

AGENDA

CITY OF NATIONAL CITY
CIVIL SERVICE COMMISSION

REGULAR MEETING

5:30 P.M., Thursday, MAY 11, 2017
Civic Center, Large Conference Room, 2nd Floor
1243 National City Blvd.
National City, California 91950

UPON REQUEST, THIS AGENDA CAN BE PROVIDED IN ALTERNATIVE FORMAT TO ACCOMMODATE ANY INDIVIDUAL NEEDS. PLEASE CONTACT THE HUMAN RESOURCES DEPARTMENT AT (619) 336-4300 OR BY E-MAIL AT hr@nationalcityca.gov TO REQUEST ACCOMMODATION, INCLUDING ANY AUXILIARY AIDS OR SERVICES.

1. **CALL TO ORDER AND ROLL CALL**
 - Chairperson Garcia
 - Vice Chairperson Courtney
 - Commissioner Coyote
 - Commissioner Puhn
 - Commissioner Sendt
2. **SALUTE TO THE FLAG**
3. **PUBLIC COMMUNICATIONS**
4. **APPROVAL OF MINUTES**
 - A. Regular Meeting of March 9, 2017
5. **REPORTS FOR FILE**
 - A. Personnel Report
 - B. Report of Vacancies
6. **UNFINISHED BUSINESS**
7. **NEW BUSINESS**
 - A. Commission to approve absence of Commissioners Coyote and Sendt from Civil Service Regular Meeting of March 9, 2017 (per CS Bylaws Article III, Section 6)
 - B. Appeal of Examination Results from Firefighter Steven Cesnauskas (per CS Rules, Section 317(b)-Review and Appeal)
8. **STAFF COMMENTS**
9. **COMMISSIONER COMMENTS**
10. **ADJOURNMENT**

From: Stacey Stevenson
Sent: Monday, April 17, 2017 7:50 AM
To: Steven Cesnauskas
Cc: Frank Parra; Brian Krepps; Matthew Lucas; Lilia Munoz
Subject: RE: Fire Engineer Promotional Exam

Steve, your appeal will be placed on the agenda for the next Civil Service Commission meeting scheduled for May 11 at 5:30. Please plan to attend.



Stacey Stevenson
Deputy City Manager
(619) 336-4308 – Direct Line
(619) 336-4300 – Main Line

From: Steven Cesnauskas
Sent: Sunday, April 16, 2017 6:33 PM
To: Stacey Stevenson <sstevenson@nationalcityca.gov>
Cc: Frank Parra <FParra@nationalcityca.gov>; Steven Cesnauskas <SCesnauskas@nationalcityca.gov>; Brian Krepps <BKrepps@nationalcityca.gov>; Matthew Lucas <MLucas@nationalcityca.gov>
Subject: RE: Fire Engineer Promotional Exam

Mrs. Stacy Stevenson,
Thank you for responding back to me regarding your findings in the test petition of the Engineers exam. Yes, I am appealing your findings regarding the test results and investigation. Please let me know the proper procedures that I need to take in this matter. I am seeking legal counseling in this matter. Thank you, Steven Cesnauskas

From: Stacey Stevenson
Sent: Tuesday, April 11, 2017 8:00 PM
To: Steven Cesnauskas <SCesnauskas@nationalcityca.gov>
Cc: Frank Parra <FParra@nationalcityca.gov>
Subject: Fire Engineer Promotional Exam

Hi Steve. Please find attached my written response as promised.



Stacey Stevenson
Deputy City Manager
(619) 336-4308 – Direct Line
(619) 336-4300 – Main Line



April 11, 2017

Steven Cesnauskas
City of National City
Firefighter
Fire Station 34
343 East 16th Street
National City, CA 91950

Delivered via Email and Interoffice Mail

Re: City of National City 2017 Fire Engineer Promotional Examination

Dear Firefighter Cesnauskas:

This communication is sent in response to your written communication received by the City of National City Human Resources Department on or around March 15, 2017 and in follow up to my March 30, 2017 verbal response to said written communication.

In your written communication, you express concerns regarding perceived “discrepancies” in the above referenced testing process and the effect of such on your outcome. In order to appropriately respond, I have reviewed your test materials, the test materials of the other candidates, confirmed with subject matter experts and conducted a site visit.

The following is provided in response to each of our stated concerns.

