

EDMONDS CIVIL SERVICE COMMISSION
MINUTES
CIVIL SERVICE COMMISSION MEETING
Regularly Called Meeting
March 6, 2013

Commissioners present: H. Scott McEwen
Michael Shimer

Others present: Chief of Police Al Compaan
Sergeant Michael Richardson
Police Corporal Shane Hawley
Police Corporal Joshua McClure
Secretary & Chief Examiner Mary Ann Hardie

Commissioner H. Scott McEwen called the meeting to order at 7:02 pm. Chair David Bracilano was unable to attend the meeting.

MINUTES

The minutes of July 12, 2012 were reviewed by the Commissioners. Commissioner Michael Shimer made a motion to approve the minutes for July 12, 2013 and Commissioner McEwen seconded the motion. The motion carried.

CORRESPONDENCE

As noted in the agenda, this item was moved to "Police Business."

POLICE BUSINESS

Request to extend the current Police Sergeant Eligibility List

Police Chief Al Compaan stated that the e-mails from Police Corporal Shane Hawley, Police Corporal Joshua McClure and Police Officer Tom Smith were regarding a request to extend the current Police Sergeant Eligibility List for a one year period. Chief Compaan further stated that if the commission chose to extend the current list for up to a year, the list would be updated and Police Sergeant Michael Richardson's name would be removed from the list (as he was recently promoted from the list) and former Police Officer Daniel Lavelly's name would also be removed from the list (as he is no longer employed at the City), leaving three candidates on the list. Commissioner McEwen inquired as to whether or not the candidates on the list were present at the meeting. Chief Compaan stated that Officer Tom Smith was not present at the meeting.

Commissioner Shimer inquired as to what result would occur if the current list was not extended. Chief Compaan explained that presently there are no openings, but there has been a resignation submitted by a Sergeant [for a retirement at the end of June 2013]. If there is no current list, there would have to be another promotional Sergeant test held. Commissioner McEwen inquired as to whether anyone had voiced an opinion opposing the request to extend the current list. Chief Compaan stated that he has not received any such communication; Secretary & Chief Examiner Mary Ann Hardie also stated that she had also not received any such communication.

Commissioner McEwen stated that these [promotional testings] are expensive processes and further inquired as to whether or not Chief Compaan had a preference for the Commission to extend the current Sergeant Eligibility List. Chief Compaan stated that if there were others who expressed an interest contrary to extending the list, that they should be present at the meeting and that they did not appear to be. Chief Compaan further stated that the decision as to whether or not to extend the current list is up to the Commission as is appropriate [and that if it is determined that the list is not to be extended, that the testing process is as fair and as impartial

a process as possible despite the cost]. It was suggested that the two candidates whose names are on the current list that were present may want to address the Commission.

Commissioner McEwen invited both Corporal McClure and Corporal Hawley to speak to the Commission regarding their request to extend the list. Corporal Hawley stated that there is an upcoming retirement in the department and there is a vacancy that may be coming open. Promotional testings are costly and there currently three candidates on the list and the Police Chief also may use the "Rule of three" [to determine which of the three candidates from the list should be selected for the next Sergeant appointment]. Corporal Hawley further stated that, as he is a candidate on the current eligibility list, he is respectfully requesting that the Commission extend the list.

Corporal McClure stated that he shared the same sentiments as expressed by Corporal Hawley and that there may not be a need to go through another promotional testing process [if the Commission should choose to extend the current list]. Additionally, there are three long-time City of Edmonds employees on the current list; two of which are corporals. Corporal McClure further stated that both he and Corporal Hawley have had demonstrated their ability to be responsible including working out of class in an Acting Sergeant capacity. The candidates on the list have tenure at the City and have shown capability [of taking on more responsibility/duties by acting out of class].

Commissioner McEwen inquired as to what Officer Smith's interest may be toward extending the current list. Chief Compaan stated that Officer Smith submitted a request to extend the list although he was unfortunately unable to attend the meeting. Commissioner Shimer inquired as to whether or not there were any other officers who have expressed an interest to participate in a sergeant promotional testing. Chief Compaan stated that he was not aware of any who had.

Commissioner McEwen made a motion to approve the request to extend the current Police Sergeant Eligibility list as of April 3, 2013 [for an additional one year period]. Commissioner Shimer seconded the motion. The motion carried. Chief Compaan suggested that the list be updated as noted earlier in the meeting (with the removal of names as necessary) and brought back to the next Civil Service meeting for the certification of the Commission. Ms. Hardie stated that she would bring back an updated list for certification at the April 2013 meeting.

Current Openings

Chief Compaan explained that there is currently one opening in the department and that the current Entry Level Police Eligibility List will expire in March 2013. Chief Compaan further explained it made sense to have the list expire since there have not been any openings and Public Safety Testing (PST) has changed their scoring parameters. Additionally, the resignation of former Officer Lavelly created an opening in January and there is still a current opening. With the list expiring, oral board interviews will be scheduled in April (with candidates from the newest written PST test scoring parameters) and an Entry Level and Lateral Level Police Eligibility List will be for certification by the Commission at the May 2013 Civil Service meeting.

Commissioner McEwen inquired as to whether or not the hiring freeze at the City had been lifted. Chief Compaan stated that hiring is still at the Mayor's discretion. Commissioner Shimer stated that he would be unable to attend the May 2013 Civil Service meeting.

NEW BUSINESS

None

OTHER

Ms. Hardie distributed copies of the updated Civil Service Commission meeting roster including updates to Chair Bracilano and Commissioner McEwen's term dates.

The meeting adjourned at 7:25 pm

[Handwritten signature]

4-3-13

David Bracilano, Civil Service Commissioner

Date

[Handwritten signature]

4.3.13

Mary Ann Hardie, Secretary and Chief Examiner

Date