

Meeting of the Lakewood Civil Service Commission  
Held Remotely  
Municipal Building  
12650 Detroit Avenue  
August 13, 2020, 5:00 p.m.

Meeting called to order at 5:00 p.m.

Present: Commissioners, Maria Shinn, Ken Kowalski and secretary, Jeannine Petrus

Also present: Jen Swallow, Asst. Law Director, Claudia Dillinger, HR Director, Chief Lou Ann Metz, Asst Chief M. Tanasijevic, Chief Woo joined later

Old Business:

1. Appeals to the Fire Captain Assessment Promotional

Chief Metz was sworn in by Ms. Swallow. Mr. Kowalski asked various questions of Chief Metz regarding her recusal of being an assessor if she had a conflict. She indicated that for the Fire Marshal exam, one of her part time fire department members was taking the exam and she recused herself from that particular exam. It was not until she was introduced to the candidates that she recognized one candidate as a student from the Fire Executive program. She did not feel that this was a conflict since she served only as a "reader" for his paper. She explained that she has read for approximately 24 Fire executive students and does not feel as though she any personal or professional relationship with any of them. Scoring questions were also asked. The appellee's were given the opportunity to ask questions of Chief Metz but no questions were posed.

Ms. Swallow was asked to explain the results of having asked Chief Woo to have 2 independent assessors look over the videos to see if they felt anything improper had taken place with regards to Mr. Catani's scores.

AC Tanasijevic was asked to explain his communication to the commission regarding the results if the scores were in anyway changed from the original certification of them.

Ms. Shinn spoke about the RFP process that gets undertaken when there is no current contract and the city needs to complete that process for the promotional exams.

Chief Woo joined the meeting, he was reminded that he was under oath and addressed questions from the commissioners and Ms. Swallow.

Mr. Kowalski stated that he felt there were 2 issues at hand that the commission would need to make a decision regarding that being scoring and the perception of bias. Both Mr. Kowalski and Ms. Shinn did not feel that there was any bias regarding the scoring process. The commission would like to plan further regarding the future selection of assessors for the promotional exams and the setting of the minimum score for the components.

Mr. Kowalski made a motion to uphold the joint appeals of the Fire Captain Promotional examination in accordance with Article 12 of the Civil Service rules and Regulations and change the re-score by using a 3.8 factor. Ms. Shinn seconded the motion.

Ayes: 1 Nays: 1


That motion failed and the appeals are denied.

No further business.

Motion by Mr. Kowalski second by Ms. Shinn to adjourn the meeting.

Meeting adjourned at 6:31 p.m.

These minutes have been approved and filed as submitted on September 10, 2020.

  
Secretary