



REGULAR MEETING OF THE CIVIL SERVICE COMMISSION

3:00 PM NOVEMBER 1, 2016
BAINBRIDGE ISLAND CITY HALL
280 MADISON AVE. N., BAINBRIDGE ISLAND, WA

AGENDA

Action

1. CALL TO ORDER / ROLL CALL

3:00 PM

Chair: Trennon Bird

Vice Chair: Daniel Reisfeld

Commissioners: Richard Daniels

Julie Hersum

Johanna Vander Stoep

2. CONFLICT OF INTEREST DISCLOSURE

3:05 PM

3. PUBLIC COMMENT

3:10 PM

4. NEW BUSINESS

3:15 PM

a. Review October 4th, 2016 Minutes

Consider Approval

b. Certify scores from Entry Level Officer Panel

Consider Approval

c. Certify scores from Lateral Officer Panel

Consider Approval

d. Set date for Entry and Lateral Officer Oral Boards

Consider Approval

e. Review agency disqualifiers

Consider Approval

5. UNFINISHED BUSINESS

4:00 PM

a. Review letter to CJTC

Consider Approval

6. DISCUSSION

4:15 PM

a. Commission Rules Review – Scott Snyder, Commission Legal Counsel *Discussion Only*

7. REPORT BY CHIEF OF POLICE

4:30 PM

8. REPORT BY SECRETARY/CHIEF EXAMINER

4:45 PM

9. ADJOURN

5:00 PM

Times listed on this agenda are approximate. Public Comment will be taken following discussion of each New Business item.



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**CIVIL SERVICE COMMISSION
REGULAR MEETING
OCTOBER 4, 2016
MINUTES**

1. CALL TO ORDER/ROLL CALL

The Civil Service Commission Regular Meeting was called to order in the Council Conference Room at City Hall at 3:04 pm by Chair Trennon Bird. A quorum was present consisting of Commissioners Daniel Reisfeld, Richard Daniels, Johanna Vander Stoep (3:13) and Julie Hersum.

2. CONFLICT OF INTEREST DISCLOSURE

Each Commissioner reported that no new conflicts of interest had arisen since the last meeting; some commissioners shared important inter-meeting communications.

3. PUBLIC COMMENT

No public comment was given.

4. NEW BUSINESS

- a. Review August 2nd, 2016 Minutes

MOTION: *I'll make a motion recommending approval.*

DANIELS/REISFELD: The motion passed unanimously

- b. Consider date for entry and lateral officer oral board panels

MOTION: *I'll move that we have panels on October the 26th and 27th.*

REISFELD/DANIELS: The motion passed unanimously

5. DISCUSSION

- a. BIPD Recruiting and Retention Efforts
Topic was discussed

Item 6: REPORT BY CHIEF OF POLICE

Chief Hamner provided general updates regarding the department

Item 5 (Cont'd): DISCUSSION

- b. Commission Rules Review – Structure, State Law, Discretion to Change, Standards
Topic was discussed

~~6. REPORT BY CHIEF OF POLICE~~

Item was moved between 5a and 5b at the Chief's request.

7. REPORT BY SECRETARY/CHIEF EXAMINER

S/CE Richards provided general updates regarding commission matters.

8. ADJOURNMENT

The commission adjourned at 5:05 pm

Trennon Bird, Chair

Amber Richards, Secretary/Chief Examiner



BAINBRIDGE ISLAND POLICE DEPARTMENT

Agency Disqualifiers

Applicants **shall be automatically disqualified** for employment with the Bainbridge Island Police Department in the following circumstances:

Criminal Activity:

- Any felony conviction as an adult
- Conviction of a gross misdemeanor or misdemeanor involving moral turpitude (Mandatory Academy Rejection – WAC 139-220)
- Any misdemeanor conviction as an adult, while employed in a criminal justice capacity
- Any conviction or admission, as an adult, for a misdemeanor crime of domestic violence (18 USC 921)

Driving:

- 1 or more traffic crime convictions in the last 5 years (DWI, Reckless, etc)
- Suspension of driver's license within the past 5 years
- 3 or more moving violations in the past 5 years
- 2 or more at-fault accidents in the past 5 years

