

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, March 27, 2023  
14                                 9:09 a.m.  
15                                 City of Columbus  
16                                 Civil Service Commission  
17                                 77 North Front Street  
18                                 Columbus, Ohio 43215

19                                 - - -

20                                 CHRISTY M. HEANEY

21                                 PROFESSIONAL REPORTER

22                                 - - -

23

24                                 ANDERSON REPORTING SERVICES, INC.  
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1 COMMISSION MEMBERS PRESENT:

2 Larry Price, President  
3 Jennifer Lynch

4 PRESENTERS:

5 Amy DeLong  
6 Tammy Rollins  
7 Beth Dyke  
8 Carol Lagemann  
9 Maggie Bier

10 ALSO PRESENT:

11 Wendy Brinnon

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1 MONDAY MORNING SESSION  
2 March 27, 2023  
3 9:09 a.m.

4 - - -

5 PROCEEDINGS

6 - - -

7 BE IT REMEMBERED THAT, on the 27th day of  
8 March, 2023, the Municipal Civil Service  
9 Commission came on for regular meeting, Larry  
10 Price, President. And the parties appearing in  
11 person and/or by counsel, as hereinafter set  
12 forth, the following proceedings were had:

13 - - -

14 PRESIDENT PRICE: I'll call to order the  
15 City of Columbus, Ohio, Municipal Civil Service  
16 Commission, regular meeting, March 27, 2023. We  
17 are following the printed agenda.

18 No. 1: Review and approval of the  
19 minutes from the February 27, 2023, regular  
20 meeting.

21 MS. LYNCH: I move to approve the minutes  
22 of the February 27, 2023, regular meeting.

23 PRESIDENT PRICE: I second.

24 All those in favor say "aye."

MS. LYNCH: Aye.

1 PRESIDENT PRICE: Aye.

2 Minutes approved.

3 No. 2: Prehearing conference reviews,  
4 none submitted.

5 No. 3: Trial board recommendations:

6 Review and approval of the trial board's  
7 recommendation for Nathaniel Alexander versus  
8 Columbus City Schools from the action of Columbus  
9 City Schools terminating him from the position of  
10 head custodian, Appeal No. 22-BA-0013.

11 Good morning, Amy.

12 MS. DELONG: Good morning. Amy DeLong  
13 and I am in for Jen Shea reporting about the trial  
14 board and for recommendations today.

15 A trial board hearing was convened on  
16 February 13, 2023, in the matter of Nathaniel  
17 Alexander versus Columbus City Schools, Appeal  
18 No. 22-BA-0013.

19 After the hearing from both parties and  
20 evaluating the evidence presented, the trial board  
21 determined that there was enough evidence to  
22 support the district's decision to discharge  
23 Mr. Alexander.

24 Therefore, the trial board asks this

1 commission to adopt its findings and  
2 recommendations and to uphold Columbus City  
3 Schools' decision to discharge Mr. Alexander from  
4 his position as head custodian.

5 PRESIDENT PRICE: Any questions?

6 Hearing no questions, Chair will  
7 entertain a motion.

8 MS. LYNCH: I move to approve the  
9 recommendation of the trial board's -- I move to  
10 approve the trial board's recommendation for  
11 Nathaniel Alexander versus Columbus City Schools  
12 from the action of Columbus City Schools  
13 terminating him from the position of head  
14 custodian.

15 PRESIDENT PRICE: I second.

16 All those in favor say "aye."

17 MS. LYNCH: Aye.

18 PRESIDENT PRICE: Aye.

19 Motion approved.

20 No. 4: Civil Service Commission rule  
21 changes: Request of the Civil Service Commission  
22 staff to amend Rule VII.

23 Good morning, Tammy.

24 MS. ROLLINS: Good morning. Tammy

1 Rollins, I am presenting a proposed rule change for  
2 Liz Reed, who is unavailable this morning.

3 Per the proposed rule change, we are  
4 recommending that Rule VII examinations be modified  
5 in regards to the retest policy.

6 And then there's one other housekeeping  
7 change also included in this packet.

8 The proposed retest policy recognizes  
9 that there are two separate instances in which  
10 retesting takes place, and it's proposed that these  
11 two instances have a separate time standard in  
12 which retesting can be approved.

13 In the first instance is when an exam is  
14 opened with public notice and all applicants are  
15 encouraged to apply, whether internal or external,  
16 to the City. This most commonly occurs when a new  
17 list is being created and/or merged.

18 The second instance is when an exam is  
19 being opened without public notice and is only  
20 being opened to specific candidates and usually at  
21 the request of the department. This type of exam  
22 is often referred to as a Rule VI testing and does  
23 not involve public notice. It is a private notice  
24 to a select few candidates.

