

**NORTH RIDGEVILLE CIVIL SERVICE COMMISSION
MINUTES OF THE
REGULAR MEETING – MONDAY, AUGUST 25, 2025**

CALL TO ORDER

The meeting was called to order at 5:02 PM.

ROLL CALL

Present were members Cheryl Farver and Amie Espinosa-Gonzalez. Also present were Assistant Law Director Toni Morgan and Deputy Clerk of Council Tina Wieber.

Member Sam Spann was excused.

ELECTION OF OFFICERS

Chairman

Member Espinosa-Gonzalez opened the floor for nominations for Chairman.

Moved by Espinosa-Gonzalez and seconded by Farver to nominate Sam Spann for the position of Chairman.

A voice vote was taken and the motion carried electing Sam Spann to the position of Chairman.

Yes – 2 No – 0

Co-Chairman

Member Espinosa-Gonzalez opened the floor for nominations for Co-Chairperson.

Moved by Espinosa-Gonzalez and seconded by Farver to nominate Cheryl Farver for the position of Co-Chairperson.

A voice vote was taken and the motion carried electing Cheryl Farver to the position of Co-Chairperson.

Yes – 2 No – 0

Secretary

Member Espinosa-Gonzalez opened the floor for nominations for Secretary.

Moved by Farver and seconded by Espinosa-Gonzalez to nominate Amie Espinosa-Gonzalez for the position of Secretary.

A voice vote was taken and the motion carried electing Amie Espinosa-Gonzalez to the position of Secretary.

Yes – 2 No – 0

APPROVAL OF MINUTES

Regular Meeting Minutes of July 28, 2025

Secretary Espinosa-Gonzalez stated that the Commission had received the meeting minutes from the July 28, 2025, meeting and asked if there were any comments, questions or corrections.

None were given.

Minutes were accepted as submitted.

PUBLIC COMMENT

Secretary Espinosa-Gonzalez stated that the Commission would amend the agenda and open up the public comment section at this time.

Fire Chief Reese stated that he should have attended the previous meeting and apologized for not doing so, but he wanted to express his opinion about the assessment testing centers that were to be used for the Fire Chief test. He stated that he didn't have a problem with the written portion of the test but would plead a little that they continued along with Pradco for the assessment center for a couple of reasons. He stated that first was that they used them for just about everything. He discussed that they used them when hiring someone new and he would have them assessed by them when they came in the door and for their yearly performance evaluations, those were all built by Pradco and were all based on performance evaluations built by them. He mentioned that when the city did any kind of management or leadership training, the city contracted Pradco to come in to do those. He added that lastly, he actually used to do the assessment centers around the state for another company, for a private company and for the level of Lieutenant, Captain and Chief. He explained that the one thing that Pradco really had that none of them had was that if he were to go and take another assessment center and he were to tell someone what it was composed of, they would be able to prepare for it, which meant that it didn't measure what kind of leader they were or leadership skills they even had. It just measured how well they were able to prepare to go in for that exam and how well they were able to do on it. He stated that Pradco did a personality test and measured those qualities in everyone, and he had yet to see them get it wrong ever. He added that with some he had been shocked by some of the information that Pradco had sent him, and he thought, well, this is garbage, there was no way, but he found out later that they were spot on. He discussed that once he called them and apologized because they had told him that somebody that he was going to hire was going to end up argumentative and get in fistfights with people and he didn't agree, because he had reference letters from people he knew he worked close by with, but they were absolutely dead on and he was shocked to find out six months later. He stated that he just kind of felt that they were doing the right thing with using Pradco and he knew that there had been some complaints, not so much with fire as with police, but he did have some and the people that complained were the people that didn't do well on that personality test. He mentioned that some would say that once they were deemed not of leadership quality, then the next time they were to go and take the test they didn't have a chance, but that wasn't true either, because what they're able to do is, and he told them this, when they don't do so well on it, now what you're lacking, you prepare for the next time. He stated that if they kept moping around, showing up late to work and not really caring about their job duties, they would score bad again, but if they started reading, studying, building, trying to help work with people, by the next time they took the personality test, they would do better, so it was legit. He stated that he really believed that it had been a good thing for them and that it had helped with the quality of the people that they had hired and the quality of the leaders that they had promoted. He commented that he had seen the difference without question and other people have said the same to him and that he just

wanted to add that for their consideration. He said that he understood that they were getting into the process a little, but hopefully they were not too far along to change their minds, if that was something they were inclined to do. He added that they shouldn't just take his word for it but to also speak to Mayor Corcoran and possibly April Wilkerson, who was the HR Director for the city, and see what their thoughts were because they both also used them.

REPORTS

Received Oath of Office for Patrol Officer Willem Jedlicka dated July 28, 2025.

Promotion of Lieutenant Charles Callicoat dated July 31, 2025.

Secretary Espinosa-Gonzalez stated that the Commission had received the Oath of Office for Patrol Officer Willem Jedlicka dated July 28, 2025, and the promotion of Lieutenant of Charles Callicoat dated July 31, 2025, and congratulated them both.

Updates to the Fire Chief Promotional Examination

Secretary Espinosa-Gonzalez stated that the Commission received some updates regarding the Fire Chief promotional exam and asked Deputy Clerk of Council Tina Wieber to discuss those.

