

Civil Service Commission Minutes

Cincinnati, Ohio

November 10, 2011

The Civil Service Commission met in regular session in Room 307, Council Chambers, on Thursday, November 10, 2011. Commissioners in attendance were Mr. James Robinson, Chairman, Ms. Deborah Gaines and Mr. Robert Braddock. Commission staff present included, Ms. Arnell Jackson, Assistant Civil Service Secretary and Ms. Ornita Brown, Recording Secretary.

Since minutes from the October 27, 2011 meeting had been circulated among the members, a motion to dispense with a reading of the minutes was passed and the minutes were approved.

HEARINGS

At the request of the Union, a continuance has been granted for Anthony Arnold concerning his dismissal from the Water Works Department.

The Civil Service Commission has scheduled a hearing for Augusta Steele for December 8, 2011 at 9:30 a.m. concerning her suspension from the Public Services Department.

SPECIAL EXAMINERS

- Glenn Creech for the Board of Education Building Engineer Level 1 exam
- Charles Becker, John Shinn, and Harold McLin for the Engineering Technician 3 (Instrumentation) exam
- Chris Else, Terry Ramsey, George Schneider, Marty Kroell, and Charles Dietz for the Fire Apparatus Operator exam

METROPOLITAN SEWER DISTRICT

Request from the Metropolitan Sewer District for the promotion without exam of Thomas Zompero from a Plant Operator 2 w/class 3 certification to a Plant Supervisor

The staff recommended approval of the request. After review and discussion, the Commission approved the request. The decision was based on the fact that Mr. Zompero is the only qualified and eligible employee in the employing unit and he meets the qualifications as stated in the classification specification.

Request from the Metropolitan Sewer District for the promotion without exam of Gloria Malcom from an Administrative Specialist to Supervisor of Customer Service

The staff recommended approval of the request. After review and discussion, the Commission approved the request. The decision was based on the fact that Ms. Malcom was chosen from the three qualified and eligible employees in the employing unit.

Request from the Metropolitan Sewer District for the promotion without exam of Tom Hamburg from a Civil Engineering Technician 3 to an Assistant Supervisor of Customer Service

The staff recommended approval of the request. After review and discussion, the Commission approved the request. The decision was based on the fact that Mr. Hamburg was chosen from the three qualified and eligible employees in the employing unit and he meets the qualifications as stated in the classification specification.

Request from the Metropolitan Sewer District for the exceptional appointment of Jared Allison as a Technical Systems Analyst

The staff recommended approval of the request. After review and discussion, the Commission approved the request. The decision was based on the fact that Mr. Allison is qualified and the Commission previously approved this title for exceptional appointment.

Request from the Metropolitan Sewer District for the transfer of Deirdre Gill from the Water Works Department as an Administrative Specialist

The staff recommended approval of the request. After review and discussion, the Commission approved the request. The decision was based on the fact that all parties are agreeable to the transfer.

Request from the Metropolitan Sewer District for the transfer of Camille Knox from the Public Services Department as a Supervising Storekeeper

The staff recommended approval of the request. After review and discussion, the Commission approved the request. The decision was based on the fact that all parties are agreeable to the transfer.

Request from the Metropolitan Sewer District for the transfer and title change of Patrick Duhaney from a Contract Compliance Specialist in the City Manager/Office of Contract Compliance to MSD as an Administrative Specialist

The staff recommended approval of the request. After review and discussion, the Commission approved the request. The decision was based on the fact that all parties are agreeable to the transfer and title change.

TRANSPORTATION AND ENGINEERING

Request from the Department of Transportation and Engineering for the promotion without exam of James Andrews from a Supervising Architect to a Principal Architect

The staff recommended approval of the request. After review and discussion, the Commission approved the request. The decision was based on the fact that Mr. Andrews is the only qualified and eligible employee in the employing unit and he meets the qualifications as stated in the classification specification.

