

**MINUTES OF A SPECIAL MEETING OF THE
CITY OF BROOKLYN CIVIL SERVICE COMMISSION
WEDNESDAY, OCTOBER 26, 2011 7:00 PM**

Meeting called to order at 7:00 p.m.

MEMBERS PRESENT: Chairperson Dan Enovitch, Commissioner Deborah Gamble and Commissioner Sonia Brown.

MEMBERS ABSENT: None.

Safety Director Ed Chessar gave a brief back ground of his experience in the Safety Forces. Director Chessar served on the Cleveland Fire Department for 30 years, authored 100's of examinations and participated in 100's of oral interviews as member of the Ohio Fire Chief's Association. He has also served on the North Royalton Civil Service Commission for the past 5 years. He has over 50 years experience in the fire service. Director Chessar also expressed that the Police Chief and Fire Chief also have a wealth of experience and expertise. Director Chessar informed the Commission that when he makes a recommendation it is not done lightly. It is based on knowledge, expertise and on the facts of what is best for the City. Director Chessar expressed that he feels that there has been a lack of communication between the Commission, the Chiefs, the Mayor and his office. This was brought to his attention when he was asked to attend the pre-assessment meeting with Melinda Holmes prior to the Police Sergeant Assessment Center Exam. Director Chessar noted an email that he had received stating the Chief was giving a separate oral assessment on January 28, 2012 that was in addition to all of the testing.

Chairman Dan Enovitch expressed that he was disappointed that the Police Chief felt he has to have his own, separate oral assessment. But that once the Commission provides that hiring body with a certified list, they can do what they want with it. Chairman Enovitch also noted that all of the Commission meetings are open to the public and notices are posted at various locations throughout the City. Copies are also sent to Council, the Police Department and Fire Department.

Director Chessar next expressed his desire to have an extra credit of 3% for Brooklyn part-time Firefighter/Paramedics on the upcoming entrance exam. Director Chessar explained to the Commission the effect that part-time have on the force. They are paid a significantly lower wage, do not receive any benefits and put themselves at the same amount of risk as a full-time firefighter/paramedic. Giving this type of credit would help to maintain our part-time pool and give them an incentive to take our test.

The Commission expressed the question, with the hiring body receiving the top 25%, if they do not make it into the top 25% why should they be on the force? Commissioner Brown also asked how they find out about part-time positions even being available. Chief Zemek stated that he placed an ad in the Plain Dealer and on the City website. Chief Zemek also expressed that he has reactivated the Cert. Team for more community involvement and would like to also start an Explorers Pac as an introduction into the fire

service. The Chief expressed that he would like to see all of his part-timers come in the top 25%. For that to even be a possibility, the Commission would need to consider raising the maximum age requirement. A 3% credit is a marginal amount and if that helps to induce new part-timers to come here then so be it. Chief Zemek expressed that he would like the 3% credit given to all part-time Brooklyn firefighter/paramedics with at least one year of continuous service. Commissioner Gamble expressed that she felt that that was not fair. What about the person that is part-time in another community? There are only so many part-time positions not everyone that wants one can get one. Chief Zemek noted that most of the part-timers have been here for more than 5 years without any incentive.

After further discussion by the Commission, **MOTION** by Enovitch, second by Brown that any person who has been continuously employed as a part-time or full-time firefighter/paramedic for one year or more as of the date of this exam will be awarded extra credit in the amount of 3% of their passing grade. A letter from the employer would be required to receive the credit.

VOTE RESULTED: Yeas – Enovitch, Brown, and Gamble. Nays – None.

Discussion regarding raising the maximum age restriction followed. Raising the age would allow for a larger pool of candidates, candidates may be more experienced due to the current economy and several communities have to lay off safety forces recently.

After further discussion, **MOTION** by Enovitch, second by Brown for the Firefighter/Paramedic November 30, 2011 Entrance Exam by the powers granted the Commission by Rule XXVII, Titles “Waiver of Rules”, Section 1, “In specific cases where in the judgment of the Commission it is in the best interest of the public service, any rule hereby adopted may be waived by a majority vote of the Commission. Such action and the reason therefore shall be entered into the minutes of the Commission.” to waive Rule VII, Section 8, Paragraph G., “Maximum Age Requirements for Fire Fighter. No person is eligible to receive an original appointment when the person is thirty-one (31) years of age or older, and no person can be declared disqualified as over age prior to that time.” be amended to age 35 due to the fact that it is in the best interest of the City to attract experienced firefighter/paramedics.

VOTE RESULTED: Yeas – Enovitch, Brown, and Gamble. Nays – None.

There being no other business to come before the Commission, meeting adjourned.