Deputy Clerk of Council Wieber stated that the Commission chose the semi-custom examination for the written examination through NTN, which was using their source materials listed and would be selected by the Chief, but the Chief also wanted to include the North Ridgeville Employee Handbook, Chapter 16, Fire Prevention Code, of the Codified Ordinances, and the current IAFF Local 2129 Collective Bargaining Agreement, as sources to create custom questions from for the examination. Therefore, 70 semi-custom questions would come from five of the sources off the list the test company provided, and 30 custom questions would come from the three sources the Chief requested to be included in the examination.

She further explained that prior to the Chief coming to talk that day, after the Commission voted on the assessment portion of the examination, and the situational assessment was chosen, she emailed the OFACP letting them know and had asked if they could talk over the phone to discuss further. She explained that after further discussion, it was clear that the situational assessment was for administrative type of issues like discipline, budget, union and communication skills and was faster paced and geared more towards lieutenants and captains. She added that none of that was in the paperwork that they submitted, which they all had received. She added that when she asked for a quote, she did let them know that they would be testing for the position of Fire Chief but with that being said, she was told that the traditional assessment center would be more detailed and comprehensive testing method and better suited for a Fire Chief examination and that the cost would be \$5,300 for two candidates.

Assistant Law Director Morgan asked if they needed to make a decision or change something at that point or what was the current status.

Deputy Clerk of Council Wieber stated that they would need to make a decision that night on the written portion of the exam changing it from semi-custom to custom, but it would be up to the Commission, due

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to the assessment center changes and the Chief's concerns, if they wanted to possibly table the assessment center change until the next meeting.

Secretary Espinosa-Gonzalez thanked Assistant Law Director Morgan for helping to clarify.

UNFINISHED BUSINESS

NEW BUSINESS

Re-certify the 2025-2027 Patrol Officer Step 1 Entrance Eligibility List due to appointment.

Secretary Espinosa-Gonzalez stated that the first item under new business was to re-certify the 2025-2027 Patrol Officer Step 1 Entrance Eligibility List due to the appointment.

Moved by Espinosa-Gonzalez and seconded by Farver to approve 2025-2027 Patrol Officer Step 1 Entrance Eligibility List.

A voice vote was taken and the motion carried.

Yes – 2 No – 0

Re-certify the 2025-2027 Patrol Officer Step 1 Top 10 Entrance Eligibility List due to appointment.

Secretary Espinosa-Gonzalez stated that the next item under new business was to re-certify the 2025-2027 Patrol Officer Step 1 Top 10 Entrance Eligibility List due to the appointment.

Moved by Espinosa-Gonzalez and seconded by Farver to approve 2025-2027 Patrol Officer Step 1 Top 10 Entrance Eligibility List.

A voice vote was taken and the motion carried.

Yes – 2 No – 0

Re-certify the 2025-2027 Police Promotional Lieutenant Examination Eligibility List.

Secretary Espinosa-Gonzalez stated that the next order of business was to re-certify the 2025-2027 Police Promotional Lieutenant Examination Eligibility List.

Moved by Espinosa-Gonzalez and seconded by Farver to approve 2025-2027 Police Promotional Lieutenant Examination Eligibility List.

A voice vote was taken and the motion carried.

Yes – 2 No – 0

Certification of payroll by Civil Service Commission (Per Rule I, Section 3).

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Secretary Espinosa-Gonzalez stated that the next item on the agenda was to certify the payroll by the Civil Service Commission per Rule I, Section 3.

Moved by Espinosa-Gonzalez and seconded by Farver to certify the payroll by the Civil Service Commission per Rule I, Section 3.

A voice vote was taken and the motion carried.

Yes – 2 No – 0

Approval of updated Fire Chief Promotional Written Examination.

Secretary Espinosa-Gonzalez stated that the Commission had discussed the updates regarding the Fire Chief Promotional Written Examination and to changing it from semi-custom to custom.

Moved by Espinosa-Gonzalez and seconded by Farver to change the written portion of the Fire Chief Promotional Examination from semi-custom to custom.

A voice vote was taken and the motion carried.

Yes – 2 No – 0

Approval of updated Fire Chief Promotional Examination Assessment Center.

Secretary Espinosa-Gonzalez stated that the Commission had discussed the updates regarding the assessment center portion of the examination but that the Commission wanted to table it until the next meeting when Chairman Spann was able to attend.

Moved by Espinosa-Gonzalez and seconded by Farver to table the updates regarding the assessment portion of the Fire Chief promotional examination until the next meeting.

A voice vote was taken and the motion carried.

Yes – 2 No – 0

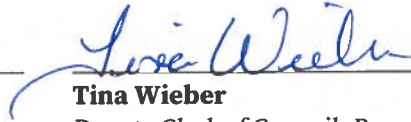
Secretary Espinosa-Gonzalez stated that the next regular Civil Service Commission meeting was scheduled for September 22, 2025.

ADJOURNMENT

The meeting was adjourned at 5:10 PM.



Sam Spania
Chairman



Tina Wieber
Deputy Clerk of Council, Recording Secretary

Monday, September 22, 2025

Date Approved