

**CITY OF DELAWARE  
CIVIL SERVICE COMMISSION MEETING  
CITY HALL  
COUNCIL CHAMBERS  
1. SOUTH SANDUSKY STREET**

**AGENDA**

**3:00 PM**

**JULY 7, 2021**

1. ROLL CALL
2. APPROVAL
  - A. Approval of the Motion Summary of the Civil Service Commission held on June 2, 2021, as recorded and transcribed.
3. PUBLIC COMMENT
4. CONSIDERATION AND DISCUSSION
  - A. UPDATE to the Fire Captain Promotional List
5. STAFF COMMENTS
6. COMMISSIONER COMMENTS
7. ADJOURN

**CIVIL SERVICE COMMISSION**  
**Motion Summary**  
**June 2, 2021**

ITEM 1. ROLL CALL

Chairman Rybka called the virtual meeting to order at 3:03 p.m.

Members Virtually Present: Mary Jane Santos, Vice-Chairman Eric Coss (computer difficulty from 3:24 p.m. until 3:27 p.m.) and Chairman John Rybka

Staff Virtually Present: Lorrie Diaz, Human Resource Coordinator, Jessica Feller, Human Resource Manager, Bruce Pijanowski, Police Chief, John Donahue, Fire Chief and Natalia Harris, City Attorney

Chairman Rybka congratulated the City of Delaware Fire Department for receiving accreditation agency status from the Commission of Fire International.

ITEM 2. APPROVAL of the Motion Summary for the Civil Service Commission meeting held January 13, 2021, as recorded and transcribed.

**Motion:** Vice-Chairman Coss motioned to approve the motion summary for the May 5, 2021, Civil Service Commission meeting, seconded by Ms. Santos. This motion was approved by a 3-0 vote.

ITEM 3. PUBLIC COMMENT

PUBLIC COMMENT:

Joseph Murphy  
IAFF Local 6060 President

Mr. Murphy reviewed previous Civil Service motion summaries from June 15, 2015, and where Chief Donahue presented the new hiring practices. He also reviewed the October 4, 2017 agenda in which the physical agility validation was discussed and the 2018 Delaware Fire Department Physical Ability Test Guide.

ITEM 4. UPDATE to Firefighter Certified List

Chairman Rybka reviewed the demographics and discussed the continue desire to seek diversity in the department.

Prior to his vote, Vice-Chairman Coss discussed his concerns in which there was a validated test and switched to another validated test and now discussions are to switch to another validated test. His concern is that there

will be firefighters in the same department that have not be subjected to the same physical standards. He discussed that there have been no arguments heard that any of the test are insufficient.

**Motion:** Chairman Rybka motioned to approve the Firefighter Certified List as presented with understanding that Chief Donahue work with Local 606 in ergo metrics, seconded by Ms. Santos. Motion approved by a 3-0 vote.

ITEM 5. UPDATE to Fire Lieutenant Promotional List

**Motion:** Vice-Chairman Coss motioned to approve the Fire Lieutenant Promotional List as presented, seconded by Ms. Santos. Motion approved by a 3-0 vote.

ITEM 6. STAFF COMMENTS

There were no further staff comments.

ITEM 7. COMMITTEE COMMENTS

Chairman Rybka provided an update on the Comprehensive Plan which was recently approved by City Council.

ITEM 8. ADJOURNMENT

**Motion:** Chairman Rybka moved to adjourn the Civil Service Commission meeting, seconded by Vice-Chairman Coss. The Civil Service Commission meeting was adjourned at 3:54 p.m.

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John M. Rybka, Chairman

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Elaine McCloskey, Clerk

**City of Delaware  
Fire Captain Promotional List (2021)**

List Order	Name	DOH	Date Application Period Closed	Years of Service	Assessment Center Score		Review Panel Score		Total Score	Additional Points for Education Bachelors = 2 pts Masters = 3 pts	Additional Points for Years of Service 8-10 yrs = 1 pt 11-15 yrs = 2 pts 16-20 yrs = 3 pts 20+ yrs = 4 pts	Overall Score	Date Placed on Promotional Hold List	Expiration Date	Status as of 7/7/21 CSC Mtg
					Actual	Weighted (60%)	Actual	Weighted (40%)							
1	Chris Neading	01/18/12	04/23/21	9.27	91.5	54.9	86.75	52.05	106.95		1	<b>107.95</b>	7/7/2021	7/7/2022	Added to list 7/7/21
2	Clint Archangel	12/14/05	04/23/21	15.37	85.7	51.42	89	53.4	104.82		2	<b>106.82</b>	7/7/2021	7/7/2022	Added to list 7/7/21
3	Jarrod Lilly	09/19/07	04/23/21	13.60	81.8	49.08	83	49.8	98.88		2	<b>100.88</b>	7/7/2021	7/7/2022	Added to list 7/7/21
4	Zachary Schaeffer	03/06/13	04/23/21	8.14	82.3	49.38	78.75	47.25	96.63		1	<b>97.63</b>	7/7/2021	7/7/2022	Added to list 7/7/21

List presented to the Civil Service Commission on the 7th day of July, 2021.

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John Rybka  
Chair, Civil Service Commission