

**NORTH RIDGEVILLE CIVIL SERVICE COMMISSION  
MINUTES OF THE  
REGULAR MEETING – TUESDAY, MARCH 23, 2026**

**CALL TO ORDER**

The meeting was called to order at 5:05 PM.

**ROLL CALL**

Present were members Paul Graupmann, Amie Espinosa-Gonzalez and Cheryl Farver.

Also present was Assistant Law Director Toni Morgan and Deputy Clerk of Council Tina Wieber.

**ELECTION OF OFFICERS**

**Chairperson**

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

A roll call vote was taken and the motion carried.

Yes – 3            No – 0

**Vice Chairperson**

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

A roll call vote was taken and the motion carried.

Yes – 3            No – 0

**Secretary**

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

A roll call vote was taken and the motion carried.

Yes – 3            No – 0

**APPROVAL OF MINUTES**

**Regular Meeting Minutes of February 27, 2026**

Chairwoman Cheryl Farver stated that the Commission received the meeting minutes from the February 27, 2026, meeting and asked if there were any comments, questions or corrections.

None were given.

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Moved by Farver and seconded by Espinosa-Gonzalez to approve the February 27, 2026, meeting minutes.

A roll call vote was taken and the motion carried.

Yes – 3            No – 0

**REPORTS**

**Received Oath of Office for Police Patrolman Kyle Lashley dated March 3, 2026.**

Chairwoman Farver stated that the first item under the report section was that the Commission received the Oath of Office for Police Patrolman Kyle Lasley, dated March 3rd, 2026. She welcomed him and shared her appreciation of his service to the city.

**Received a request for withdrawal from the Police Sergeant Promotional Examination Eligibility List from Detective Brandon Mundell dated March 10, 2026.**

Chairwoman Farver stated that the next item was a request for withdrawal from the Police Sergeant Promotional Examination Eligibility List from Detective Brandon Mundell, dated March 10th, 2026.

**Received Oath of Office for Police Patrolman Duane Smith dated March 18, 2026.**

Chairwoman Farver stated that last the Commission had received an Oath of Office for Police Patrolman Duane Smith, dated March 18th, 2026. She welcomed him and thanked him for his service to the city.

**UNFINISHED BUSINESS**

**NEW BUSINESS**

**Re-certify the 2024-2026 Police Sergeant Promotional Examination Eligibility List due to the request for withdrawal.**

Chairwoman Farver stated that the Commission had been provided a copy of the list.

Moved by Espinosa-Gonzalez and seconded Graupmann to re-certify 2024-2026 Police Sergeant Promotional Examination Eligibility List.

A roll call vote was taken and the motion carried.

Yes – 3            No – 0

**Re-certify the 2024-2026 Top 3 Police Sergeant Promotional Examination Eligibility List due to the request for withdrawal.**

Chairwoman Farver stated that the Commission had been provided a copy of the list.

Moved by Espinosa-Gonzalez and seconded by Graupmann to re-certify the 2024-2026 Top 3 Police Sergeant Promotional Examination Eligibility List due to the request for withdrawal.

A roll call vote was taken and the motion carried.

Yes – 3            No – 0

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

Chairwoman Farver stated that the Commission had been provided a copy of the list.

Moved by Graupmann and seconded by Espinosa-Gonzalez to approve the agencies for the upcoming Fire Promotional examinations.

A roll call vote was taken and the motion carried.

Yes – 3            No – 0

**PUBLIC COMMENT**

Chairwoman Farver asked if there was anyone in the audience who wished to come up to the podium and speak during the public comment section to please come forward and state their name.

Firefighter Kevin Pocos introduced himself and stated that he worked for the North Ridgeville Fire Department. He expressed several concerns, noting that he had followed Civil Service meeting minutes and believed he has had issues with the Civil Service Commission in the past. He added that he had not yet met any of the Commission members and that they were all new to him.

He stated that he recently read in the meeting minutes that the Commission selected an assessment and testing center for upcoming fire department promotional examinations. While he had questions about this decision, he indicated that responses were not necessary that evening but requested that they be addressed in the future.

Specifically, he asked how the Commission determined which testing and assessment center to use, who made that recommendation, and whether the Fire Chief was involved in selecting the vendor for the testing and promotional process.

Chairwoman Farver stated that she could answer that question immediately. She said that the Commission made an independent decision and that the Chief did not.

Mr. Pocos asked if the Chief influenced it in any way.

Chairwoman Farver stated that the Chief addressed the Commission.

