

**Meeting Minutes**  
**State College Borough**  
**Civil Service Commission**  
**February 19, 2019**

The Civil Service Commission met in a regular meeting on Tuesday, February 19, 2019, at 11:30 a.m. in the State College Municipal Building, 243 South Allen Street, State College, PA. Mr. Bergstrom called the meeting to order at 11:52 a.m.

Members present: Susan Bardo, Mark Bergstrom and James W. Locker Jr.

Also present: John Gardner, Tom King, Leann Shaw and Lisa Thompson

**Reorganization.** The Commission was asked to reorganize and select a Chair. Ms. Bardo nominated Mr. Bergstrom, with a second from Mr. Locker. The Board voted on the nomination and it was unanimously approved.

**Public Hour - Hearing of Citizens.** There were no members of the public present.

**Approval of Minutes.** Mr. Locker made a motion to approve the April 11, 2017 minutes. Ms. Bardo seconded the motion, which was unanimously approved.

**Consideration of Abolishing Civil Service for the Hiring Process.** The committee received a copy of the letter from Shon Worner. Mr. King reminded the committee that the letter is still being treated as attorney/client privileged communication and it is not a public document. The committee then had a lengthy discussion regarding the pros and cons of abolishing the civil service examination as part of the hiring process. Ms. Shaw explained that we will have to be very specific about what our requirements are if we decide to abolish the civil service examination. During the meeting the committee requested the following information, assuming Borough staff have or can obtain the information, so they could meet again in a month or two for more-informed discussion.

1. The percentage of police candidates that are Veterans.
2. The number of under represented candidates that take the test.
3. Testing process for other local police departments.
4. Sample of standard test questions.

**Conflict of Interest Policy.** Mr. King explained that each ABC is to receive of the policy at a regular meeting and a copy of the policy was attached to the agenda for review.

**Any Other Matter.** There were no other matters discussed at the meeting.

**Adjournment.** The meeting adjourned at 1:08 p.m.