



City of Willowick
CIVIL SERVICE COMMISSION MEETING

Friday, November 17, 2023 at 9:00am
City Council Chambers

ADA NOTICE

In compliance with the Americans with Disabilities Act, individuals needing special accommodations (including auxiliary communicative aids and services) during this meeting should notify the City of Willowick at 440-585-3700 at least three working days before the meeting.

MINUTES

Meeting Called to order by Chairman Lazor at 9:05am

Present: Chairman Mike Lazor
Commission Member Jim Tobin
Commission Member Bill Wittlinger

Also Present: Clerk Christine Morgan, Chief Rob Daubenmire, Lt. Keith Lawrence, Sgt. Mark Guerrieri, Mayor Michael Vanni, Law Director Landgraf

Absent:
Chief Bill Malovrh

Minutes:

Motion made by Mr. Wittlinger to approve the minutes of October 27, 2023 Civil Service Meeting; Seconded by Mr. Tobin.

All Aye; No Discussion; Motion Carried.

Motion made by Mr. Tobin to approve the minutes of the November 3, 2023, Civil Service Meeting; Seconded by Mr. Wittlinger.

All Aye; No Discussion; Motion Carried

Old Business:

Chairman Lazor began the meeting with further discussion with Mayor Vanni and Director Landgraf regarding the age restrictions for the police department.

Mr. Tobin expressed his concerns regarding increasing the age, and the effects on the departments 10-15 years from now. The position of fire department and police department is a young persons 'game' and at 55-60 years, member become unable to do the job, which may jeopardize the agencies and the cities. Not to mention, old members will now not be able to draw a pension until they are age 80 plus years of age.

Mr. Wittlinger agreed with Mr. Tobin and he noted he was concerned about liability with the officer, firefighters and the city. If the age requirement were increase, would it be an extra burden to the agencies due to the mental and physical abilities in addition to the stress, overtime,

personal liability and financial liability. However, if the age were not to increase, would the city still be competitive as other cities have no age limitations. The city firefighters' age requirements are currently 45. Mr. Wittlinger suggested 40 and also noted not opening it to unlimited but review it as the times and individuals change.

Chairman Lazor mentioned he has time to think and he refers to Charter in regards to Civil Service Rules. The job of the Commission is to set criteria for testing, (entrance level, and promotional level) for police and fire along with certifying eligible lists for the safety director for best candidate. He trusts between the department heads and the mayor/safety director they will make the right decisions for the best candidate regardless of age.

Chief Daubenmire noted he wants to be competitive with the other areas and feels the city is already behind. Signing bonuses are the latest thing to recruit. He believes with age, it is all about how one takes care of themselves.

Mayor appreciated everyone's take on the subject and agreed that today's individual make it difficult to find someone to come here. He is not for unlimited but he agrees the age be 40, possibly 45 but it does need to be raised to remain competitive and for the safety of the residents and the department.

Director Landgraf inquired about the transfer of benefits from one city to another and the effects to the position/department. Sick time would transfer over but the officer will be starting fresh at possibly a higher rate or increased benefits. A potential older candidate would already have pension built up and looking to join as an experienced individual, not a first timer.

Safety Committee meeting has been set for December 5, 2023, to discuss with the Civil Service. Mayor Vanni requested the presence of the board to contribute ideas and entertain any questions council may need answered.

New Business:

None

Miscellaneous:

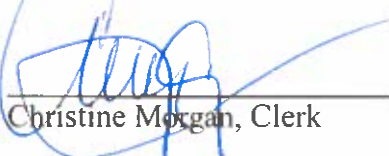
Meeting is needed in December to review the list from testing and assessing the points.

Adjournment:

Motion made by Mr. Tobin to adjourn; Seconded by Mr. Wittlinger

All Aye; No Discussion; Motion Carried and Meeting Adjourned 9:50am.

ATTEST:


Christine Morgan, Clerk


Mike Lazor, Chairman