1. The written test. When notified of the test date and time, candidates were instructed to allow for two hours and thirty minutes. The two hours and thirty minutes is the total testing time, including handing out the testing materials and reading the proctoring instructions, and candidate completion of any required identifying data on the testing sheet. The actual proctoring instructions read to you before you were instructed to begin the test stated that you would have two hours and twenty minutes to complete the test. You and the other candidates were afforded the full two hours and twenty minutes of testing time authorized for this instrument.
2. Multiple choice questions (Written test). You stated that the majority of the hydraulic coefficients were non-department related. The questions asked on the written test are from a validated, standardized bank developed in conformance with the Fire Service Training Association (FSTA). While there may be some variation in the modeling in National City, the underlying mathematics and corresponding calculations are the same. Further, the written test was reviewed for appropriateness by a National City Fire Department subject matter expert prior to its use.

Human Resources Department
140 E. 12th Street, Suite A, National City, CA 91950-4397
619/336-4300 Fax 619/336-4303 www.nationalcityca.gov/hr

Having reviewed this matter, there is no change in scoring.

3. Driving and Laddering the Building (Performance test)

- a. Address provided did not match the location name. The instructions given to candidates was to drive to 2700 East 4th Street, Paradise Village – Pines Building. Once there you were to, among other things, locate the FDC and the primary hydrant.

The address for the Paradise Village community is 2700 East 4th Street, which you located. However, you did not locate the Pines building, the FDC or the hydrant for the Pines building which you, in your written communication, correctly note as being the 2720 building within the community. There are two FDC's near the Pines building, one is addressed 2700 and the other in addressed 2720. You did not go to either. Instead, per your communication, you went to the FDC for the 2740 building within the community. As such, you did not locate the building, the FDC or the hydrant.

Having reviewed this matter through an inspection of the testing materials and a site visit, the scoring of the rater stands for this question.

- b. Address requested was outside of city boundary. You indicated in your written communication that you had to ask if the address given to you in the instructions was a Chula Vista address and that you could not find it in the Thomas Guide. In the proctoring instructions you were told that it was a Chula Vista address

During the testing process, staff realized that there may have been an issue with the Thomas Guide. As such, all candidates, including you, were awarded full points for that part of the exercise.

4. Pumping evolution. You stated that you asked the proctor if he wanted you to flow low-flow or high-flow to which you state that you did not receive the response you were looking for. In reviewing your rating sheets, you did not provide the correct psi for either low-flow or high-flow.

Having reviewed this matter, the scoring for this portion of the test is unchanged.

Based on the above, it is my determination, consistent with our previous discussion, that there is a lack of substantial evidence that would warrant overturning the examination in whole or in part, or altering your score.

April 11, 2017
Steve Cesnauskas
City of National City 2017 Fire Engineer Promotional Examination
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Having reviewed this matter, your score stands and you will not be placed on the eligibility list. I do encourage you seek out and work with your Captain and the Battalion Chiefs to prepare you for the next testing cycle.

Should you wish to appeal this matter to the Civil Service Commission, please submit a written request via the Human Resources Department within five (5) working days from the date of this notice.

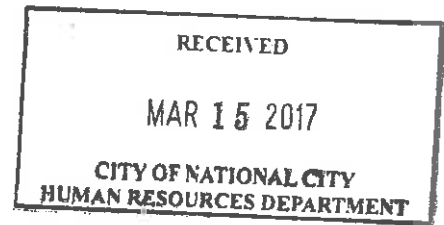
Sincerely,



Stacey Stevenson
Deputy City Manager

cc: Frank Parra, Director of Emergency Services
City of National City Civil Service Commission

Steve Cesnauskas
National City Fire Engineers Application
Opening Date 01/10/2017
Closing Date 01/18/2017



To whom it may concern,
Listed below are concerns and discrepancies that affected my test and outcome.
I would like to have the following information reviewed and evaluated.

1. Written Test - Timed test shorted by 10 minutes

Date of Exam: February 20, 2017

Time 9:00 am

Location: MLK

It is stated on the approval application letter that the test duration for the written test has a 2:30 hour test allowance.

The actual test duration that was given at MLK was cut short by 10 minutes to 2:20 hours – less 10 minutes than allocated.

