

**MINUTES OF MEETING
AVON CIVIL SERVICE COMMISSION
Held Wednesday, June 10, 2026**

AVON CITY HALL

CALL TO ORDER

The meeting was called to order at 2:32 P.M. by Pete Kratt, Chairman of the Civil Service Commission.

ROLL CALL

Present: Chairman Peter Kratt and Commissioners Alan Wojciechowski and Bill Greaney

In attendance: Police Chief Daniel Fischbach, Fire Chief David Swope, Safety Service Director Duane Streator, Law Director John Gasior, and Recording Secretary Diane Szlempa

Absent: None

ADDITIONS/DELETIONS TO AGENDA:

Mr. Kratt asked if there were any additions or deletions to today's agenda, there were none.

Certify Firefighter Entrance Exam Eligibility List

Chief Swope spoke about the test conducted on Saturday June 6, 2026. There were 35 who signed up, 28 paid and 27 showed up. There were 3 that did not pay and 4 did not provide the mandatory documentation on time. Prior to the test, the applicants completed a survey from the Chief about how they heard about the exam. Facebook and word of mouth were the ways most of the candidates heard about it. Flyers were put at most of the surrounding hospitals and the paramedic fire schools. Mr. Kratt asked the Chief if he was happy with the turnout. He said yes, he would have liked more, but lately 30 is about the average amount. The list has 24 candidates who passed the test out of the 27. Mr. Kratt asked if there were any complaints. Chief confirmed there were no complaints and feels confident that the scores reflect the candidate's knowledge well since it is an EMS-based knowledge test as opposed to a general knowledge test. In the past, there have been favorable hiring results knowing that they are knowledgeable about the subject matter. Mr. Greaney wanted to know if the scores seem lower than on past exams. The Chief did not compare it to other tests, but looking at the results, he believes there have been some scores in the 90th percentile. This is the second time that the test has allowed someone to not have all their certifications in order to sit for the test. That may contribute to the difference in scores. Mr. Kratt inquired into what the extra points are credited for. Chief stated that you can get extra points for a bachelor's degree in any field or military service. Mr. Gasior asked how many questions are on the exam. Chief stated that there are 150 questions. Mr. Gasior calculated that the difference between the person who placed #1 and #24 is around 20 questions. Chief Swope stated that the final hire from the prior list was #32 out of 35. Mr. Kratt asked what his best guess would be for the number of candidates that he's looking to hire from this list. Chief stated one for sure and then seeing where it goes from there. Mr. Wojciechowski asked what the age limit is for getting appointed. Ms. Szlempa stated that she believes it is 40. He asked about getting candidates from other cities. Chief Swope confirmed that the fire department does not have lateral entry like the police department and everyone must take the test. Hired candidates in the past have included 2 from Cleveland, 1 from Parma Heights, another from Westlake. Then, he asked about the pay in Avon vs. other cities. Chief believes we pay a higher wage than most. With the work week reduction, it will create a pay increase. When asked in the survey about the applicant's major and minor factors for applying to Avon, pay and benefits was not a major factor for most. The top answers were location and morale, but most were looking for a full-time position. Mr.

Kratt checked with Mr. Streator to see if he had anything more to add. Mr. Streator stated he does not have any comments on this test. Only that any changes to the rules to include lateral applications have not been fully discussed and will not be brought to the commission at this time.

Mr. Greaney made a motion to approve the Firefighter Entrance Exam Eligibility List. Mr. Wojciechowski seconded, and the motion passed unanimously 3-0.

Any additional comments from the audience?

None.

NEXT MEETING DATE:

Next special meeting is set for Monday August 3, 2026, at 10:00 A.M

ADJOURN:

Following a unanimous vote, today's meeting was adjourned at 2:42 P.M.

PASSED: _____ **SIGNED BY:** _____

Peter Kratt, Chairman

ATTEST: _____

Diane Szlempa, Recording Secretary

Cc: John Gasior
Safety Director Duane Streator
Chief Fischbach
Chief Swope
Diane Szlempa