

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

Regularly Called Meeting

October 1, 2014

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

Others present: Chief of Police Al Compaan
City Attorney Sharon Cates
Secretary & Chief Examiner Mary Ann Hardie

CALL TO ORDER

Chair David Bracilano called the meeting to order at 7:01 pm.

MINUTES

Chair Bracilano made a motion to approve the meeting minutes of 4/2/14. Commissioner Shimer seconded the motion. The motion carried.

Commissioner H. Scott McEwen made a motion to approve the meeting minutes of 6/11/14. Chair Bracilano seconded the motion. The motion carried.

Commissioner McEwen made a motion to approve the 8/20/14 meeting minutes. Commissioner Shimer seconded the motion. The motion carried.

Chair Bracilano made a motion to approve the 9/3/14 meeting minutes. Commissioner Shimer seconded the motion. The motion carried.

CORRESPONDENCE

None

POLICE BUSINESS

Review and approval of the Lateral Level Police Officer Eligibility List

Chief of Police Al Compaan explained that one candidate had been added to the eligibility list. Commissioner Shimer made a motion to approve the Lateral Level Police Officer Eligibility List. Chair Bracilano seconded the motion. The motion carried.

Review/Discussion/Approval of proposed amendment/clarification to the Civil Service Rules regarding vision standards for Police Officers.

Chief Compaan stated that prior to the meeting, he had reached out to Chair Bracilano to discuss this issue and had asked City Attorney Sharon Cates to provide information and background for the Commission on this issue. Chief Compaan stated that, in his opinion, it was time to look at the vision standard and update the language in the Civil Service Rules and Regulations.

Ms. Cates stated that the current standards (under "Exhibit B – Minimum Qualifications for Police Officer Edmonds Police Department" reads as follows:

MINIMUM AGE: Must be at least 21 years of age at time of appointment.

EDUCATION: A graduate of an accredited high school or the equivalent with a certificate of proof.

EXPERIENCE: Previous experience not required.

SPECIAL KNOWLEDGE, ABILITIES, OR SKILLS: Good social and general intelligence; medical and physical well-being; fitness to be out of doors under adverse conditions; ability to treat the public with courtesy, but when occasion demands with firmness; aptitude for Police Department work; tact, good character and ability to carry out complex directions and assignments of a superior officer.

HEALTH: Must be able to pass a medical examination the standards of which shall be not less than the Minimum Medical and Health Standards of the Washington State Law Enforcement Officers and Firefighters Retirement System which were in effect June 30, 1979.

Ms. Cates further explained that the new standards being presented for review and approval before the Commission were based on the current Washington State Patrol (WSP) and American College of Environmental Occupational Medicine (ACEOM) vision standard language and that other cities (agencies) have been using the WSP standards. The proposed update to the standard is as follows (as underlined below):

MINIMUM AGE: Must be at least 21 years of age at time of appointment.

EDUCATION: A graduate of an accredited high school or the equivalent with a certificate of proof.

EXPERIENCE: Previous experience not required.

SPECIAL KNOWLEDGE, ABILITIES, OR SKILLS: Good social and general intelligence; medical and physical well-being; fitness to be out of doors under adverse conditions; ability to treat the public with courtesy, but when occasion demands with firmness; aptitude for Police Department work; tact, good character and ability to carry out complex directions and assignments of a superior officer.

HEALTH: Must be able to pass a medical examination the standards of which shall be not less than the Minimum Medical and Health Standards of the Washington State Law Enforcement Officers and Firefighters Retirement System which were in effect June 30, 1979, with the exception of the vision standards set forth therein. Instead, the vision standards for police officers shall be those set forth in Section 4.5 ("Eyes and Vision") of the American College of Occupational and Environmental Medicine's Guidance for the Medical Evaluation of Law Enforcement Officers, as they are currently stated or are hereafter amended. The 2014 version of these standards are attached hereto as Appendix A.

Law enforcement officer candidates who are being evaluated for employment with the Edmonds Police Department who meet the vision standards through the use of soft contact lenses will be asked to present satisfactory medical evidence from their private optometrist or ophthalmologist documenting that they have been a successful wearer of soft contact lenses for one (1) year prior to the medical examination given by the City of Edmonds. Such documentation must also indicate if they have any medical contraindications to wearing soft contact lenses. In addition, such candidates will be required, as a condition of employment, to sign a pre-employment agreement obligating them to wear soft contact lenses at all times while on duty, except when authorized by the Edmonds Police Department. Such use of soft contact lenses will be subject to verification by the City of Edmonds and to such medical eye examinations as deemed necessary in the sole judgment of the City.

Ms. Cates further explained that, under the Washington Administrative Code (WAC) standards (taking effect 6/30/79), that there is a requirement for 20/20 visual acuity for Police Officers. The new language proposed before the Commission would allow for the department to hire Police Officers who wear contact lenses to correct their vision to meet the standard, as contact lenses as soft lenses are not easily dislodged during altercations or physical activities [that Police Officers may become involved in on duty].

Ms. Cates further explained that it appears that there are other agencies that are currently requiring [an even] lower standard of visual acuity that also use an employment agreement [given at the time of hire] that the Police Officer will wear their [contact] lenses at all times on duty and will also provide verification to the department that they have worn them for a year prior to the start of employment. Ms. Cates further stated that she had also been in contact with the WSP and DRS regarding this issue as the current standards appear to only relate to LEOFF 1 employees. Ms. Cates suggested that this standard be not only considered but also adopted by the Commission.

There was a short discussion that followed by the Commission. Chief Compaan stated that he believed that as there are two other independent bodies (including WSP) that had adopted the ACEOM standards and that this was a defensible standard. Chief Compaan further stated that there was an excellent entry level candidate on the eligibility list that the department would like to provide a conditional offer of employment to if this updated vision standard is approved by the Commission. After further discussion by the Commission, Chair Bracilano made a motion to adopt the updated vision standard as proposed (above), which was drafted by Ms. Cates. Commissioner Shimer seconded the motion. The motion carried.

Resignation of Officer Nat Rossi

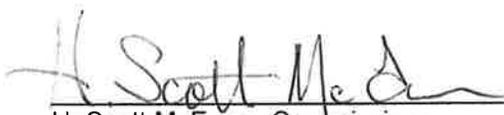
Chief Compaan stated that Officer Nathaniel Rossi resigned from his position as Police Officer effective 10/1/14. Chief Compaan further stated that there is one new hire (Nicholas Haughian) who is starting on 11/3/14 and two candidates in the background check process and that the [entry level] commissioned positions were fully staffed.

NEW BUSINESS

None.

OTHER

The meeting adjourned at 7:30 pm



H. Scott McEwen, Commissioner

1-14-2015

Date



Mary Ann Hardie, Secretary and Chief Examiner

1-14-15

Date