



CITY OF GAHANNA

PUBLIC INFORMATION

200 S. Hamilton Rd. Gahanna, Ohio 43230 - 614.342.4043 – www.gahanna.gov

City of Gahanna Ballot Issue #23

Article XIII, Civil Service

In November voters in Gahanna will be asked to approve an amendment to the City Charter, Article XIII, Civil Service, which will allow the City to improve its hiring practices and become more competitive when selecting new employees. The City is proposing a charter change that would allow us to fill civil service positions with qualified candidates utilizing various qualifying means such as resumes and applications, references, hands-on testing related specifically to job requirements, and a series of thorough interviews versus written tests. While the idea behind civil service tests may seem to make sense, the reality is that it has become increasingly difficult to identify tests that are actually relevant to the positions that are being filled.

The current requirements for civil service exams do not enhance the hiring process and, as a matter of fact, only hinder it. The reality is civil service exams have not been kept current with the specific job requirements and experiences necessary. Ideally each position would have its own exam that is specific to that role but that is not the case. Exams are not produced by the City and therefore they are unable to be customized. Approving this change in the charter will allow the City to select the most qualified employees just as many other organizations do; through evaluating experience, references and through a thorough interviewing process.

Will this change allow less qualified people to be hired?

No. As a matter of fact, this change will allow those involved in the hiring process to spend more time investigating the applicant's qualifications and experience. Too often a civil service test that is not closely related to a specific position can actually disqualify an otherwise qualified candidate.

Will this change eliminate any objective evaluation of potential employees?

No. Each candidate has to meet or exceed a specified level of qualifications and experience. This will not change. All non civil service positions within the City are already hired without the use of the civil service exam. History has shown that these positions were filled with the best candidates for the job based on standard hiring practices that many other organizations use. This is not a new way of hiring qualified candidates. This change will simply make the process consistent and relevant.

Will there still be a Civil Service Exam given to Police and Dispatchers?

Yes. Police officers and dispatchers will still be required to take the civil service exams. Those exams are very specific and are still a valuable tool in the selection process.

Ultimately this change to the City Charter is about making the City of Gahanna a more competitive employer and ensuring that the hiring process results in the employment of the best qualified candidate for the position. Not only will this make for a better hiring process, it will ultimately lead to better city services.

On November 3rd we ask that you vote YES on Issue #23