WATER WORKS

Request from the Water Works Department for the promotion without exam of Joseph Dooley from an Electronic Technician 2 to an Assistant Supervisor of Water Customer Service

The staff recommended approval of the request. After review and discussion, the Commission approved the request. The decision was based on the fact that Mr. Dooley was chosen from the two qualified and eligible employees in the employing unit and he meets the qualifications as stated in the classification specification.

POLICE

Request from the Police Department for the transfer of Shante Capel from the Fire Department as an Accounting Technician 3

The staff recommended approval of the request. After review and discussion, the Commission approved the request. The decision was based on the fact that all parties are agreeable to the transfer.

CITY MANAGER/OFFICE OF ENVIRONMENTAL QUALITY

Request from the Office of Environmental Quality for the exceptional appointment of Matthew Mullins as a Senior Environmental Specialist

The staff recommended approval of the request. After review and discussion, the Commission approved the request. The decision was based on the fact that Mr. Mullins is qualified and the Commission previously approved this title for exceptional appointment.

RECREATION

Request from the Recreation Department for the transfer of Amanda Bello from the Parks Department as a Service Area Coordinator

The staff recommended approval of the request. After review and discussion, the Commission approved the request. The decision was based on the fact that all parties are agreeable to the transfer.

HEALTH

Request from the Health Department for the reinstatement of Angela Mullins as a part-time Public Health Nurse 2

The staff recommended approval of the request. After review and discussion, the Commission approved the request. The decision was based on the fact that Ms. Mullins left in good standing and the law allows for reinstatement within one year.

BOARD OF EDUCATION

Request from the Board of Education for the promotion without exam of Lekendalle Heights from a Level 1A Building Engineer to a Level II HVAC Technician

The staff recommended approval of the request. After review and discussion, the Commission approved the request. The decision was based on the fact that Mr. Lekendalle was chosen from the three eligible and qualified employees in the employing unit.

AGENDA ITEMS

Request from Erik Ball to appeal his rejection from the Motor Equipment Operator 2 promotional exam

The staff recommended denial of the request. After review and discussion, the Commission denied the request. The decision was based on the fact that Mr. Ball does not meet the minimum qualifications as stated in the classification specification.

Request from Christopher Dudley to appeal his rejection from the Motor Equipment Operator 2 promotional exam

The staff recommended denial of the request. After review and discussion, the Commission denied the request. The decision was based on the fact that Mr. Dudley does not meet the minimum qualifications as stated in the classification specification.

Request from Ivoser Brown to appeal his rejection from the Motor Equipment Operator 2 promotional exam

The staff recommended denial of the request. After review and discussion, the Commission denied the request. The decision was based on the fact that Mr. Brown does not meet the minimum qualifications as stated in the classification specification.

Request from Thomas Farrier to appeal his rejection from the Cement Finisher exceptional appointment process

The staff recommended denial of the request. After review and discussion, the Commission approved the request. The decision was based on the exceptional experience and the additional information from Mr. Farrier provided at the meeting in regards to being utilized as a trainer for newly hired cement finishers with the City of Cincinnati.

Request from Roger Meridy to appeal his rejection from the Cement Finisher exceptional appointment process

The staff recommended denial of the request. After review and discussion, the Commission denied the request. The decision was based on the fact that that Mr. Meridy does not meet the minimum qualifications as stated in the classification specification.

Request from Bridget Gibson to appeal her rejection from the Senior Engineer/Engineer Intern (DOTE) exceptional appointment process

The staff recommended denial of the request. After review and discussion, the Commission denied the request. The decision was based on the fact that Ms. Gibson does not meet the minimum qualifications as stated in the classification specification.

Request from Sima Bayamna to appeal her rejection from the Senior Engineer/Engineer Intern (DOTE) exceptional appointment process

The staff recommended denial of the request. After review and discussion, the Commission denied the request. The decision was based on the fact that Ms. Bayamna does not meet the minimum qualifications as stated in the classification specification.

Request from Derrick Frierson to appeal his rejection from the Maintenance Fabrication Apprentice open competitive exam

The staff recommended denial of the request. After review and discussion, the Commission denied the request. The decision was based on the fact that Mr. Frierson does not meet the minimum qualifications as stated in the classification specification.