Six people took the test. One person walked out about 1:30 hrs. One person walked out 4-5 minutes before the test ended. Yet four of the six persons stayed until we were told to close our booklets, shorted by 10 minutes. Most of us could have used the extra 10 minutes as scheduled on the notice sent out on January 23, 2017 to conclude, review and score better. Due to the difficulty of the test, I ended up spending a lot of time on the hydraulics portion of the test and had to just check boxes off randomly on the last 15 questions of the test because there was no more time left as anticipated. All four remaining candidates felt the same.

2. Multiple Choice Questions with Incorrect Answer Options. Majority of Hydraulic Coefficients were non-department related.

In the written test there were hydraulic calculations that were incorrect.

As example. in the test there were questions such as: What is the GPM of a 1 3/4 Smooth Bore tip?

The correct answer is 819. The closest answer on the scantron was I believe 813 or 814, which neither are correct. Other candidates and myself stated that they felt the same about the hydraulics portion of the test. After doing the calculations some answers were close but not exact/correct answers were offered. This forced you to guess to the closest that was offered.

3. Driving and Laddering the Building:

A. Address provided did not match the location name

I was the third person to drive. My second address that was given to me was 2740 East 4th Street, the Pines building. I was at Euclid and 4th and repeated the address to the proctor: 2740 East 4th Street, the Pines building. It was confirmed by the proctor. I will admit, I thought I was being tricked to focus on the name of the building instead of the address. The Pines building is not 2740, it's 2720. I drove into the gate and there was a large bus picking up residents at the entrance and it was blocked to go to the front door. I stopped next to the guard gate and clearly stated and pointed out the FDC and location of the 2740 entrance and the closest hydrant for 2740.

After the test was over, on the next day, the second person to drive was told to go to 2700 East 4th Pines building. Not 2740 East 4th Pines building. Some of the other candidates stated they were given 2720 East 4th Pines building. The prompts were incorrect and "Confusing".

B. Address requested was outside of city boundary

In another portion of the test I was given the question: "Can you please look up this address in the Thomas Guide?" The address was the training tower to the Chula Vista Fire Station where we would be laddering a building as part of the test, but I did not know this at the time. I looked through multiple pages and started to become totally confused and asked for the address again. I looked again and then asked, "Is this address in our city?", and the reply from the proctor was, "No". The proctor stated that the address was not in the Thomas Guide either. Again confused, why would he ask me? Then the proctor asked the question: "Can you find National City in the Thomas Guide?" I looked it up in the guide and showed him the page. He then asked, "Do you know where the training tower in Chula Vista is?" I said, "Yes, but I do not know the street address." He knew the address. I then told him the directions before I moved the vehicle and confirmed the directions for the Laddering evolution.

I came back to the station very confused about how this evaluation was handled and felt very poor about how I performed on that portion of the test. It seemed very disorganized and confusing.

4. Pumping Evolution: Did not address question on option settings after repeated requests. Vagueness of directions. Incomplete questions.

I walked into the station very disappointed and was asked by Captain Diaz if I could move forward to the last part of the test now as the proctors were sitting outside, ahead of my scheduled time by at least one hour. I stated that I needed a few minutes to unwind. I went up to my room but turned around and went

outside to start the test immediately as I did not want them to wait on me. I felt rushed at this point. I was told that I needed to perform a drafting operation to start the evolution. Earlier in the month, leading up to two days before the test, we had a lot of mechanical problems with several of our apparatus which we were training with. One engine's issue was that the primer pump didn't work, so we all trained to pull a draft. The Engine was taken out of service to be fixed, in anticipation of the test, and we used the reserve truck to practice drafting. The truck had problems with the Control / RPM mode during drafting. On all properly working apparatus in service, it is recommended to pull a draft in RPM mode. Once you have a prime, one reason you would switch to control mode is to protect the person on the end of the fire hose. No one could get it to work properly during training weeks prior, therefore we would just leave it in RPM mode. RPM mode does not protect the firefighter on the line, only control mode does. We would only train with the hose line attached to the hose apparatus (trimees) that has all the lines attached to it so no one would get hurt if there was a surge in the pumping operations. No personnel would be on any line that was in training in RPM mode.

