

97TH ANNUAL REPORT CIVIL SERVICE BOARD 2010



CITY OF DAYTON, OHIO

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MISSION STATEMENT

To provide the best candidates for employment and promotion, and to accurately and efficiently enforce the primary goals and objectives set forth by the City of Dayton Charter and the Civil Service Board, as well as applicable elements of Collective Bargaining Agreements, State of Ohio Statutes and the United States Code.

OVERVIEW

About the Board

PURPOSE AND CHARGE OF THE CIVIL SERVICE BOARD

The Civil Service Board was established under Section 93 of the City of Dayton Charter in 1914.

Purpose

The purpose of the Civil Service Board is to comply with Section 96 of the Charter providing for appointment and employment in all positions in the classified service which falls into three primary classes: the **competitive class** which indicates that a testing procedure is conducted to determine the most eligible candidate; the **noncompetitive class** whereby candidates' credentials are reviewed evaluating education and experience; and the last designated category - the **labor class** which includes ordinary unskilled labor.

Section 98 of the Charter provides for promotions to all positions in the classified service, based on records of merit, efficiency, character, conduct and seniority. Knowledge, skills and abilities in the performance of required duties must always be given a priority consideration whenever filling a position with the City of Dayton.

Charge

With deliberate intent, the Civil Service Board complies with all pertinent segments of the City of Dayton Charter and the Civil Service Rules and Regulations approved by the Dayton City Commission.

The Civil Service Board is comprised of three members, as set forth in the City of Dayton Charter, who are appointed by the City Commission for a six-year term. In 2010 the Board members were Talbert L. Grooms, Betty L. Toney and Lela F. Estes. In January 2010, Talbert L. Grooms was elected to serve as Chairperson for the year.

