

**EDMONDS CIVIL SERVICE COMMISSION
MINUTES
CIVIL SERVICE COMMISSION MEETING**

Regularly Called Meeting

January 6, 2016

Commissioners present: H. Scott McEwen, Chair
Mike Fields

Commissioners absent: Norm Davis

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

CALL TO ORDER

Chair Scott McEwen called the meeting to order at 7:00 pm. Commissioner Norm Davis was unable to attend the meeting.

MINUTES – December 2, 2015

Commissioner Fields made a motion to approve the meeting minutes of December 2, 2015. Commissioner McEwen seconded the motion. The motion carried.

CORRESPONDENCE

- Letter from Corporal Ken Crystal requesting the Commission consider not certifying/reconsider approving the extension to the Sergeant Eligibility List (from the December 2, 2015 meeting)

Corporal Ken Crystal recalled last year the commission did not approve his request to change the testing date. His argument at that time as well as today was the benefit provided by a larger pool of candidates. There are now additional officers eligible/interested in taking the test. In response to Commissioner McEwen, Corporal Crystal said he was not aware of the December 2, 2015 meeting. Corporal Crystal referred to an email he received regarding today's meeting. Ms. Hardie described the notification and posting procedure for Civil Service Commission meetings.

Discussion followed regarding concern with setting a precedent if the commission makes a decision at a meeting and reverses it at a subsequent meeting. Ms. Hardie clarified the email was sent at Chief Compaan's request, inviting department members to make him aware of any concerns so they could be presented to the commission.

Sergeant David Machado did not recall receiving notification related to the December 2, 2015 Civil Service Commission meeting or that it would include a request to extend the Sergeant Eligibility List. Had he been notified, he likely would have brought it to Corporal Crystal's attention and may have attended the meeting himself. He was forwarded an email, which he believed was provided to all commissioned staff members, bringing attention to today's meeting and specifically this issue on the agenda. As a nearly 27-year member of the department, he said in the past extension of promotional lists was always notably advertised beyond the legally required notification. He understood the concern with changing the commission's decision and suggested the suitable action at the December 2, 2015 meeting may have been to seek input from officers affected by the decision. He assured his comments were related to process and had nothing to do with Corporal Froland who requested the list be extended or with Corporal Crystal. He urged the commission to reconsider because specific notification/advertisement of the meeting was not provided as has been done in the past as well as the fact that more people testing is good for the department.

Sergeant Mike Richardson said he receives an email every month about the Civil Service Commission meeting.

Corporal Alan Hardwick said extending the list upon request is normative; usually an extension is granted when requested. He feared setting a precedent whenever someone did not want the list extended and how would that be decided. To the argument that adding applicants to the pool would provide opportunity for the best candidate, he pointed out the list contains five eligible candidates. He also noted the list can only be extended for one year.

Chair McEwen said this issue has arisen several times during his 11 years on the commission and he did not recall not approving a request for an extension. He also recalled in the past anyone who objected to the extension was present at the meeting to provide input to the commission.

Commissioner Fields advised the December 2, 2015 meeting was noticed as required by law and the commission heard testimony from those present. He envisioned changing the commission's decision could be problematic in the future.

Commissioner Fields made a motion that the Extension of the Sergeant Eligibility List stand as approved at the December meeting. Commissioner McEwen seconded the motion. The motion carried.

POLICE BUSINESS

Certification of the extension of the Sergeant Eligibility List (to expire on February 11, 2017) as approved by the Commission at the December 2, 2015 meeting

See motion above.

Review and approval of the Entry Level Police Eligibility List

ACOP Lawless advised the Entry Level Police Eligibility List has been updated to include the top 20 candidates. He advised the #2 person asked to be withdrawn so the list actually includes 19 names. He advised two candidates, Nathaniel Bickley and Brittney Johnson, have been hired so they no longer appear on the list. The department currently has no openings.

Review and approval of the Lateral Level Police Eligibility List

ACOP Lawless reviewed the Lateral Level Police Eligibility list, advising one person was disqualified following background and one person previously on the list has been hired.

Commissioner Fields made a motion to approve the Entry Level and the Lateral Level Police Eligibility Lists. Commissioner McEwen seconded the motion. The motion carried.

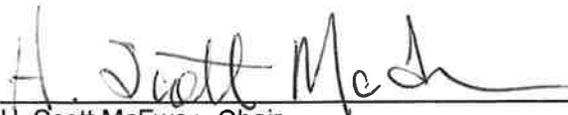
NEW BUSINESS

Review/approval of proposed draft language to the Civil Service Rules and Regulations (Chapter 2- Attendance by speakerphone or video)

Ms. Hardie recalled Commissioner Davis inquired about commissioners attending meetings via phone or video. The practice in the past has been to reschedule meetings when scheduling conflicts arise. Commissioner Fields expressed concern with commissioners not getting a sense of the meeting when participating by phone/video. He preferred to continue the current practice of rescheduling meetings when necessary. Chair McEwen agreed. It was agreed to table this item to the next meeting to allow Commissioner Davis to comment.

OTHER

The meeting adjourned at 7:33 pm


H. Scott McEwen, Chair

Feb 3, 2016
Date


Mary Ann Hardie, Secretary and Chief Examiner

2.3.16
Date