A Meeting of the Civil Service Commission (Act 78) was held Thursday, October 14, 2010, at Troy City Hall, 500 W. Big Beaver Road in the Lower Level Conference Room. Chairman/President McGinnis called the meeting to order at 7:32 AM.

A. ROLL CALL:

PRESENT: Chairman/President Donald E. McGinnis, Jr.
Commissioner David Cannon
Commissioner Andrew R. Percy

ALSO PRESENT: Lori Grigg Bluhm, City Attorney
Peggy Sears, Human Resources Director
Gary Mayer, Police Chief
Gerard Scherlinck, Police Captain
Colleen Mott, Police Captain
Barbara A. Pallotta, Deputy City Clerk
Jeanette Menig, Human Resources Specialist
John J. Higgins, President - EMPCO

B. APPROVAL OF MINUTES:

1. Approval of Minutes of Tuesday, August 25, 2009

Resolution #CSC-2010-10-001
Moved by Cannon
Seconded by Percy

RESOLVED, That the Troy Civil Service Commission (Act 78) hereby **APPROVES** the Minutes of the Tuesday, August 25, 2009 meeting as presented.

Yes: Cannon, McGinnis, Percy
No: None

MOTION CARRIED

C. PETITIONS AND COMMUNICATIONS: None

D. REPORTS: None

E. OLD BUSINESS: None

F. NEW BUSINESS:

1. Vote on Resolution to Elect President/Chair

Resolution #CSC-2010-10-002
Moved by Cannon
Seconded by Percy

RESOLVED, That the Troy Civil Service Commission (Act 78) hereby **APPOINTS** Donald E. McGinnis, Jr. as President/Chair of the Civil Service Commission (Act 78) for a period of one year.

Yes: Cannon, McGinnis, Percy
No: None

MOTION CARRIED

2. Vote on Resolution to Change the Written Test Used in the Law Enforcement Hiring Consortium

Commissioner Cannon stated he assumes the tests are validation tests.

John Higgins, President of EMPCO agreed. He explained because the testing company does not get named in court and the city does, validation is a process to make the test more defensible. Mr. Higgins reported that the old test is from the 60's and that the current science of validation has improved considerably. He added that the proposed test is used throughout the state with the exception of the consortium.

President/Chair McGinnis asked whether there has been any feedback.

Police Chief Mayer responded that there has been none. However, he added that this process will open up the candidate pool and cut costs for entry level testing.

Mr. Higgins added that counties in the western portion of the state have requested EMPCO to conduct their testing process. He reported that they are currently building a separate consortium and will provide on-line testing at their academies. He noted that all departments will have access to test scores and resumes at no cost. Mr. Higgins assured the Commission that EMPCO will continue to conduct oral boards with the City of Troy and that fees may even be lowered depending upon how the boards are organized.

Discussion took place regarding when the effective date for the change in testing should begin.

City Attorney Bluhm added that notification regarding the testing change is required as part of the process.

Resolution #CSC-2010-10-003
Moved by McGinnis
Seconded by Cannon

RESOLVED, That the Troy Civil Service Commission (Act 78) hereby **APPROVES** the request to change the written test used in the Law Enforcement Hiring Consortium from the *Law Enforcement Candidate Record (LECR)* to the *National Criminal Justice Officer Selection Inventory (NCJOSI)* effective immediately.

Yes: Cannon, McGinnis, Percy
No: None

MOTION CARRIED

PUBLIC COMMENT: None

G. ADJOURNMENT:

Resolution #CSC-2010-10-004
Moved by Cannon
Seconded by McGinnis

RESOLVED, That the Troy Civil Service Commission (Act 78) hereby **ADJOURNS** the Thursday, October 14, 2010 meeting at 7:45 AM.

Yes: Cannon, McGinnis, Percy
No: None

MOTION CARRIED

Donald E. McGinnis, Jr., Chairman

Aileen Bittner, City Clerk for
Barbara A. Pallotta, Deputy City Clerk