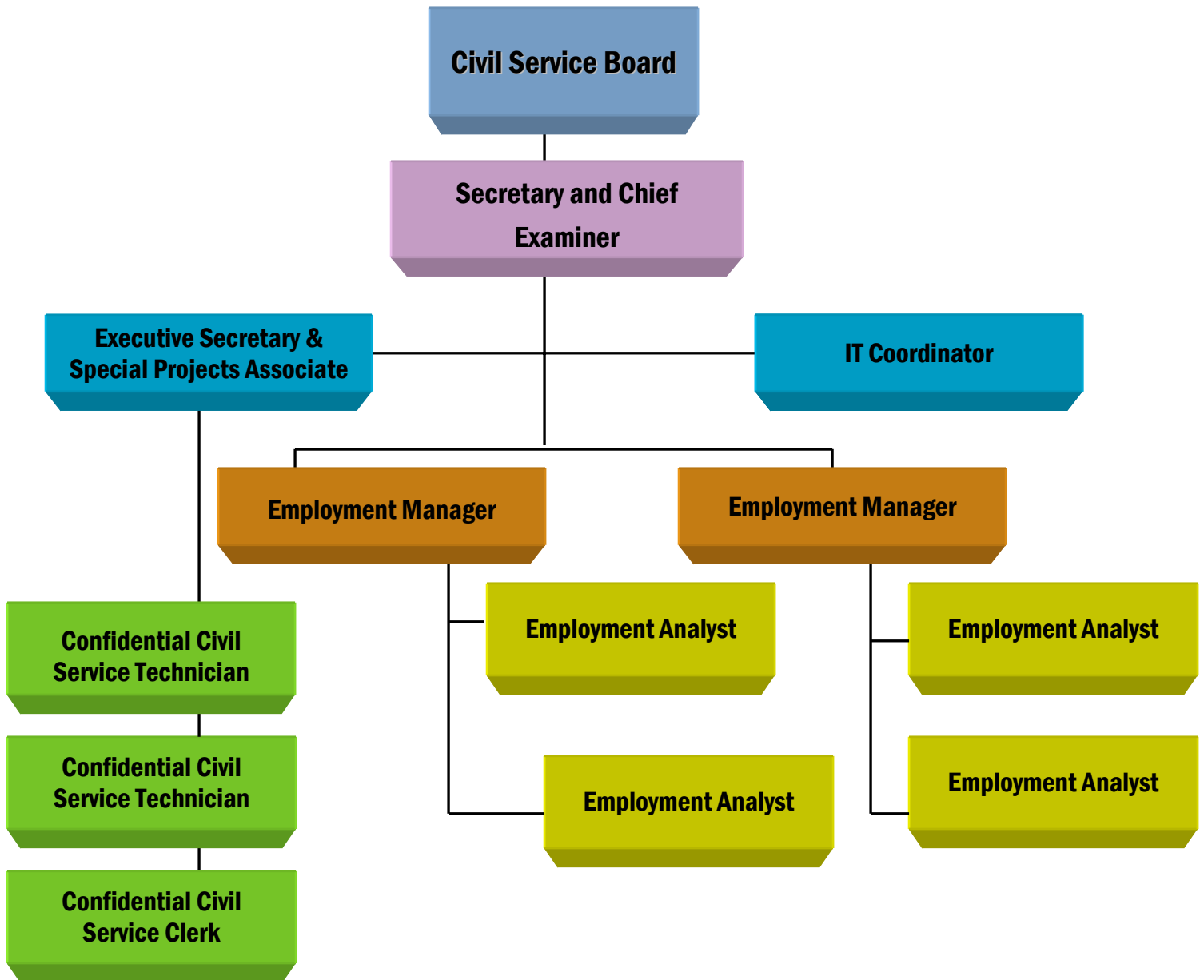
Statement of Responsibility

The Civil Service Board was created by Section 93 of the City of Dayton Charter to establish and enforce rules and regulations for the employment and promotion of all employees in the classified service of the City of Dayton, which encompasses the vast majority of City employees. The Board hears and determines appeals by City employees regarding suspensions, demotions and discharges. Pursuant to state law, the Board also administers this civil service function for classified non-teaching employees of the Dayton Public Schools, and likewise hears and determines disciplinary appeals.

- ◆ The Board consists of three members appointed by the City Commission for overlapping six-year terms. The Board appoints a Chief Examiner who also serves as the Secretary to the Board.
- ◆ The Secretary and Chief Examiner administers the Board's Rules and Regulations, advertises and recruits for classified positions, accepts applications, develops and administers examinations for initial appointments and promotions, appoints from eligible lists and certifies candidates for noncompetitive classified positions.
- ◆ The Secretary and Chief Examiner is the employment officer of all City employees coming under the classified service. The Secretary and Chief Examiner provides examinations in accordance with regulations of the Board. The Secretary and Chief Examiner also maintains eligible lists of each class of the service for those meeting the requirements of said regulations.
- ◆ The Secretary and Chief Examiner fills positions in the classified service from such eligible lists upon requisition from and after consultation with the City Manager. As positions are filled, this employment officer certifies the fact, by proper and prescribed form, to the City Treasurer and the director of the department in which the vacancy exists.
- ◆ The Secretary and Chief Examiner provides eligible lists for tested positions to the Dayton Board of Education, which then fills the vacant positions.

All of the Board's activities are governed by the City of Dayton Charter (Section 96) requirement that employment in City of Dayton service is based on considerations of merit and fitness.

CIVIL SERVICE BOARD ORGANIZATIONAL CHART 2010



Civil Service Staff Members

At the close of 2010, the staff members were:

Secretary and Chief Examiner	Giselle S. Johnson
Executive Secretary & Special Projects Associate	Sheila M. Crum
Employment Managers	Rose P. Edwards Elizabeth C. Rutledge
Employment Analysts	Mildred A. Gay James W. Johnson Dianne M. Perkins Nancy L. Van Atta
Confidential Civil Service Technicians	Mary L. Arnold Aishah Williams-Clark
IT Coordinator	Shibu Varghese

On October 18, 2010, Aishah Williams-Clark was promoted to Confidential Civil Service Technician due to the retirement of Alinda Kirk, effective May 19, 2010

Year-In-Review

- ◇ Civil Service staff processed job abolishments for the City of Dayton - including Police Department job abolishments - with no involuntary employee layoffs.
- ◇ Civil Service successfully negotiated a reimbursement for services agreement with the Dayton Board of Education.
- ◇ Civil Service participated in the development of a proposed Consent Decree between the City of Dayton and US Department of Justice for Police and Fire testing. The Consent Decree was ultimately approved by the Federal District Court for implementation.
- ◇ Civil Service contracted with a nationally recognized testing vendor to provide examination development and administration assistance with the Police Recruit and Firefighter Recruit classifications.
- ◇ Civil Service staff successfully installed and began use of a document imaging system for long range records retention.