Drug Use:

- Any illegal use, illegal distribution, or illegal possession of any controlled substance as an adult, within 5 years prior to application
- Conviction or admission of the illegal use of any controlled substance while employed in a criminal justice capacity
- Conviction or admission indicating a pattern of illegal use of prescription medication within 5 years prior to application, or while employed in a criminal justice capacity

Employment:

- Failing to be truthful or honest, by act or omission, at any stage of the hiring process; including training and certification
- Dishonorable Discharge, Bad Conduct Discharge, or dismissed from any branch of the US Armed Forces, except for reasons of sexual orientation
- Discharge for material cause from any position of criminal justice employment
- Certification, denied or revoked, for misconduct in this or another state

Financial:

- Conviction for failure to pay income tax, or judicial finding of failure to pay child support

DRAFT TEXT OF CORRESPONDENCE TO WASHINGTON STATE CRIMINAL JUSTICE TRAINING CENTER

Salutation,

This letter requests your support to create new pathways for law enforcement candidates to earn certification as a fully commissioned Washington State Peace Officer.

Currently, the only avenue for a candidate to earn this certification is to complete the traditional model, full-time, Basic Law Enforcement Academy (BLEA) or to complete another state's Basic Academy along with Washington's equivalency training.

Our Civil Service Commission recently undertook a review of currently existing civil service rules with a view toward making the application process more "user friendly" and more responsive to our staffing needs. Mr. Jon Walters of Public Testing Services provided us with much insight into current and developing trends with the law enforcement applicant pool. We also examined developing best practices in other jurisdictions.

As a result, we believe the follow characteristics will be present in our future applicant pool:

- We will see shorter periods of service.
- We will see an increase in older applicants, and those with prior career experience in different fields.
- We will see a decrease in the supply of qualified applicants.

We believe that increasing demands placed on public safety officers will require higher levels of initial and recurrent training.

Consideration of the above causes us to look at methods of bringing older, and more life-experienced, candidates into the profession. A common characteristic of these applicants is they have acquired financial and family obligations that make it difficult to fully abandon their current occupation to complete the Basic Law Enforcement Academy and to assume the risk to their livelihood corresponding to the BLEA's attrition rate.

We are also concerned with the considerable investment that we are required to make in a candidate to process them for employment, complete the BLEA, field training only to lose the new officer to other career fields. Law enforcement service does not meet the expectations of many new hires.

Other states have made a "part-time" pathway to full peace-officer certification available. The training path is collateral with part-time reserve service. We believe that it would be

wise to do the same in Washington. There are at least four very significant advantages to this pathway:

- Candidates who do possess life obligations that preclude them from the full-time BLEA would be able to earn the required certification to serve as a fully-commissioned Washington peace officer.
- There is reason to believe that a more moderate pace of training, coupled with practical application and reinforcement of that training, may provide a greater level of retained knowledge than the intensive format of the BLEA.
- The individual officer is provided with a much greater opportunity to understand all factors of law enforcement service as they move through the training process. A candidate who is unsuited for full service has the opportunity to reach that realization at a much earlier point than does a traditional BLEA graduate. Additionally, the law enforcement agency has a much greater opportunity to view the work product of the reserve officer before making a full-time hiring decision.
- Some officers may wish to pursue full certification, and remain in reserve service. Having such personnel available may greatly facilitate the staffing and service needs of smaller departments, without compromising the qualification level of officers.

I would like to invite your attention to the model that has been used in California for more than twenty years. Reserve police officers have four different “modules” of academy training available to them. An officer completes the first module of training and is then authorized to perform a small range of police functions under close supervision. Completion of second and third modules allow the officer to perform a greater range of duties and under lesser levels of supervision. Upon completion of the fourth module, the officer has satisfied all training requirements applicable to full-time officers and may be appointed to a regular peace officer position.

Implementation of a similar program in Washington will require legislative action. Support of the Criminal Justice Training Center and the Washington Association of Sheriffs and Police Chiefs will be required. I view you as a critical catalyst in this process and I am requesting your support.

I would be grateful if you would consider this issue and take the time to share your thoughts regarding it.