1                   This usually occurs as a result of a  
2   recruitment effort initiated by the department who,  
3   during the life of the eligible list, they may find  
4   a really good candidate and they would like to  
5   bring them in to have them individually tested so  
6   that they could, you know, be placed on the list  
7   and be considered for appointment, you know, down  
8   the road with the vacancy.

9                   The proposed rule change would allow  
10   candidates, in the first instance, to retest no  
11   more than twice in a calendar year when examination  
12   is being broadly announced be a public notice and  
13   all candidates are encouraged to apply. The timing  
14   for these examinations are always at the discretion  
15   of Civil Service.

16                  There are also plans within the testing  
17   unit to have more frequent administrations of  
18   higher-demand jobs, and some of these -- This more  
19   frequent testing may be on a quarterly basis.

20                  So the proposal is that when publicly  
21   announced and -- and applicants are encouraged to  
22   apply, to really, you know, make sure that we have  
23   robust lists, that candidates are allowed to apply  
24   twice in a calendar year.

1                   In the second instance where it's without  
2   public notice, it is recommended that the retest  
3   policy remain the same as it is now, which is  
4   testing for the same class should not occur more  
5   frequently than every six months. Frequent testing  
6   within a short time frame for the same test opens  
7   the possibility of test question recall and the  
8   perception of unfairness, especially with more  
9   frequent testing to just a select group of -- of  
10   individuals.

11                  Keeping in mind too that not everyone  
12   would have this opportunity as it's a more select  
13   opportunity for some candidates usually, you know,  
14   because of a specialized recruitment.

15                  The only other proposed change to the  
16   rule is to delete Rule (B) (3) (b), which is a -- was  
17   a very unique, very limited situation within sworn  
18   promotional testing that no longer exists.

19                  PRESIDENT PRICE: Questions? Okay.

20                  And now Chair will entertain a motion.

21                  MS. LYNCH: I move to amend -- or I'm  
22   sorry. Let me look at this.

23                  I move to approve the request of the  
24   Civil Service Commission staff to amend Rule VII



1 for retest policy and delete Rule (3) (b).

2 PRESIDENT PRICE: Second.

3 All those in favor say "aye."

4 MS. LYNCH: Aye.

5 PRESIDENT PRICE: Aye.

6 Motion is approved.

7 MS. ROLLINS: Thank you.

8 PRESIDENT PRICE: Thank you.

9 Items 5, 6 and 7 will be taken together.

10 Item 5: Request of the Civil Service  
11 Commission staff to approve the specification  
12 review for the classification Payroll/Benefits  
13 Clerk with no revisions.

14 Item 6: Request of the Civil Service  
15 Commission staff to approve the specification  
16 review for the classification Web Content  
17 Coordinator with no revisions.

18 Item 7: Request of the Civil Service  
19 Commission staff to approve the specification  
20 review for the classification Airworthiness  
21 Specialist with no revisions.

22 Morning, Beth.

23 MS. DYKE: Good morning. Beth Dyke,  
24 personnel analyst with Civil Service staff. The

1 review of these classifications is part of the  
2 Civil Service Commission staff's effort to review  
3 all classifications every five years.

4 Based on feedback received, it was  
5 determined that the current specifications don't  
6 accurately reflect the work being done.

7 It is recommended that the review of the  
8 specifications be approved with no revisions.

9 PRESIDENT PRICE: Questions?

10 Hearing no questions, Chair will  
11 entertain a motion.

12 MS. LYNCH: I move to approve the  
13 specification review for the classification  
14 Payroll/Benefits Clerk with no revisions.

15 I move to approve the specification  
16 review for the classification Web Content  
17 Coordinator with no revisions.

18 And I also move to approve the  
19 specification review for the classification  
20 Airworthiness Specialist with no revisions.

21 PRESIDENT PRICE: I second on all of  
22 those.

23 All in favor say "aye."

24 MS. LYNCH: Aye.

1 PRESIDENT PRICE: Aye.

2 Motions approved.

3 Item 8: Request of the Civil Service  
4 Commission staff to revise the specification for  
5 the classification Public Health Administrator  
6 (Addiction Services).

7 MS. DYKE: Yes. The review of this  
8 classification is part of the Civil Service  
9 Commission's effort to review all classifications  
10 every five years.

11 It is proposed to revise the reference to  
12 Columbus Public Health Department within the  
13 definition and throughout the specification to the  
14 preferred reference of Columbus Public Health.