Request from Todd Harley to appeal his failure from the Fire Apparatus Operator Ladder Practical exam

The staff recommended denial of the request. After review and discussion, the Commission denied the request. The decision was based on the fact that at the practical examination Mr. Harley did not express any concern about the Special Examiner ending the third event prematurely and Mr. Harley did not receive an overall score to move him to the next phase of the testing process.

Request from Douglas Kuhn to appeal his failure from the Fire Apparatus Operator Ladder Practical exam

The staff recommended denial of the request. After review and discussion, the Commission denied the request. The decision was based on the fact that at the practical examination Mr. Kuhn did not state any concern about experiencing mechanical problems with the ladder truck and Mr. Kuhn did not receive an overall score to move him to the next phase of the testing process.

Request from Joseph Lehman to appeal his failure from the Fire Apparatus Operator Ladder Practical exam

The staff recommended denial of the request. After review and discussion, the Commission denied the request. The decision was based on the fact that Mr. Lehman did not receive an overall score high enough to move him to the next phase of the testing process.

Request from Rodney Gray to purchase contract time worked as a Senior Real Property Specialist at the Metropolitan Sewer District

The staff recommended approval of the request. After review and discussion, the Commission approved the recommendation to credit Mr. Gray with 148 hours of sick leave and with 321.8 hours of vacation leave as well as the time being approved as classified service.

Request from Fred Prather to address the Commission concerning his temporary promotion to Assistant Fire Chief

The staff recommended denial of the request. After review and discussion, the Commission denied the request. The decision was based on the fact that the information provided does not support Mr. Prather's claim to the position based on ORC 124.33. The Commission ruled that Mr. Prather performed duties of an Assistant Chief at various periods of time while still maintaining his classified position of District Chief during the relevant time period.

Request from the Water Works Department to skip over Lisa Lane on the Laboratory Technician 3 promotional eligible list

The staff recommended approval of the request. After review and discussion, the Commission approved the request. The decision was based on the fact that Ms. Lane is on medical leave and a position will be held until she returns to full duty.

Request from the Human Resources Department to remove Eric Crutchfield, Gerald Walker, and Althea Hubbard from the Traffic Aide Worker promotional eligible list

The staff recommended approval of the request. After review and discussion, the Commission approved the request. The decision was based on the fact that they do not meet the minimum qualifications of a Class A CDL with Tanker Endorsement as stated in the classification specification.

Request from the Health Department to add an Administrative Technician and a Casework Associate (Community Health Worker) position to their table of organization

The staff recommended approval of the request. After review and discussion, the Commission approved the request. The decision was based on the fact that the duties and responsibilities are consistent with the proposed titles and the deletion of a Home Health Aide and a Secretary.

Request from the Parks Department to add an Administrative Technician position to their table of organization

The staff recommended approval of the request. After review and discussion, the Commission approved the request. The decision was based on the fact that the duties and responsibilities are consistent with the proposed title.

Request from the Police Department to add an Administrative Technician position to their table of organization

The staff recommended approval of the request. After review and discussion, the Commission approved the request. The decision was based on the fact that the duties and responsibilities are consistent with the proposed title and the deletion of a Supervising Clerk.

Request from the Law Department to add a Senior Assistant City Solicitor position to their table of organization

The staff recommended approval of the request. After review and discussion, the Commission approved the request. The decision was based on the fact that the duties and responsibilities are consistent with the proposed title.

Request for approval of new and/or revised classification specifications:

Human Resources Director – unclassified
Principal Architect – promotional
Engineering Geologist – open

INFORMATION ITEM

Memo from City Manager to Kathy Harrell, FOP President, concerning reduction in complement of Police Lieutenant positions

Pending:

Laboratory Technician Classification decision
Anthony Arnold - suspension

Appeals to be scheduled:

Joseph Lee
Alfred Brewster
Veno Mitchell
Steve Byrne (2 appeals)
Whitney Mobley
David Johnson
Anthony Harper
Jasmine Wright
James Roper
Lester McEwen
Alice Folsom
Granada Williams
Anthony Arnold (dismissal)