Mr. Pocos explained that his questions stemmed from his experience with the 2023 promotional exam. He stated that, at that time, the Civil Service Commission—under the influence of the Police and Fire Chiefs—required candidates to achieve a minimum score of 70% on the assessment portion in order to pass.

He noted that he completed the same assessment center three times, receiving scores of 85, 75, and 65. He stated that the final score of 65 eliminated his chances for promotion. He added that, due to past concerns he raised with the Civil Service Commission regarding procedural inaccuracies, he believes the prior process was flawed. He clarified that his concerns related to past actions and not the current Commission members.

Mr. Pocos further stated that the assessment center was subjective in nature. He claimed that input was provided to the testing vendor regarding desired candidate qualities and attributes. In his view, the assessment did not objectively measure skills, knowledge, or abilities, but instead reflected evaluators' subjective opinions of candidates' personalities. He questioned the fairness and legality of a process in which a single evaluator's subjective judgment could remove a candidate from consideration.

He concluded by reiterating that these concerns were the reason he was seeking clarification on how the assessment and testing centers were selected.

Chairwoman Farver asked if he wanted to know for the most recent or if he was talking about in the past. She stated that she was a bit confused because he referenced the past.

Mr. Pocos stated that he referenced the past to give context as to why he was asking about the future.

Chairwoman Farver asked if he was inquiring about the most recent examination, the one that was coming up in the fire division. She said that that was her first meeting and it was done with an RFP or an RFQ and that all discussion was held in public and involved the Commission.

Assistant Law Director Morgan stated that while she was new to the Commission, she was accurate. It's always been a public discussion. She explained that they gathered materials from a variety of places and would take input from the Chief and other people as well. She explained that the Commission looked at all the information and made the decision.

Mr. Pocos stated that he was questioning it because there was a lapse in meetings. He stated that they didn't have a meeting in January and asked if that was correct.

Deputy Clerk of Council Wieber stated that that was correct.

Mr. Pocos asked if the last one prior to that was in December.

Deputy Clerk of Council Wieber stated that was correct.

Mr. Pocos stated that there was a lapse there, and he didn't see that information when he went to look for it, exactly how they came to that decision on who they were going to use, which was why he was questioning it. He stated that according to their contract, the Chief was not supposed to have any involvement in this.

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Assistant Law Director Morgan asked if that was based on their collective bargaining agreement.

Mr. Pocos stated that that was correct.

Chairwoman Farver asked if he filed a grievance.

Mr. Pocos stated that there was no need to because every grievance he had every made ....

Chairwoman Farver commented that there was his remedy.

Mr. Pocos stated that that was his only question.

Assistant Law Director Morgan asked Mr. Pocus if there was a particular part of the collective bargaining agreement that he was referring to that they could look at.

Mr. Pocos indicated that there was.

Chairwoman Farver asked if he had a question beyond who picked it. She asked if there was anything else that he wanted to know.

Mr. Pocos said no and that he had put in a public information request to the Assistant Law Director personally and had been denied, saying that it was too voluminous.

Assistant Law Director Morgan stated that she had requests from Mr. Pocos in the past but did not know the status off the top of her head at the moment, but if he wanted to come in and discuss them, she was available.

Mr. Pocos stated that according to the current CBA...

Assistant Law Director Morgan asked if he would give an Article and a Section.

Mr. Pocos stated that Article IV, under Management Rights, Section 4.01, 7), and to quote part of that, “determine the basis for selection, retention and promotion of employees to and for positions not within the bargaining unit established by this Agreement, consistent with applicable Civil Service Rules and Regulations”. So, in other words, not the bargaining unit, only the people that are not within the bargaining unit.

Assistant Law Director Morgan stated that she would look at that and asked if there was something still pending regarding his public records request to let her know.

Mr. Pocos stated that he would do that.

**ADJOURNMENT**

Moved by Farver and seconded by Espinosa-Gonzalez to adjourn the meeting.

A voice vote was taken and the motion carried.

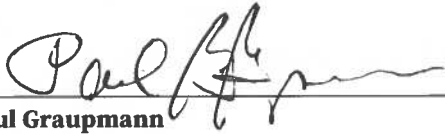
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Yes - 3

No - 0

The meeting was adjourned at 5:15 PM.



**Paul Graupmann**  
*Vice-Chairman*



**Tina Wieber**  
*Deputy Clerk of Council, Recording Secretary*

Monday, April 27, 2026

**Date Approved**