Services
10	Director.
11	21: Request of the Civil Service
12	Commission staff to revise the specification for
13	the classification Development Director.
14	22: Request of the Civil Service
15	Commission staff to revise the specification for
16	the classification Finance and Management Director.
17	23: Request of the Civil Service
18	Commission staff to revise the specification for
19	the classification Public Safety Director.
20	24: Request of the Civil Service
21	Commission staff to revise the specification for
22	the classification Public Service Director.
23	25: Request of the Civil Service
24	Commission staff to revise the specification for







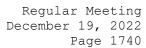
- 1 the classification Public Utilities Director.
- 2 26: Request of the Civil Service
- 3 Commission staff to revise the specification for
- 4 the classification Technology Director (CIO).
- 5 27: Request of the Civil Service
- 6 Commission staff to revise the specification for
- 7 the classification Human Resources Director.
- 8 28: Request of the Civil Service
- 9 Commission staff to revise the specification for
- 10 the classification Neighborhood Director.
- MS. BRINNON: Point of clarification.
- 12 PRESIDENT PRICE: Uh-huh.
- MS. BRINNON: All items 20 through 28 are
- 14 unclassified.
- 15 PRESIDENT PRICE: Okay.
- MS. BRINNON: And 26 should also read to
- 17 retitle it to read Chief Technology Officer (CTO),
- 18 unclassified.
- 19 PRESIDENT PRICE: Okay. Thank you.
- Tells me to read it in its entirety.
- MS. ROLLINS: Good morning.
- 22 PRESIDENT PRICE: Morning.
- MS. ROLLINS: All of these classification
- 24 titles that you read are being proposed for





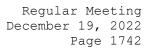


- 1 revisions per the recent Charter amendments.
- 2 It's proposed that the specifications for
- 3 the directors of departments who are appointed
- 4 directly by the mayor be revised per these
- 5 amendments pertaining to the makeup of the mayor's
- 6 cabinet and the designation of an acting mayor
- 7 should the current mayor be unavailable due to a
- 8 temporary absence or inability.
- 9 In both of these scenarios, a member of
- 10 cabinet may be designated to serve as acting mayor.
- 11 Amendments were also approved that
- 12 further define the mayor's cabinet to consist of
- 13 the directors of departments and members of the
- 14 mayor's executive staff.
- 15 Employees within these titles will be
- 16 considered the Charter members of cabinet and as
- 17 such may be designated to serve as acting mayor.
- 18 Given these amendments, it is proposed
- 19 that the guidelines for class use for each of these
- 20 class specifications be revised to incorporate this
- 21 language from the Charter amendments specifically
- 22 to the specification as it pertains to the mayor's
- 23 cabinet and acting mayor.
- 24 PRESIDENT PRICE: Thank you.





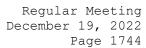
1	Any questions?
2	Chair will entertain a motion to approve.
3	MS. LYNCH: I move to revise the
4	specification for the classification Building and
5	Zoning Services Director.
6	I move to revise the specification for
7	the classification Development Director.
8	I move to revise the specification for
9	the classification Finance and Management Director.
10	I move to revise the specification for
11	the classification Public Safety Director.
12	I move to revise the specification for
13	the classification Public Service Director.
14	I move to revise the specification for
15	the classification Public Utilities Director.
16	I move to revise the specification for
17	the classification Technology Director (CIO) and
18	retitle it to read Chief Technology Officer (CTO)
19	(unclassified).
20	And I move to revise the specification
21	for the classification Human Resources Director.
22	And, finally, I move to remind I move
23	to revise the specification for the classification
24	Neighborhoods Director.







1	PRESIDENT PRICE: It's been properly
2	MS. TYLER LEE: Second.
3	PRESIDENT PRICE: Sorry. See, that time
4	you were right.
5	MS. TYLER LEE: Second.
6	PRESIDENT PRICE: Been properly moved and
7	seconded.
8	All those in favor say "aye."
9	MS. TYLER LEE: Aye.
10	MS. LYNCH: Aye.
11	PRESIDENT PRICE: Aye.
12	All those opposed?
13	Motions carry.
14	Okay. 28.
15	Items 29 through 31.
16	29: Request of the Civil Service
17	Commission staff to revise and retitle the
18	specification for the classification Deputy Chief
19	of Staff (Unclassified) to read Deputy Chief of
20	Staff to the Mayor (Unclassified.)
21	Item 30: Request of the Civil Service
22	Commission staff to revise and retitle the
23	specification for the classification Executive
24	Assistant to the Mayor (Unclassified) to read Chief





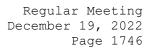
1 of Staff to the Mayor (Unclassified.)

- 2 Item 31: Request of the Civil Service
- 3 Commission staff to revise the specification for
- 4 the classification Executive Director (Office of
- 5 the Mayor) (Unclassified.)

