

CANTON CIVIL SERVICE COMMISSION

REGULAR MEETING

FRIDAY, JUNE 17, 2022 – 8:00 A.M.

CANTON CITY COUNCIL CHAMBERS, FIRST FLOOR

The meeting was called to order at 8:02 a.m. by Sliman. The following individuals were present:

COMMISSION: Chip Conde
 Ralph Lee
 Mariella Mestel

STAFF: Samuel Sliman
 Rachel Forchione

OTHERS: Kevin L’Hommedieu, Assistant Law Director
 Andrea Perry, Director of Public Safety
 John Gabbard, Chief of Police
 James Adams, Health Commissioner

ROLL CALL

CONDE - PRESENT

LEE - PRESENT

MACK –ABSENT

APPROVAL OF MINUTES

1. Approval of the minutes for the 5-18-22 Commission Meeting

Conde made a motion to approve the minutes. Lee seconded the motion.

The motion passed with the following vote:

CONDE – YES

LEE – YES

REGULAR BUSINESS - CONSENT AGENDA

The next item of business was the Consent Agenda, which included the following items:

2. Notification of the administrative establishment of the open eligibility list for the position of Early Intervention Specialist Navigator for the Health Department on May 18, 2022
3. Notification of the administrative establishment of the open eligibility list for the position of Heavy Duty Automotive Mechanic for the Division of Motor Vehicles on June 2, 2022
4. Notification of the administrative establishment of the open eligibility list for the position of Treatment Operator 3 for the Water Reclamation Facility on June 2, 2022
5. Notification of the administrative establishment of the open eligibility list for the position of Human Resources Generalist for the Human Resources Department on June 2, 2022
6. Notification of the administrative establishment of the open eligibility list for the position of Telecommunicator for the Communications Department on June 6, 2022
7. Notification of the administrative establishment of the closed eligibility list for the position of Chief Deputy City Engineer for the Engineering Department on June 9, 2022
8. Notification of the administrative establishment of the open eligibility list for the position of Air Pollution Control Engineering Technician II for the Health Department on June 10, 2022
9. Temporary Appointments

Conde made a motion to accept the consent agenda. Lee seconded the motion.

The motion passed with the following vote:

CONDE – YES

LEE – YES

PUBLIC SPEAKS

No one signed up for Public Speaks.

NEW BUSINESS

10. Reinstatement of Brandon Momirov to the position of Police Officer in the Canton Police Department

Perry and Gabbard explained that Momirov had left the City on good terms and it was for family reasons. They noted that he was a good employee and is fully trained, which is extremely helpful to the department. Conde asked why so many reinstatements are taking place recently, to which Perry answered that the new contract and higher salary have been a primary reason for that, in addition to the good working conditions of the Canton Police Department.

Lee made a motion to approve the reinstatement contingent upon the officer passing all required return-to-work items. Conde seconded the motion.

The motion passed with the following vote:

CONDE – YES

LEE – YES

EXECUTIVE SESSION

Conde made a motion to enter Executive Session at 8:10 a.m. to discuss personnel matters. Lee seconded the motion. Sliman, Forchione and Adams were excused from the session. All other attendees were invited to stay (Sliman and Forchione were invited back into room for the second personnel matter discussed).

The motion passed with the following vote:

CONDE – YES

LEE – YES

Lee made a motion to exit Executive Session at 8:38 a.m. Conde seconded the motion.

The motion passed with the following vote:

CONDE – YES

LEE – YES

Conde made a motion to adopt a revised MOU for Sara Kennedy to adequately compensate her for her time spent on duties outside of her job description. The motion was to increase her pay amount for these duties to \$150 per pay, contingent upon her union approving the revised MOU. Lee seconded the motion.

The motion passed with the following vote:

CONDE – YES

LEE – YES

MISCELLANEOUS BUSINESS

Adams gave an update on the compensation study for his department. He noted that a draft job hierarchy ranking is now largely complete and their consultant will be preparing a market rate study with suggested pay ranges to reflect the hierarchy. Adams is hoping to have the study completed in July. He will present the information to the Commission for review.

11. Update on recent marketing and recruitment initiatives

Forchione gave a brief overview of current statistics and activities. She presented a graph detailing where applicants were applying from (10% were coming from Indeed). Lee encouraged the staff to continue utilizing Indeed for job postings, and to try and do as many paid ads as possible. Forchione stated that they were doing some paid ads, but with the current budget, there wasn't enough money to do them for all jobs. This is something that she's going to request a higher budget for next year. Lee also suggested doing radio ads, as he's been hearing several for Akron and the Sherriff's Department recently. Forchione agreed and said that Spotify was something that they were looking into for next year as that's the radio platform that most of the younger generations tend to be using.

Forchione highlighted some of the recruitment events that the department has been attending recently, including First Friday. Lee suggested asking the Police and Fire Chief to join their booths for an hour or so at these events to help attract people to the table. Forchione said that she would reach out to them both.

Sliman invited all of the Commission members to attend the upcoming swearing-in ceremony on June 29th for 9 new firefighters being hired.

ADJOURNMENT

Conde made a motion to adjourn the meeting. Lee seconded the motion.

The motion passed with the following vote:

CONDE – YES

LEE – YES

The meeting adjourned at 8:55 a.m.