



REGULAR MEETING OF THE CIVIL SERVICE COMMISSION

3:00 PM MARCH 7, 2017
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 February 7, 2017 Minutes

Consider Approval

b. Set date for entry and lateral officer oral boards

Consider Approval

c. Cancel April 4th Regular Meeting

Consider Approval

d. Set date for Special Meeting in April

Consider Approval

5. UNFINISHED BUSINESS

3:45 PM

a. Elect Chair and Vice Chair for 2017

b. Review Resolution 2017-01 Amending Rules
related to Reinstatement Register

Consider Approval

c. Review letter to CJTC

Consider Approval

6. REPORT BY CHIEF OF POLICE

4:40 PM

7. REPORT BY SECRETARY/CHIEF EXAMINER

4:50 PM

8. ADJOURN

5:00 PM

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



**CIVIL SERVICE COMMISSION
REGULAR MEETING
FEBRUARY 7, 2017
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 Vice Chair Daniel Reisfeld. A quorum was present consisting of Commissioners Richard Daniels, and Julie Hersum. Commissioners Trennon Bird and Johanna Vander Stoep were absent.

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. Scott Snyder indicated that Public Safety Testing is a client of Ogden Murphy Wallace and excused himself from the discussion of item 5c.

3. PUBLIC COMMENT

No public comment was given.

4. NEW BUSINESS

- a. Elect Chair and Vice Chair for 2017

Item was forwarded to March 7, 2017 meeting. No action was taken.

- b. Review December 6, 2016 Minutes

MOTION: *I move that we approve the minutes.*

HERSUM/DANIELS: The motion passed unanimously

- c. Certify Entry Level Officer oral board scores

- d. Certify Lateral Officer oral board scores

MOTION: *I move that we certify the entry level and lateral police officer certification scores as they are represented in today's agenda.*

DANIELS/REISFELD: The motion passed unanimously

5. UNFINISHED BUSINESS

- a. Review Resolution 2017-01 Amending Rules related to Reinstatement Register

Item was forwarded to March 6, 2017 meeting. No action was taken.

- b. Review letter to CJTC

Topic was discussed. Commissioners Reisfeld appointed Commissioners Daniels and Hersum to a sub-committee to create a final draft of the letter to be presented to the full commission at the March Regular Meeting.

- c. Discuss use of PST for background investigations



Topic was discussed. No action was taken.

6. REPORT BY CHIEF OF POLICE

Chief Hamner provided general updates regarding the department.

7. REPORT BY SECRETARY/CHIEF EXAMINER

S/CE Richards provided general updates regarding commission matters.

8. ADJOURNEMENT

The commission adjourned at 5:00 pm

Trennon Bird, Chair

Amber Richards, Secretary/Chief Examiner

RESOLUTION NO. 2017-01

A RESOLUTION OF THE BAINBRIDGE ISLAND CIVIL SERVICE COMMISSION, AMENDING RULES 4.33 REINSTATEMENT REGISTER, AND 9.4 ESTABLISHMENT OF REINSTATEMENT REGISTERS.

WHEREAS, the Civil Service Commission deems it to be in the best interests of the civil service system to clarify the class, register and process by which an employee is placed on the appropriate eligible register after recession of a resignation or retirement, and

WHEREAS, the Commission also deems it appropriate to clarify the order or priority regarding individuals on a reinstatement list due to reasons such as lay-off, disability, resignation or retirement, now, therefore,

BE IT RESOLVED BY THE BAINBRIDGE ISLAND CIVIL SERVICE COMMISSION AS FOLLOWS:

Section 1. Civil Service Rule 4.33 - Definitions - Reinstatement Register is hereby amended to read as follows:

4.33 REINSTATEMENT REGISTER

A list of names or persons who are regular employees in a given class, ~~and~~ were laid off and are entitled to reinstatement in such class. A reinstatement register may also include former employees on disability retirement who are capable mentally and physically for reinstatement, as well as employees who have resigned and been approved for reinstatement.

Section 2. Civil Service Rule 9.4 Establishment of Reinstatement Registers is hereby amended to read as follows:

9.4 ESTABLISHMENT OF REINSTATEMENT REGISTERS

The names of regular employees who have been laid off or, when requested in writing by the Chief of Police, probationary employees who have been laid off, shall be placed on a reinstatement register for the same class from which laid off for a period of one (1) year from the date of layoff. Disabled employees cleared for return to duty following termination and employees reinstated pursuant to Rule 9.2 are also eligible for the reinstatement register for a period of one year.

9.4.2

When more than one candidate appears on a reinstatement register, the candidate shall be listed in the following order:

9.4.2.1 Regular employees who have been laid off or who have returned from disability.

9.4.2.2 Probationary employees who have been laid off or who are returning from disability.

9.4.2.3 Employees approved for the reinstatement register who resigned or retired.

9.4.3

If more than one (1) candidate appears in any of the classes established above, ~~and~~ the candidates shall be listed in order of seniority. Consideration of seniority for rehire as a police officer or sergeant shall be based on service as a fully commissioned police officer with the Bainbridge Island Police Department. ~~have an equal priority for reappointment, the Commission may establish a testing process to determine the order of such candidates on the reinstatement register. The Commission may then certify the order of such candidates as eligible for employment. [Alternative: Candidates within these classes shall be listed in the order in which they were placed on the register.]~~

RESOLVED this ___ day of _____, 20___.

APPROVED BY:

BAINBRIDGE ISLAND
CIVIL SERVICE COMMISSION

Commissioner Trennon Bird, Chair

Commissioner Dan Reisfeld, Vice Chair

Commissioner Julie Hersum

Commissioner Jo Vander Stoep

ATTEST/AUTHENTICATED:

AMBER RICHARDS, SECRETARY-CHIEF EXAMINER

FILED WITH THE CITY CLERK:
RESOLUTION NO. _____

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BAINBRIDGE ISLAND
CIVIL SERVICE COMMISSION

Commissioner Trennon Bird, Chair

Commissioner Dan Reisfeld, Vice Chair

Commissioner Julie Hersum

Commissioner Jo Vander Stoep

ATTEST/AUTHENTICATED:

AMBER RICHARDS, SECRETARY-CHIEF EXAMINER

FILED WITH THE CITY CLERK:
RESOLUTION NO. _____

DRAFT TEXT OF CORRESPONDENCE TO WASHINGTON STATE CRIMINAL JUSTICE TRAINING CENTER

Salutation,

We request 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 Safety Testing 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 following characteristics will be present in our future applicant pool:

- Shorter periods of service as younger professions tend to move between careers.
- An increase in the number of applicants and with prior career experience in different fields.
- A decrease in the supply of qualified applicants.

Consideration of the above has caused 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.

Other states have made a "part-time" pathway to full peace-officer certification available. The training path is collateral with part-time 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 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 law enforcement 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 part-time officer before making a full-time hiring decision.
- Some officers may wish to pursue full certification and remain in part-time service. Having such personnel available may greatly facilitate the staffing and service needs of smaller departments, without compromising the qualification level of officers. We are concerned that there may be some prejudice attached to the concept of “part-time” service, but are persuaded that in light of the very high training demands attached, coupled with observation of the California model, that such prejudice is unfounded. We also expect that some seasoned officers leaving full-time service may elect to continue their careers in part-time service.

I would like to invite your attention to the model that has been used in California for more than twenty years. Part-time 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 request that you consider this issue and take the time to share your thoughts regarding it.