

EDMONDS CIVIL SERVICE COMMISSION

MINUTES

CIVIL SERVICE COMMISSION MEETING

Regularly Called Meeting

April 4, 2012

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

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

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

MINUTES

The minutes of March 7, 2012 were reviewed by the Commissioners. Commissioner H. Scott McEwen made a motion to approve the minutes for March 7, 2012 and Commissioner Michael Shimer seconded the motion. The motion carried.

CORRESPONDENCE

None.

POLICE BUSINESS

Review and Approval of Eligibility List(s) for Entry and Lateral Level Police Officer(s)

Assistant Chief of Police (ACOP) Lawless presented the Entry Level and Later Level Police Officer Eligibility Lists to the commission for approval. One candidate (Gary Koon) was removed from the list because he was disqualified during the background check process. Additionally, there are currently two candidates from the entry level list that are moving through the background check process.

ACOP Lawless explained that there was one candidate name added to the lateral level list (Antonio Adlesperger) who is one of a few out of state candidates on the list. Commissioner McEwen inquired as to whether or not there were still three commissioned officer vacancies in the department. ACOP Lawless confirmed that there are three vacancies with authorization to fill two. Commissioner McEwen further inquired as to whether other jurisdictions have similar problems with filling positions due to issues that come up during the candidate's background check. ACOP Lawless stated that this is something that this is a [prevalent] issue that has been discussed with other agencies. There was a short discussion that followed by the commission as to why there have been challenges in filling positions with the current labor market and candidates not being able to pass background checks. Chair Bracilano made a motion to approve the Entry Level & Lateral Level Eligibility List(s) for Police Officer dated April 4, 2012. Commissioner McEwen seconded the motion. The motion carried.

Review and Approval of Police Sergeant Eligibility List

ACOP Lawless presented the commission with the Police Sergeant Eligibility List to the commission for approval. Since the last Civil Service Meeting (in March 2012) a full day Sergeant Assessment Center was held in City Hall on March 27, 2012. ACOP Lawless expressed pleasure about how well the assessment process went, being impressed with the quality of assessors and the overall process (including the positive changes of an expanded candidate briefing, etc.).

The names of the five candidates who took part in the assessment center were on the list. ACOP Lawless stated that he believed the Sergeant Assessment Center was a fair valid and reliable process [which Secretary & Chief Examiner Mary Ann Hardie confirmed]. ACOP further expressed that he was proud of all

of the candidates who participated in the assessment center and that the feedback from them has been positive.

ACOP Lawless explained that he had brought a notebook of the assessment center process and scoring for commissioners to review if they wished to do so. Commissioner McEwen made a motion to approve the Police Sergeant Eligibility List dated April 4, 2012. Commissioner Shimer seconded the motion. The motion carried.

NEW BUSINESS

None

OTHER

None



David Bracilano, Civil Service Commissioner

7-11-12

Date



Mary Ann Hardie, Secretary and Chief Examiner

7/11/12

Date