

RECORD OF PROCEEDINGS

Minutes of Merit System Commission

Held May 2, 2024

Call to Order

Merit System Commission Meeting Call to Order at 11:00 AM

Mary Woeste	Chair	Present
Jim Kempe	Member	Present
Dave Rodehaver	Member	Present

Staff Members Present: Police Chief Craig Richardson, Human Resources Administrator Brittany Runnels, Public Information Officer Aaron Vietor, and Clerk of Council Amy Brown

Approval of Minutes

Merit System Commission Meeting Minutes - April 11, 2024

Mrs. Woeste asked if there were any changes or corrections to the May 2, 2024 Merit System Commission meeting minutes. Hearing none, the minutes were approved as submitted.

Business

Police Officer Lateral Entry Advertisement

Chief Richardson explained that the Entry Level process that they ran last month has concluded. He reported they received 10 applications, and noted that some of them weren't qualified or had background issues. He stated they made two conditional offers to applicants, and added that one declined, but the other one is currently in the process. He commented they are wrapping up his background check, and requested to terminate the current list, except for the candidate currently in the process. He asked to begin a Lateral Entry process.

Mrs. Woeste asked how many officers still needed to be hired.

Chief Richardson replied, they would still need three, even after the candidate currently in the process is hired.

Mrs. Woeste made a motion to terminate the current Entry Level Police Officer list.

RESULT: Passed, (Yes 3, No 0, Abstained 0)
MOVER: Mary Woeste
AYES: Mary Woeste, Jim Kempe, Dave Rodehaver
NAYS: None

Mrs. Woeste asked if everything in the submitted advertisement for Lateral Entry Police Officer was correct.

Chief Richardson responded, yes, it was good to go.

Mrs. Woeste asked when the ad would be posted.

Mrs. Brown replied, tomorrow, May 3, and it would run until May 30.

Mr. Rodehaver made a motion to approve the Lateral Entry Police Officer advertisement.

RESULT: Passed, (Yes 3, No 0, Abstained 0)
MOVER: Dave Rodehaver

RECORD OF PROCEEDINGS

Minutes of Merit System Commission

Held May 2, 2024

AYES: Mary Woeste, Jim Kempe, Dave Rodehaver
NAYS: None

Other Business

Chief Richardson stated they have had several inquiries from out-of-state candidates that want to apply for the City, but they don't meet the criteria. He explained if they transfer in from another state where they are already serving as a peace officer, they would have the experience, but they wouldn't be OPOTA certified. He asked the members if they would be open to slightly modifying the Lateral Entry process rules to include out-of-state certified officers in an effort to try to expand the hiring pool.

Mrs. Woeste asked if a candidate was already a police officer, if they would also go through extensive training. She asked if the State of Ohio's training was better than any other state.

Chief Richardson replied the training is all substantially similar. He reported the OPOTA is about 800 hours right now, but someone who is certified out-of-state would have to do about 160 hours for the state's legal update classes along with items that would be specific to Ohio, so it would be a more accelerated program. He explained other states have a similar number of hours that are required to be certified in their state, and added they would have to do a minimum of 160 hours to be certified in Ohio with their additional experience. He noted that first aid, CPR, firearms, and physical fitness would be the same from state to state, and added there would only be certain items they would have to complete here.

Mrs. Woeste asked what surrounding communities are doing.

Chief Richardson replied there are several cities around Moraine that have lateral programs that already accept out-of-state lateral candidates.

Mrs. Woeste stated she didn't have a problem with it.

Mr. Rodehaver commented that the Police Department has been hurting for personnel for quite a while, and added he didn't have a problem with it either.

Mrs. Woeste noted the rules would need to be written properly, so any changes would have to go through Ms. Dillon to review.

Chief Richardson responded they could have a simple line to include out-of-state candidates, and added he would forward that to Ms. Dillon to get the language correct. He noted he could have it ready for the next MSC meeting, and thanked the members.

Adjournment

Adjournment at 11:10 AM


Mary Woeste


ATTEST: Clerk of Council Amy Brown