15 Within the examples of work section, it  
16 is proposed to update several existing statements  
17 so the language is current and up to date. And in  
18 order to update the minimum qualifications, it is  
19 proposed to revise the statement "possession of a  
20 valid motor vehicle operator's license" to the  
21 preferred language "possession of a valid driver's  
22 license."

23 And there are no other changes proposed  
24 at this time.

1 PRESIDENT PRICE: Questions?

2 Hearing none, Chair will entertain a  
3 motion.

4 MS. LYNCH: I move to revise the  
5 specification for the classification Public Health  
6 Administrator (Addiction Services.)

7 PRESIDENT PRICE: I second.

8 All those in favor say "aye."

9 MS. LYNCH: Aye.

10 PRESIDENT PRICE: Aye.

11 Opposed?

12 Motion carries.

13 Item 9: Request of the Civil Service  
14 Commission staff to impose a hiring moratorium on  
15 the specification for the classification Payroll  
16 Specialist.

17 MS. DYKE: Yes. The review of this  
18 classification is part of the Civil Service  
19 Commission's effort to review all classifications  
20 every five years.

21 Historically, this classification has  
22 been utilized by both the City Auditor's Office and  
23 Civil Service. However, more recently both  
24 departments have transitioned into utilizing other

1 classifications for such duties, and there is  
2 only -- and there is currently one incumbent  
3 serving in the Payroll Specialist classification.

4 Therefore, it is recommended that a  
5 hiring moratorium be opposed -- imposed on the  
6 classification. Once the classification is  
7 vacated, it will be recommended for abolishment.

8 There are no other changes proposed at  
9 this time.

10 PRESIDENT PRICE: Thank you.

11 Questions?

12 Hearing none, Chair will entertain a  
13 motion.

14 MS. LYNCH: I move to impose a hiring  
15 moratorium on the specification for the  
16 classification Payroll Specialist.

17 PRESIDENT PRICE: I second.

18 All those in favor say "aye."

19 MS. LYNCH: Aye.

20 PRESIDENT PRICE: Aye.

21 All those opposed?

22 Motion carries.

23 Item 10: Request of the Civil Service  
24 Commission staff to revise the specification for

1 the classification Public Health Physician.

2 MS. DYKE: The review of this  
3 classification is part of Civil Service  
4 Commission's effort to review all classifications  
5 every five years.

6 It is proposed to revise the reference to  
7 Columbus Public Health Department within the  
8 definition and throughout the specification to the  
9 preferred reference of Columbus Public Health.

10 In order to update the minimum  
11 qualifications, it is proposed to revise the  
12 statement "possession of a valid motor vehicle  
13 operator's license" to the preferred language  
14 "possession of a valid driver's license."

15 There are no other proposed changes at  
16 this time.

17 PRESIDENT PRICE: Chair -- Questions?  
18 Hearing none, Chair will entertain a  
19 motion.

20 MS. LYNCH: I move to revise the  
21 specification for the classification Public Health  
22 Physician.

23 PRESIDENT PRICE: I second.

24 All those in favor say "aye."

1 MS. LYNCH: Aye.

2 PRESIDENT PRICE: Aye.

3 Motion carries.

4 Item 11: Request of the Civil Service  
5 Commission staff to revise the specification for  
6 the classification Heating, Ventilation and Air  
7 Conditioning Supervisor, retitle it to read Skilled  
8 Trade Supervisor, designate the examination type as  
9 noncompetitive and amend Rule XI accordingly.

10 MS. DYKE: Yes. The request to revise  
11 and retitle the classification is in response to  
12 communications received from the Recreation and  
13 Parks Department.

14 After discussions with department  
15 representatives, it was agreed there is a need for  
16 a specialized skilled trade supervisor to lead and  
17 participate in the work performed by incumbents  
18 serving in the electrical and plumbing trades.

19 The classification currently being  
20 utilized for this role is the Building Maintenance  
21 Supervisor II classification. After further  
22 discussions, it was agreed that with revisions the  
23 Heating, Ventilation and Air Conditioning  
24 Supervisor classification would be the most

1 appropriate classification to use.

2               Therefore, it is proposed to retitle the  
3 classification to read Skilled Trade Supervisor and  
4 revise the definition by adding reference to the  
5 electrical and plumbing skilled trades. Revisions  
6 are proposed throughout the examples of work  
7 section to expand existing statements to  
8 incorporate and support the duties related to HVAC,  
9 plumbing and electrical skilled trade work.

10              It is proposed to broaden the experience  
11 requirement within the minimum qualification  
12 section to also include plumbing and electrical  
13 skilled trade work and to include the completion of  
14 a vocational program in HVAC, plumbing or electric  
15 as a substitute for two years of the required  
16 experience.