COLUMBUS

CIVIL SERVICE COMMISSION

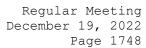
- 6 MS. ROLLINS: It is proposed to retitle
- 7 both the Executive Assistant to the Mayor and the
- 8 Deputy Chief of Staff to better reflect the true
- 9 scope and level of responsibility that is performed
- 10 by each of these jobs.
- 11 Additionally, the proposed retitle will
- 12 help to eliminate any confusion with other chiefs
- 13 of staff job titles that we also have in existence
- 14 in the class plan.
- The other proposed revisions are in
- 16 accordance with amendments to City Charter
- 17 pertaining to the makeup of the mayor's cabinet and
- 18 designation of an acting mayor should the current
- 19 mayor be unavailable due to a temporary absence or
- 20 inability. In both of these scenarios, a member of
- 21 cabinet may be designated to serve as acting mayor.
- There were amendments approved that
- 23 further define the mayor's cabinet consist of the
- 24 directors of departments and members of the mayor's







- 1 executive staff.
- 2 It is these three classifications that
- 3 will consist of the mayor's executive staff and as
- 4 such will be part of the mayor's cabinet. And
- 5 these titles will be the Charter members of cabinet
- 6 and as a Charter member may be designated to serve
- 7 as acting mayor.
- 8 It's proposed that the guidelines for
- 9 class use be revised to incorporate this language
- 10 from the Charter amendments reflected on the
- 11 specification as it pertains to service of the
- 12 mayor's cabinet and as acting mayor reflecting
- 13 these on the specification.
- 14 PRESIDENT PRICE: Thank you.
- 15 Questions?
- 16 Chair will entertain a motion to approve.
- 17 MS. LYNCH: I move to revise and retitle
- 18 the specification for classification Deputy Chief
- 19 of Staff to read Deputy Chief of Staff to the
- 20 Mayor.
- I move to revise the -- and retitle the
- 22 specification for the classification Executive
- 23 Assistant to the Mayor to read Chief of Staff to
- 24 the Mayor.

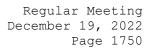




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1 And I move to revise the specification for the classification Executive Director. 2 MS. TYLER LEE: Second. 3 4 PRESIDENT PRICE: Been properly moved and 5 seconded. All those in favor say "aye." 6 7 MS. LYNCH: Aye. MS. TYLER LEE: Aye. 8 9 PRESIDENT PRICE: Aye. 10 All those opposed? Motions carry. 11 12 MS. ROLLINS: Thank you. 13 PRESIDENT PRICE: Thank you, Tammy. 14 Morning, Liz. 15 MS. REED: Good morning. PRESIDENT PRICE: Items 32 through 37. 16 Item 32: Request of the Civil Service 17 18 Commission staff to revise the specification for the classification of Fire Deputy Chief. 19 20 Item 33: Request of the Civil Service 21 Commission staff to revise the specification for the classification of Fire Assistant Chief. 22 23 34: Request of the Civil Service

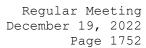
Commission staff to revise the specification for





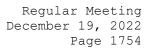


- 1 the classification of Fire Battalion Chief.
- 2 Item 35: Request of the Civil Service
- 3 Commission staff to revise the specification for
- 4 the classification of Fire Captain.
- 5 Item 36: Request of the Civil Service
- 6 Commission staff to revise the specification for
- 7 the classification of Firefighter.
- 8 Item 37: Request of the Civil Service
- 9 Commission staff to revise the specification for
- 10 the classification of Fire Lieutenant.
- MS. REED: Good morning.
- MS. LYNCH: Good morning.
- MS. REED: Liz Reed, Executive Assistant
- 14 Director over testing.
- So with all six of these specification
- 16 revisions that we're requesting, there is one
- 17 change that's consistent, and that is to change the
- 18 requirement of -- as a minimum qualification of --
- 19 of an Ohio motor vehicle's license to a driver's
- 20 license.
- 21 Specifically for Fire Battalion Chief and
- 22 Fire Deputy Chief, we're requesting in the minimum
- 23 qualifications to change the wording such that the
- 24 requirement for the bachelor's degree is actually





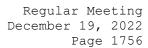
- 1 at the end of the sentence. It will help to
- 2 clarify when that requirement is required.
- 3 And then, for the specification of
- 4 Firefighter, we're -- we're requesting the change
- 5 of the driver's license to be required at time of
- 6 appointment. This will be consistent with the
- 7 change that we made last year regarding Police
- 8 Officer.
- 9 And then, finally, with Fire Lieutenant
- 10 we're requesting that that minimum qualification
- 11 change of a driver's license be retroactive to the
- 12 filing period so that -- We have one firefighter
- 13 who applied for Fire Lieutenant and did not qualify
- 14 because he has a Kentucky driver's license. With
- 15 this change he will qualify and be able to take the
- 16 assessment that we have scheduled in January.
- 17 PRESIDENT PRICE: Thank you.
- 18 Any questions?
- 19 Chair will entertain a motion to approve.
- 20 MS. LYNCH: I move to revise the
- 21 specification for the classification of Fire Deputy
- 22 Chief.
- I move to revise the specification for
- 24 the classification of Fire Assistant Chief.