OPERATIONS

The functions statistically detailed in this report are in addition to the many other activities performed by the Civil Service staff. Other activities include handling correspondence, attending meetings, conducting research for reports, discussing Civil Service Rules and Policies with supervisors, employees, and union officials, and providing answers to a variety of inquiries from the public. In addition to handling general incoming telephone calls and employment inquiries, the Civil Service office prepared and distributed 40 examination announcements for City of Dayton and Dayton Public Schools positions.

Board Meetings

During the year, the Civil Service Board members held 20 meetings: 12 regular business meetings and 8 special meetings, of which 4 special meetings were for the purpose of hearing dismissal appeals. In addition to time spent in actual session for Board meetings and hearings, the Board members spent many hours reviewing agenda materials, hearing transcripts and exhibits.

Appeals and Hearings City of Dayton

Fifteen appeals were filed in 2010. Of those, 4 appeals were heard by the Board or Hearing Officers, one was withdrawn, 4 were denied and 2 are being held in abeyance, leaving 4 matters to be heard or otherwise resolved in 2011.

Eight appeals were scheduled and heard in 2010; four filed in 2009 and four filed in 2010. Four were heard by the Board and four were heard by Hearing Officers.

Appeals and Hearings Dayton Public Schools

There were no appeals filed 2010.

Common Pleas Court Appeals and Decisions

There were 3 appeals filed in Common Pleas Court in 2010.

CITY OF DAYTON PERSONNEL ACTIONS

Appointments

	TOTAL
PERMANENT	49
PROMOTIONS	42
TEMPORARY/SEASONAL	77
PART-TIME PERMANENT	15
REINSTATEMENT	5

Other Personnel Actions

	TOTAL
TRANSFERS	8
RECLASSIFICATIONS	4
DEMOTIONS PER RULE 15	19
RESIGNATIONS	32
DISCHARGES	15
LAYOFF PER RULE 15	11
RETIREMENTS	43
DEATHS	4

Medical Examinations

Applicants for various City positions are required to undergo a pre-employment medical examination prior to appointment. One hundred fifty nine medical examinations were conducted in 2010.

Drug Screening

Candidates referred to a position requiring a Commercial Driver's License (CDL) were obliged to submit to a drug screen prior to appointment. In addition, all applicants referred for seasonal/temporary positions were required to undergo drug screening. There were a total of 80 drug screens conducted in 2010.

Background Investigations

For many positions, candidates are required to undergo a background check, which includes criminal records check and employment verification prior to appointment. Two hundred thirty such police background investigations were conducted in 2010.

Examination Program Summary

City of Dayton

In accordance with Ohio state law, the Civil Service Board provides uniform standards for appointments, promotions, separations and the regulation of other personnel matters for the classified service of the City of Dayton.

In meeting this obligation, testing services were provided which included a combination of computerized testing (typing and written) and/or performance-based agility measurements. This process involved preparing and issuing examination announcements, certifying applications, developing examinations, testing applicants, grading examinations, applicant notification and maintaining promulgated eligible lists.

During 2010, 26 examinations were conducted for positions with the City of Dayton. Applications processed totaled 1,988. Of the 515 applicants tested, 290 were for promotional positions and 225 were for open competitive positions.

TYPE OF EXAMINATION	EXAMS GIVEN	NUMBER OF APPLICANTS	NUMBER NOT QUALIFIED	NUMBER TESTED	NUMBER PASSED
PROMOTIONAL AND OPEN COMPETITIVE	26	1882	1197	515	353

In addition to the above mentioned summary of examinations, the Civil Service Board also conducted a Police Recruit examination for the City of Dayton. Due to the extensive process of this particular exam, end results have not concluded. Therefore, a summary on the Police Recruit examination process will be included in the 2011 Annual Report.

