

OXFORD CIVIL SERVICE COMMISSION
January 23, 2013

**CALL TO
ORDER**

The Oxford Civil Service Commission Meeting of January 23, 2013 was called to order at 6:05 p.m. by Phil Russo, Chair. Those members present were Susan Cross Lipnickey, Karen Martino, and Mike Pavloff. James Burchyett was absent.

Donna Heck, Human Resources Director, was in attendance for the City of Oxford. Kim Newton, Recording Secretary was excused.

Robert B. Holzworth, Chief of Police, was in attendance for the City of Oxford Police Department.

**ELECTION
OF OFFICERS**

Ms. Martino moved and Mr. Pavloff seconded to appoint Mr. Russo as Chair. The motion passed 4-0-0.

Mr. Pavloff moved and Ms. Martino seconded to appoint Ms. Lipnickey as Vice-Chair. The motion passed 4-0-0.

APPROVAL OF MINUTES

A. Minutes of the September 26, 2012 Civil Service Commission Meeting.

Ms. Lipnickey moved and Mr. Pavloff seconded to approve the September 26, 2012 Civil Service Commission Meeting Minutes. The motion passed 4-0-0.

Mr. Russo noted some minor typographical corrections would be given to Ms. Heck following the meeting.

REPORTS

A. 2013 Salary Ordinance.

Ms. Heck noted the Salary Ordinance was included in the Commission's packet and was provided as an informational tool. Mr. Russo advised the Salary Ordinance was adopted by Council and was useful information for the Commission as we consider issues that fall under Civil Service.

OLD BUSINESS

A. Police Officer Age Restriction – Proposed Change.

Ms. Heck provided a brief history noting the maximum age restriction had been removed from Civil Service Rules in 2004 without another age being set by Ordinance as required by the Ohio Revised Code. Ms. Heck advised this had been addressed by staff two years ago and the maximum age of sixty (60) was approved by Council. Ms. Heck noted Council had also noted at that time that should the change cause any issues, the language could be revised. Ms. Heck noted some concerns had been raised and Police Chief, Robert Holzworth, was in attendance to address the proposal.

Chief Holzworth advised the Police Department had been authorized to hire one (1) perhaps two (2) police officers this year and noted when looking at this, the feeling was that it makes more sense for a Police Officer starting their career to be at the previous age of 21 to 35. Chief Holzworth noted his feeling we are better served by moving the age back from sixty (60) to thirty-five (35). Chief Holzworth noted we would also like to include a limited exception to this that should an applicant already be certified and have served as a police officer previously and was of an older age, the City would be able to consider that individual.

Mr. Russo noted the original appointment would be when they originally started their job and inquired whether this would be regardless of where it is. Chief Holzworth noted this would be when they were first hired as a police officer. Mr. Russo inquired if this would only apply to police officers certified within the State of Ohio and Chief Holzworth noted he did not think so. Mr. Russo summarized that essentially you are recommending we adopt the age restrictions that would be consistent with the Ohio Revised Code and Chief Holzworth confirmed.

Ms. Martino noted as much trouble as people had passing the physical agility test the last time, is this age restriction realistic and Chief Holzworth noted it would be more realistic than what is in place now by having a younger group of candidates. Chief Holzworth advised staff had considered bringing the physical agility test back to the Commission but after reviewing this internally, staff felt it was fine the way it is currently and is passable in the form it is in.

Mr. Russo summarized the Commission would be voting to offer support of staff's recommendation to Council to reduce the maximum age restriction for original appointment of police to be consistent with the Ohio Revised Code 124.41 to thirty-five (35). All Commission members were in favor 4-0-0.

Chief Holzworth noted he would have a staff report prepared for the next Council meeting.

NEW BUSINESS

A. None.

ADJOURN

Ms. Martino moved and Ms. Lipnickey seconded to adjourn at 6:15 p.m.
The motion passed 4-0-0.

Phil Russo	Date
Chair	

Donna J. Heck	Date
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