

Special Meeting of the Lakewood Civil Service Commission
Held in Law Department's Conference Room
Municipal Building
12650 Detroit Avenue
August 1, 2018, 8:00 a.m.

Meeting called to order at 8:02 a.m.

- I. Present: Commissioners, Ken Kowalski, Maria Shinn and Lori Petti, secretary, Jeannine Petrus

Also present: Jen Mladek, Asst. Law Director, Police Chief Malley, Patrol Officer Alan Krems and Sgt. Matt Pietch on behalf of the Supervisor's FOP Union

Agenda items 2 & 3 were heard first.

- II. New Business

1. Discussion regarding changing the date of the written promotional examinations for the positions of Police Lieutenant and Sergeant

The commissioners were explained the difficulty in the candidates being able to order and obtain the study book. Mrs. Petrus explained how the city was able to secure enough books for the candidates that were unable to obtain a book due to back order. If the exam date is moved to September 22 the candidates will have 60 days to study which is the preferred study time indicated in the RFP response from the OACP.

Motion by Mrs. Petti second by Mr. Kowalski to approve a change in the date of the examination to September 22, 2018 due to the delay in access to the required reading material in accordance with the City of Lakewood Civil Service Rules and Regulations.
Ayes: 3 Nays: 0

2. Request from Ptl. Officer Krems to accept his application for the Police Sergeant Promotional examination outside of the posted time.

Officer Krems letter was shared with the commissioners. Mrs. Petrus reported that a request such as this has not happen at any time since she started the position of Secretary to the Civil Service Commission. Ms. Swallow explained to the commission members that Officer Krems tried to turn in an application for the Sergeant Promotional Examination after the deadline to turn in applications had passed. Officer Krems spoke on his behalf and restated the circumstances that were presented in his letter to the commission. Chief Malley did not have a preference to deny or approve of the request. Ms. Swallow explained the possible consequences of approving the request. The commission was then ready to make a motion.

Motion by Mrs. Petti second by Mr. Kowalski to approve the request from Ptl. Officer Krems to accept his application to take the Police Sergeant Promotional examination outside of the posted deadline in accordance with the City of Lakewood Civil Service Rules and Regulations.
Ayes: 2 Nays: 1

3. Discussion of a possible unfair advantage of a candidate that previously tested with the same testing company using the same materials.

The email from Sgt. Pietch was shared with the commission members. Sgt. Pietch spoke on behalf of some of the members of the FOP Supervisor Union who turned in applications to take the Lieutenant examination and feel one applicant has an unfair advantage. That applicant took the 2013 Sergeant's examination and he cites that the exam was given by the same company and the same study material was used in the 2013 Sergeant's examination. Sgt. Pietch stated that the other members are concerned that some of the questions on the Lieutenant exam could be duplicate questions from the 2013 Sergeant exam since it is the same study material. The question of past exams having study materials that were used for more than 1 exam was asked of Chief Malley. He indicated that yes there could have been. Most testing companies use the same or books with similar content for the exam questions. Mrs. Swallow explained to the commissioners that the examination the current applicants will be taking is for the position of Lieutenant and not Sergeant which was the exam given in 2013. She told the commission members that there are other people who will be taking the Sergeants exam for the third (3rd) time in a matter of 8 years- do they have an unfair advantage? Mr. Kowalski pointed out that statistics show some people that take the bar exam several times actually do worse on subsequent tests. The commissioners have some questions they would like the OACP (IACP) to answer. This agenda item will be deferred until the August 8th meeting.

Motion by Ms. Shinn second by Mr. Kowalski to defer this agenda item until the August 8, 2018 regular meeting.

Ayes: 3 Nays: 0

Motion by Mrs. Petti second by Mr. Kowalski to adjourn the meeting.

Meeting adjourned at 8:43 a.m.

9-13-18
Date

K.J. Kowalski
President

Jannine A. Petrus
Secretary