



Civil Service Commission  
Canton, Ohio

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## Special Meeting Minutes

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Time: 2:30 PM

Location: Canton Civil Service Conference Room

Date: October 5th, 2023

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The meeting was called to order at 2:31 p.m. by Chairman Conde. The following individuals were present:

COMMISSION:                   Chip Conde  
  Edmond Mack

STAFF:                            Rachel Forchione  
  Anna Moeglin  
  Adamaris Cortes

OTHERS:                         Kevin, L’Hommedieu, Chief Council  
  Firefighter William Rhoades  
  Firefighter Andrew Lidderdale

### ROLL CALL

CONDE – PRESENT

LEE – ABSENT

MACK –PRESENT

### NEW BUSINESS

1. Consideration of appeals for the Fire Captain’s promotional examination questions.

Forchione began by emphasizing that there was substantial effort put in by those who studied for this exam and that the test was exceptionally difficult. She went on to note that the Civil Service Rules were changed in 2021 to remove the appeal process for all testing except for Fire Promotional Exams. The appeal process was changed to allow for clerical error appeals only. Moeglin read the revised rules and L’Hommedieu provided insight on why the rule was changed and what the new rule entails in relation to the test questions. Forchione and Moeglin reviewed the appealed questions and determined that 22 of 25 the appealed questions were not clerical errors.

Conde made a motion to deny the appeals for questions ranging from 18-243 (excluding 115, 238, and 245) as they are not clerical errors. Mack seconded the motion. The motion passed with the following vote:

CONDE – YES

MACK – YES

Forchione explained that three questions (115, 238, 235) were sent to the test company, Fire & Police Selection, Inc. (FPSI), for a more extensive review to determine if they were eligible for appeal as clerical errors. Forchione read the question and response from FPSI for question 115.

Mack and Conde requested to hear from the firefighters who were present and have their feedback on the three appealed questions, starting with question 115. Neither representative present had any additional input on the question.

Conde made a motion to refer to FPSI's response to deny the appeal of question 115. Mack seconded the motion. The motion passed with the following vote:

CONDE – YES

MACK – YES

Question 238 was reviewed next. Forchione read the question, FPSI's response, and the relevant book section. Firefighter Lidderdale explained his stance on the question and why the phrasing of the question made it difficult to answer the True/False question as it was subjective. Firefighter Rhoades agreed that the question could read as subjective. L'Hommedieu re-stated that the rules are only concerning clerical errors, whereas the previous rules would have allowed for the question to be appealed.

Conde made a motion to refer to FPSI's response to deny the appeal of question 238. Mack seconded the motion. The motion passed with the following vote:

CONDE – YES

MACK – YES

Forchione read question 245, FPSI's response and the relevant book section. Both Rhoades and Lidderdale agreed that the question made sense and was accurately found in the book.

Conde made a motion to refer to FPSI's response to deny the appeal of question 245. Mack seconded the motion. The motion passed with the following vote:

CONDE – YES

MACK – YES

Per request, question 25 was also reviewed, but it was not sent to FPSI. Forchione read the question and the protest and allowed for discussion. The initial decision to deny the appeal was upheld.

Mack and Conde thanked both firefighters for attending and for their efforts and input in this process.

### **MISCELLANEOUS BUSINESS**

L’Hommedieu discussed the next steps for addressing the results of the Fire Captain Promotional Exam. As only one candidate passed the written portion, they will be sent to complete the Assessment Center evaluation. A Memorandum of Understanding has been approved to allow for another Captain Promotional Exam to occur before the two-year period is up. If the one passing candidate passes the assessment center and is placed on the eligible list, the list will expire once they are promoted. There are expected to be additional openings in the new year, so a new list will be needed. Forchione explained that the next test will likely take place in April, and will use the same study materials. This timeline will allow for budgeting to be accounted for, and for a new testing company to have enough time to complete a new written exam.

### **ADJOURNMENT**

Conde made a motion to adjourn the meeting. Mack seconded the motion. The motion passed with the following vote:

CONDE – YES      MACK – YES

The meeting adjourned at 3:02 pm.