CITY OF DAYTON CERTIFICATIONS

Certified Eligible Lists

As a result of competitive examinations, there were a total of 26 eligible lists certified in 2010. Certifications for all competitive examinations given for the City of Dayton in 2010 included:

	TOTAL
CERTIFIED ELIGIBLE LISTS	26
NAMES ON ELIGIBLE LISTS	353

Noncompetitive

There were 26 noncompetitive position announcements posted in 2010; 2,461 applications were submitted for these positions. Of this number, 1390 were certified as meeting the minimum requirements for potential employment.

NONCOMPETITIVE POSITIONS	TOTAL
APPLICATIONS SUBMITTED	2,461
CERTIFICATION LISTS	23

Seasonal/Temporary

There were 1492 Seasonal/Temporary applications submitted for certification to fill Spring/Summer and Fall/Winter positions in 2010.

SEASONAL/TEMPORARY APPLICATIONS	TOTAL
SPRING/SUMMER	1480
FALL/WINTER	12

Examination Program Summary

Dayton Public Schools

In accordance with Ohio state law, the Civil Service Board provides uniform standards for appointments, promotions, separations and the regulation of other personnel matters for the classified service of the Dayton Public School District. These classified employees are non-teaching and support services personnel.

In meeting this obligation, testing services were provided which included a combination of computerized testing (typing and written) and/or performance-based agility measurements. This process involved preparing and issuing examination announcements, certifying applications, developing examinations, testing applicants, grading examinations, applicant notification and maintaining promulgated eligible lists.

In 2010, the Civil Service Board staff conducted 13 examinations for the Dayton Public Schools, inclusive of 2 promotional examinations and 11 open competitive examinations. The total number who applied was 1,001. The total number of applicants tested was 346.

TYPE OF EXAMINATION	EXAMS GIVEN	NUMBER OF APPLICANTS	NUMBER NOT QUALIFIED	NUMBER TESTED	NUMBER PASSED
PROMOTIONAL AND OPEN COMPETITIVE	13	1,001	461	346	232

DAYTON PUBLIC SCHOOLS CERTIFICATIONS

Certified Eligible Lists

As a result of competitive examinations, there were a total of 18 eligible lists certified in 2010. Certifications for all competitive examinations given for Dayton Public Schools in 2010 included:

	TOTAL
CERTIFIED ELIGIBLE LISTS	18
NAMES ON ELIGIBLE LISTS	165

DAYTON PUBLIC SCHOOLS PERSONNEL ACTIONS

Appointments

	TOTAL
FULL -TIME PERMANENT	2
REINSTATEMENTS	1

Other Personnel Actions

	TOTAL
ABOLISHMENTS / LAYOFFS	7
LEAVE-OF-ABSENCE	2
RESIGNATIONS	7
CLASSIFICATION SPECIFICATIONS	2
WAIVER OF APPOINTMENTS	1
RETIREMENTS	12

Medical Examinations

All medical examinations and drug screens are handled directly through Dayton Public Schools Administration.

Other Services Provided

The Civil Service Board staff provides a broad range of daily services for Dayton Public Schools classified employees inclusive of receiving and responding to telephone calls; providing complaint resolution; generating written correspondence to staff, union representatives and employees; maintaining classified personnel subject files and database; conducting meetings with Dayton Public Schools Human Resources staff; meeting with employees and union representatives as needed; attending Civil Service Board meetings for Dayton Public Schools related issues; meeting with subject-matter-experts for test development, developing and administering examinations, and promulgating eligible lists and verifying employee retention points and displacements during the 2010 abolishment and layoff process.

MONTGOMERY COUNTY COMBINED HEALTH DISTRICT

Personnel Actions

Notices of personnel actions received from the Montgomery County Combined Health District, and recorded by the Civil Service office, included 30 permanent appointments, and 4 promotional appointments.

Other Personnel Actions

Notices of separations from the service of the Montgomery County Combined Health District during 2010 included 21 resignations, 14 retirements, 4 probationary discharges and 3 lay-offs.

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