- I move to revise the specification for
- 2 the classification of Fire Battalion Chief.
- I move to revise the specification for
- 4 the classification of Fire Captain.
- 5 I move to revise the specification for
- 6 the classification of Firefighter.
- 7 And finally, I move to revise the
- 8 specification for the classification -- for the
- 9 classification of Fire Lieutenant.
- 10 MS. TYLER LEE: Second.
- 11 PRESIDENT PRICE: It's been properly
- 12 moved and seconded.
- 13 All those in favor say "aye."
- MS. TYLER LEE: Aye.
- MS. LYNCH: Aye.
- 16 PRESIDENT PRICE: Aye.
- 17 All those opposed?
- Motions carry.
- 19 Item 38: Residency Hearing Reviews, none
- 20 submitted.
- MS. DELONG: Wait. Wait. Wait. Wait.
- 22 Wait.
- PRESIDENT PRICE: I'm sorry. Uh-huh.
- MS. DELONG: Sorry.





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2 MS. DELONG: Don't know why I'm sitting 3 down. But I wanted to make sure that you guys were 4 aware as the changes that you made to residency in 5 our Charter today will now remove that section from 6 any further meeting that you have. 7 So we won't have to be saying what you're 8 saying today as a part of that. So I didn't want 9 you to go next week, "Why isn't residency on here?" 10 and not understand that the action that you made today will remove that from your agenda from here 11 12 on out. 13 PRESIDENT PRICE: Okay. Good. 14 MS. LYNCH: Okay. 15 MS. DELONG: Sorry. I was going --PRESIDENT PRICE: No problem. 16 17 MS. DELONG: -- tell you that during 18 the -- my portion --19 PRESIDENT PRICE: The briefing.

PRESIDENT PRICE: You're fine.

MS. TYLER LEE: Just -- I'm sorry.

MS. DELONG: -- and forgot.

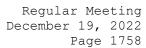
PRESIDENT PRICE: Okay. No problem.

24 Mr. Chair --

Thank you.

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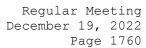






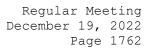
PRESIDENT PRICE: Uh-huh. 1 MS. TYLER LEE: -- just another point of 2 3 clarification about the Charter language that we 4 approved. That all goes into effect January 1; is 5 that correct? 6 MS. DELONG: That is my intent at this 7 point. Really, in true actuality, once you've 8 approved it, it's --9 PRESIDENT PRICE: It's all right. 10 MS. DELONG: -- it's good. But we would like to do that so that once we review things in 11 12 years to come, that we can actually have a time 13 defined -- sorry, a defined period where we're 14 looking at that information. 15 So for all purposes, we're going to act upon it as of January 1. 16 17 PRESIDENT PRICE: Okay. Thank you. 18 MS. TYLER LEE: Thank you. 19 MS. DELONG: Thank you. 20 PRESIDENT PRICE: Item 39: Background 21 Removals. 22 Applicants Removed preexam: 23 Vito Rea, police officer, reinstate. 24

Applicants Removed postexam:





- 1 Justin Burwell, firefighter, do not
- 2 reinstate.
- Joshua Cooper, firefighter, do not
- 4 reinstate.
- 5 L'Darryl James, police officer, do not
- 6 reinstate.
- 7 Carter Payton, police officer, do not
- 8 reinstate.
- 9 Item 40: Other Administrative
- 10 Jurisdictional Reviews, none submitted.
- I just want to say on behalf of the
- 12 Commission and commissioners, I was going to speak,
- 13 we want to thank you, especially the staff.
- 14 We got through a year. Definitely got
- 15 through a year with me. Hopefully, next year we'll
- 16 be -- I'll be better.
- 17 But I want to thank both my
- 18 commissioners. It's been a joy to serve with you.
- 19 We look forward to going into 2023.
- 20 Comments?
- 21 MS. TYLER LEE: Merry Christmas. Happy
- 22 Holidays. Thanks for all you do, seen and unseen.
- 23 We appreciate you.
- 24 PRESIDENT PRICE: With that, we have







1	completed the agenda, and we are adjourned.
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3	And, thereupon, the meeting was
4	concluded at approximately 9:57 a.m.
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6	C-E-R-T-I-F-I-C-A-T-E
7	
8	I do hereby certify that the foregoing is a
9	true, correct and complete written transcript of
10	the digitally recorded proceedings in this matter
11	and transcribed by me to the best of my ability on
12	the 4th day of January, 2023.
13	
14	
15	Christy M. Heaney Professional Reporter
16	Notary Public in and for the State of Ohio.
17	the state of onio.
18	My Commission Expires: March 25, 2026.
19	