17              With the addition of the electrical and  
18 plumbing trades, it is also proposed to revise HVAC  
19 specific statements concerning industry  
20 certifications to read "some positions may require  
21 such certifications."

22              It is also proposed to revise the  
23 statement "possession of a valid motor vehicle  
24 operator's license" to the preferred language



1 "possession of a valid driver's license."

2 Revisions are recommended throughout the  
3 knowledge, skills and ability section to  
4 incorporate the knowledge, skills and abilities  
5 necessary to perform duties associated with the  
6 HVAC, plumbing and electrical skilled trade work.

7 As proposed the specification will  
8 encompass three different skilled trade  
9 professions, some of which may require specialized  
10 certification, thus making this classification  
11 impracticable to test.

12 As such and per the Civil Service  
13 Commission rule regarding the practicableness for a  
14 classification to be tested, it is recommended to  
15 change the examination type from competitive to  
16 noncompetitive.

17 Therefore, as proposed it is recommended  
18 that the specification for the classification  
19 Heating, Ventilation and Air Conditioning  
20 Supervisor be revised, retitled to read Skilled  
21 Trade Supervisor and the examination type to be  
22 changed to noncompetitive and Rule XI amended  
23 accordingly.

24 PRESIDENT PRICE: Thank you.

1 Questions?

2 Hearing none, Chair will entertain a  
3 motion.

4 MS. LYNCH: I move to revise the  
5 specification for the classification Heating,  
6 Ventilation and Air Conditioning Supervisor,  
7 retitle it to read Skilled Trade Supervisor,  
8 designate the examination type as noncompetitive  
9 and amend Rule XI accordingly.

10 PRESIDENT PRICE: I second.

11 All those in favor say "aye."

12 MS. LYNCH: Aye.

13 PRESIDENT PRICE: Aye.

14 Opposed?

15 Motion carries.

16 Thank you.

17 Items 12, 13 and 14.

18 Item 12: Request of the Civil Service  
19 Commission staff to revise the specification for  
20 the classification Engineering Associate.

21 Item 13: Request of the Civil Service  
22 Commission staff to revise the specification for  
23 the classification Engineering Associate II.

24 Item 14: Request of the Civil Service

1 Commission staff to revise the specification for  
2 the classification Engineering Associate III.

3 Good morning, Carol.

4 MS. LAGEMANN: Good morning. Carol  
5 Lagemann, personnel analyst with the Civil Service  
6 Commission, presenting on behalf of myself and  
7 Maggie Bier.

8 The proposed revisions for these three  
9 classifications in the engineering associate series  
10 arose after communications with the Department of  
11 Public Service and Department of Public Utilities.

12 The minimum qualifications are proposed  
13 to be revised to broaden the applicant pool. This  
14 includes reducing the need for proving that  
15 experiences were directly under the oversight of an  
16 engineer and also adding a vocational education  
17 substitution for one year of the experience.

18 The proposed revised minimum  
19 qualifications will allow experiences that mirror  
20 paraprofessional engineering work, but that may be  
21 more removed from direct oversight of an engineer.

22 Once hired the purpose of the  
23 classification remains performing paraprofessional  
24 work under the oversight of an engineer, but simply

1     gaining entry into the classifications will not  
2     require the experiences that had that direct  
3     oversight by the engineer. Within all three, the  
4     wording for driver's license is proposed to be  
5     updated to the currently preferred wording.

6             In addition, it's proposed to reword  
7     ground level to entry level in the Engineering  
8     Associate I. And for Engineering Associate III  
9     alone, it's proposed to add an ability to supervise  
10    to the knowledge, skills, ability section and  
11    remove the more limited experiences in utility line  
12    locating or performing traffic studies from the  
13    minimum qualifications.

14            Therefore, it's requested to approve the  
15    revisions as proposed.

16            PRESIDENT PRICE: Thank you.

17            Questions?

18            Hearing none, Chair will entertain a  
19    motion.

20            MS. LYNCH: I move to revise the  
21    specification for the classification Engineering  
22    Associate I.

23            I move to revise the specification for  
24    the classification Engineering Associate II.

1                   And I move to revise the specification  
2   for the classification Engineering Associate III.

3                   PRESIDENT PRICE: I second the motions.

4                   All those in favor say "aye."

5                   MS. LYNCH: Aye.

6                   PRESIDENT PRICE: Aye.

7                   All those opposed?

8                   Motion carries.

9                   Items 15 and 16.

10                  Request of the Civil Service Commission  
11   staff to abolish the specification for the  
12   classification Telecommunication Specialist I and  
13   amend Rule XI accordingly.

