



Village of Reminderville  
Charter Review Commission  
February 25, 2015

**Call to Order**

Meeting was called to order by Mr. Wiggins at 7:00pm

**Roll Call**

Ms. Basel, present  
Ms. Jeromos-Blayney, present  
Mr. Owcarz, tardy  
Mr. Phillips, present  
Mr. Wiggins, present

**Approval of Minutes**

Ms. Blayney moved to approve minutes from February 18, 2015. Ms. Basel seconded. All in favor.

**COMMENTS FROM THE PUBLIC: Please state your name and address. Comments will be limited to five minutes per person, not to exceed thirty minutes for a total of all public comments.**

There were no public comments.

Mr. Wiggins started the meeting on Section IX. There were no comments or questions. Mr. Wiggins moved to Section X-Civil Service. There was discussion on Section 10.03 regarding Classified and Unclassified Service. Jack Kirkhope of the Civil Service Committee wrote a letter to the Commission stating the Civil Service is recommending modifying Section 10.03 (2) by limiting its application to full-time classified positions only. They also recommended adding part-time employees to the list of unclassified positions listed in Section 10.03 (1). They feel it is not necessary to hold testing for part-time positions but recommend keeping testing for full-time positions and promotional openings.

Councilmen Mario Molina and Tom DiCarlo agreed and added the modification would cut down costs for the Police Department, Fire Department, and Service Department as well as help expedite the hiring process when a part-time opening needs to be filled in a timely manner.

Fire Chief Plunkett also wrote to the Commission with his opinion on Civil Service testing. His letter stated, while he appreciates the spirit and intent of the

requirements, he sees no benefits to applying them to part-time employees. He agrees it should remain in the Charter for full-time employees and for promotional purposes. The financial savings would be over \$3,000.00 annually just for his department. Ms. Task commented she had spoken with Police Chief Buck and Service Director Sam Scaffide who both supported the Civil Service Commission's recommendation.

Mr. Phillips asked how many part-time employees there are. Mr. Molina replied every employee in the fire department is part-time, there are six part-time employees in the police department, and one part-time employee in the Service Department. The discussion continued about the Civil Service merit-based testing requirements and how they apply. For open positions, top scorers move on in the hiring process even if they have no experience. They are then given other tests, such as psychological testing and lie detector tests, and they are either dropped off the list or able to continue on. For the promotional testing, top score of the test gets the position. Civil Service also covers lay-offs, suspensions, and removal.

Ms. Basel asked if there was an argument for keeping it as it is. Ms. Task replied she does not know of anyone who has commented on keeping it as is. She added that legislation will still have to go to Council to be approved before anyone is hired. She spoke with Chief Plunkett who shared that looking for experienced applicants is what is important for the Village. Bigger cities with bigger budgets can take the risk and the time to train the less-experienced, top-test-scorers fresh out of the academy.

Ms. Basel asked about surrounding Charter communities and how they approach Civil Service requirements. Ms. Task will look into that. There was talk about educating the public so they would be knowledgeable about what would be placed on the ballot in November.

Mr. Phillips moved to have a proposal written up by Paul Carpenter to state the following pertaining to Article X, Section 10.03: add "part-time, temporary, and seasonal" to the unclassified service (1) and add "full-time" to the classified service (2). Ms. Blayney seconded. All in favor.

Mr. Wiggins moved on to Section 10.04. Mr. Phillips inquired about the "merit system" that was stated. He feels it should be implemented as it is part of the Civil Service's procedure. He would like Council to put it in effect. He also asked that Police Chief Buck and Service Director Sam Scaffide put their statements in writing.

There was then a discussion regarding salaries for Council and Mayor Alonso. Mr. Molina explained that Council cannot give themselves a raise. They have to set a raise in a certain set time before the next election for a Council seat that they have to be elected to in order to get the raise. Mr. Phillips shared that he feels residents would be surprised to learn how little Council and Mayor Alonso makes.

The next meeting is scheduled for Wednesday, March 11.

Ms. Basel moved to adjourn. Mr. Owcarz seconded. All in favor.  
Meeting adjourned at 8:03pm.

Respectfully submitted,

Stacey Task, Clerk of Council  
Village of Reminderville  
Date \_\_\_\_\_

Rodney Wiggins, Chairman  
Village of Reminderville