

EDMONDS CIVIL SERVICE COMMISSION
MINUTES
CIVIL SERVICE COMMISSION MEETING
Regularly Called Meeting

October 2, 2013

Commissioners present: David Bracilano, Chair
H. Scott McEwen
Michael Shimer

Others present: Assistant Chief of Police Jim Lawless
Secretary & Chief Examiner Mary Ann Hardie

CALL TO ORDER

Chair Bracilano called the meeting to order @ 7:00 pm.

MINUTES

The minutes of the August 7, 2013 meeting were not available at the meeting. Secretary & Chief Examiner Mary Ann Hardie stated that she would bring the August 7, 2013 meeting minutes to the next Civil Service meeting (in November) for review and approval by the Commission.

CORRESPONDENCE

None.

POLICE BUSINESS

Review and Approval of Eligibility List for Entry Level Police Officer

Assistant Chief of Police (ACOP) Jim Lawless stated that Entry Level Police Officer oral board interviews were held on 9/4/13 & 9/5/13 and that 15 candidates were interviewed in a two day period as part of this process. ACOP Lawless stated that the candidates were solid and five from that group were brought in for Chief's [Police Chief] interviews. ACOP Lawless further explained that the internal recruitment process had changed a while back such that after the oral board interviews, the top candidates would immediately be interviewed by the Chief of Police chief's interviews (to determine fit). If the candidates successfully completed that state of the recruitment process, they would go forward for a background check (polygraph testing).

ACOP Lawless explained that this applicant pool was very strong and very good. Additionally, two very impressive candidates, Gagner and Buckingham were being put forward to the background check process. ACOP Lawless stated that the recruitment process was streamlined due to the competitiveness of the market as well as a few unanticipated retirements over the last few years. If two candidates go through the background check process, one does not always successfully complete it. ACOP Lawless further stated that, at this point, one of the two candidates had already successfully completed the polygraph testing.

Commissioner H. Scott McEwen inquired as to whether or not there was a [current] Lateral Level Eligibility List? ACOP Lawless confirmed that there was not. ACOP Lawless explained that [some of the issues that prevented a pool of qualified lateral level candidates include]; 1) there are concerns as to why these candidates are applying [for a lateral position with another agency] given the market and budget issues and; 2) a lack of applicants or issues with the lateral level applicants successfully completing the recruitment process. ACOP Lawless stated that the market is picking back up and that work is in progress on this.

Chair Bracilano inquired as to whether ACOP Lawless had an explanation as to why there was such a good entry level applicant pool. ACOP Lawless responded that he was not sure why, but that he has observed more

military applicants [and veterans] as of late. Additionally, given that there may be less deployments, this may be improving the pool for military applicants [and veterans].

Commissioner McEwen inquired as to whether or not the applicants were mostly college graduates. ACOP Lawless stated that all of the candidates on the eligibility list have bachelor's degrees [several had masters' degrees]. Commissioner McEwen made a motion to approve the Entry Level Eligibility List. Commissioner Shimer seconded the motion. The motion carried.

Reinstatement of Officer David Machado to Sergeant

ACOP stated that former Officer David Machado had been reinstated to Sergeant effective 9/26/13 with full back pay as a recent result of an arbitration ruling. ACOP Lawless explained that, as a disciplinary action in November 2011, [current] Sergeant Machado was demoted from Sergeant to Officer and that [current] Sergeant Machado chose to grieve the demotion through PERC (as opposed to the Civil Service process). The grievance was then appealed to the Chief of Police and the Mayor and forwarded to arbitration (a 3rd party process that occurred in April 2013).

NEW BUSINESS

ACOP Lawless informed the Commission that Mayor had presented a 2014 budget with a second Assistant Chief of Police (ACOP) position included in that budget as well as one commissioned officer vacancy (for the Street Crimes unit). ACOP Lawless stated that the commissioned officer vacancy would likely be designated as a Sergeant position and that there is a current Police Sergeant Eligibility List (which was extended by the Commission for a year previously and currently expires in April 2013).

ACOP Lawless stated that, with the ACOP position, it was unclear as to what kind of internal applicant pool there would be and that, based on the possibility of a very small applicant pool (one or two applicants), that the department may possibly need to deviate from the process of an Assessment Center although there would be a reliable, valid, competitive testing process used (including positing the position external to attract qualified candidates) if there were not many internal applicants.

OTHER

The meeting adjourned at 7:29 pm.



David Bracilano, Chair
DAVID

11-6-13

Date



Mary Ann Hardie, Secretary and Chief Examiner

11-2-13

Date