14                  Item 16: Request of the Civil Service  
15   Commission staff to abolish the specification for  
16   the classification Telecommunication Specialist II  
17   and amend Rule XI accordingly.

18                  Good morning, Maggie.

19                  MS. BIER: Good morning. Maggie Bier,  
20   personnel analyst with the Civil Service  
21   Commission. The review of these classifications is  
22   part of the Civil Service Commission's efforts to  
23   review all classifications every five years.

24                  There are currently no incumbents serving

1 in either classifications. As a result of the  
2 telecommunications technology evolving, the  
3 department has been using other classifications to  
4 oversee this type of work and does not expect to  
5 utilize this class -- these classifications in the  
6 future.

7 Since the classifications are now vacant,  
8 it's recommended that the Telecommunication  
9 Specialist I and Telecommunication Specialist II  
10 classifications be abolished and amend Rule XI  
11 accordingly.

12 PRESIDENT PRICE: Thank you.

13 Questions?

14 Chair hearing none, Chair will entertain  
15 a motion.

16 MS. LYNCH: I move to abolish the  
17 specification for the classification  
18 Telecommunication Specialist I and amend Rule XI  
19 accordingly.

20 And I move to abolish the specification  
21 for the classification Telecommunication Specialist  
22 II and amend Rule XI accordingly.

23 PRESIDENT PRICE: Second the motions.

24 All those in favor say "aye."

1 MS. LYNCH: Aye.

2 PRESIDENT PRICE: Aye.

3 Opposed?

4 Motions carry.

5 Thank you.

6 Item 17: Background Removals:

7 Applicants Removed Preexam:

8 Gloria Vallejo, police officer, do not

9 reinstate.

10 Applicants Removed Postexam:

11 Remel Barbee, firefighter, do not

12 reinstate.

13 Devon Barron, firefighter, reinstate.

14 Kyle Bruzetti, police officer, reinstate.

15 DeShawn (phonetic) -- Deshannon Hunter,

16 firefighter, do not reinstate.

17 Steven Huertas, police officer,

18 reinstate.

19 Austin Piergallini, police officer, do

20 not reinstate.

21 Angelo Skiver, police officer, reinstate.

22 Item 18: Other Administrative

23 Jurisdictional Reviews:

24 23-CA-002, review and approval to reject

1 the appeal filed February 14, 2023, regarding a  
2 notice of appeal for McClain Murphy. Nature of  
3 appeal: Denied request for review for Police  
4 Property Clerk, Appeal 23-CA-0002.

5 23-CA-003, review and approval to dismiss  
6 the appeal filed February 18, 2023, regarding a  
7 notice of appeal for Jonathan Salyer. Nature of  
8 appeal: Removal from the 2023 Police Officer  
9 Eligible List, Appeal No. 23-CA-0003.

10 23-CA-0004, review and approval to reject  
11 the appeal filed March 6, 2023, regarding a notice  
12 of appeal for Jillian Flynn. Nature of appeal:  
13 Denied request for review for 9-1-1 Emergency  
14 Dispatcher, Appeal 23-CA-0004.

15 23-CA-005, review and approval to dismiss  
16 the appeal filed January 30, 2023, regarding a  
17 notice of appeal for Brice Deible. Nature of  
18 appeal: Removal from the 2022 Firefighter Eligible  
19 List, Appeal No. 23-CA-0005.

20 In the matter of McClain Murphy, the  
21 Commission approves the rejection of the appeal  
22 based upon lack of meeting minimum qualifications.

23 In the matter of Jonathan Salyer, the  
24 Commission approved the dismissal of the appeal --



1 dismissal of the appeal without a hearing due to  
2 lack of jurisdiction of the current Commission  
3 rules.

4 In the matter of Jillian Flynn, the  
5 Commission approves the rejection of the appeal  
6 based upon lack of meeting minimum qualifications.

7 In the matter of Bruce Deible, the  
8 Commission approves the dismissal of the appeal --  
9 dismissal of the appeal without a hearing due to  
10 lack of jurisdiction of the current Commission  
11 rules.

12 In all the above stated matters, the  
13 Commission approves the letters as written and  
14 authorizes the Director to distribute.

15 With that we have completed the agenda,  
16 and we are now adjourned. Thank you.

17 - - -

18 And thereupon the meeting was concluded  
19 at approximately 9:32 a.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 digitally recorded proceedings in this matter and transcribed by me to the best of my ability on the 10th day of April, 2023.

\_\_\_\_\_  
Christy M. Heaney  
Professional Reporter  
Notary Public in and for  
the State of Ohio.

My Commission Expires: March 25, 2026.