I know this procedure thoroughly and the importance of what mode it is to be in. As I got a prime, I needed to bleed air out of a line to move water into the pump. I was told by the proctor to shut the discharge line down. I was confused why, but had to maintain the prime by opening a drain to keep the prime. The proctor then proceeded with the test. He posed a few questions that were very confusing: "Using your department high-rise packs, extend the lines and flow 150 GPM and give us your pump pressure?" I asked the proctor, "Do you want me to flow low-flow or high-flow?" One setting on our high-rise nozzles is 55 PSI and the other is 100 PSI. The proctor said to flow 150 GPM. I responded again that he may not understand but we have two different settings and asked again which he wanted me to use? The proctor stated: "150 GPM", again. In complete frustration as to how I was being tested and confused once more, Captain Diaz came running over and asked what was going on. I stated to him, "Are we flowing high-flow or low-flow?" I needed this information to provide the right answer. I'm not positive at this time what Captain Diaz's response was but I believe at the time he said, "150". This was not the response I was looking for. I needed to simply know the answer to 2 option settings: High-flow or low-flow. The nozzle we use flows 150 GPM in both settings, but low-flow at 55 PSI and high-flow 100 PSI have two different pump pressures leading to the right answer.

Another question was asked: "Using the ladder pipe on the truck at 80 feet of elevation (key word being Elevation), flowing a Master Stream operation, please figure out your pump pressure for this question." Again, there are two different questions with two different answers. One way to figure out this problem would be to calculate elevation or calculate the water-way on the truck at 80 PSI and 80

for Master Stream. Again, two different answers to one question. I asked about the elevation to figure out the problem and could not get a clear answer. The word Elevation confused the question. Then I was asked to shut lines down accordingly and I looked at the panel. I had been flowing the entire evolution in RPM mode, by fault due to the fact that I had been in training in this mode, due to the multiple broken apparatus. I was very upset with my testing and felt that when I needed the answers to my questions, they could not be answered appropriately.

With all being stated above, all the candidates would stand behind me to state the test was confusing at times in all areas. I prepared myself to pass this test as I passed the department test with 91% overall to be a certified driver. I am confident in my ability to move on in this process to the oral interviews. My final test results concluded at 69.68%. This is - 0.32% (less than half of a percent!) of the 70% required to move forward in this process! I question how it was possible to be scored with a 10th of a point in the manipulative test? Even if an answer only produced a 1/2 point, the math does not compute to result in 83.70 points which I received.

Summary:

1. Written Test - Timed test shorted by 10 minutes
2. Multiple Choice Questions with Incorrect Answer Options.
Majority of Hydraulic Coefficients were non-department related.
3. Driving and Laddering the Building:
 - A. Address provided did not match the location name
 - B. Address requested was outside of city boundary
4. Pumping Evolution: Did not address question on option settings after repeated requests. Vagueness of directions. Incomplete questions.

Based on the circumstances surrounding the test parameters, from timing, to vagueness of direction and open-ended questions, I am hereby requesting that this document be reviewed and that it will ultimately be conceded that I am granted the opportunity to move forward to the oral interview based on the discrepancies outlined during my testing and loss of points as a result thereof.

The opportunity to be a Driver Operator for the National City Fire Department is very important to me and my family. If you have any questions or would like additional information, please do not hesitate to contact me. I look forward to hearing from you.

Thank you,



3/15/2017

Steven Cesnauskas

From: lmunoz@nationalcityca.gov
Sent: Monday, January 23, 2017 1:09 PM
To: Steven Cesnauskas
Subject: FIRE ENGINEER

Follow Up Flag: Follow up
Flag Status: Flagged



January 23, 2017

Steven Cesnauskas
34 East F Street
Encinitas, CA 92024

Dear Steven:

Congratulations. Your application for FIRE ENGINEER has been accepted and approved. With the approval of your application, you are invited to participate in the following candidate testing process:

WRITTEN EXAM (weighted 20%)

Date: Monday, February 20, 2017

Time: Report at 9:00 AM

Place: Martin Luther King Community Center - South Room

Duration: Allow 2-1/2 hours for the exam process

ASSESSMENT CENTER (each exercise weighted at 40%)

The Pumping Evolution and Aerial Set Up/Driving Course will take place on Wednesday, February 22, 2017 at Fire Station 34. Your individual time slot will be provided to you at a later date.

If you should have any questions regarding the information contained in this notice, you may contact me at (619) 336-4309.

Lilia Muñoz
Human Resources Analyst

****The City reserves the right to amend testing dates, if necessary****

