

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

**Regularly Called Meeting**

March 4, 2015

Commissioners present:       H. Scott McEwen, Chair  
  Michael Shimer

Commissioners absent:       Mike Fields

Others present:                Chief of Police Al Compaan  
  Secretary & Chief Examiner Mary Ann Hardie

**CALL TO ORDER**

Chair Scott McEwen called the meeting to order at 7:00 pm.

**MINUTES**

Commissioner Shimer made a motion to approve the meeting minutes of February 11, 2015. Chair McEwen seconded the motion. The motion carried unanimously.

**CORRESPONDENCE**

- Review/potential approval of Civil Service Rules and Regulations change from 10 to 20 candidates on the continuous eligibility lists

Chief Compaan referred to the Civil Service Rule Section 8.2.1 regarding the continuous testing eligibility list and described how candidates are placed on the list for approval by the Civil Service Commission. In the past the list contained a list of the top 10 candidates in rank order. In the hiring process, the 10 candidates on the list are often hired by other agencies, wash out due to background, are disqualified for cause, passed over and remain on the list, etc. The hiring environment is extremely competitive now; finding qualified candidates is difficult and candidates are receiving multiple offers.

In this proposal, the process would remain the same but the entry level and lateral lists would be expanded to up to 20 in rank order for certification by the Commission. If the Commission approves this change, a list of 20 candidates will be presented for Commission certification tonight. Chief Compaan responded to Commission questions regarding impacts of expanding the list to 20, rules for hiring and promotion, and reasons for expanding the list to 20.

Commissioner Shimer made a motion to approve the proposed change to increase the list from 10 candidates to 20 candidates. Chair McEwen seconded the motion. The motion carried unanimously.

**POLICE BUSINESS**

**Review and Approval of the Entry Level Police Eligibility List**

Commissioner Shimer made a motion to approve the Entry Level Police Eligibility List dated March 4, 2015. Chair McEwen seconded the motion. The motion carried unanimously.

**CORRESPONDENCE (con't)**

- Promotion of former Corporal Shane Hawley to Sergeant effective 3/1/15

Chief Compaan explained the sergeant assessment center testing done in February resulted in a list of six eligible candidates. The chiefs conducted interviews with the top three candidates (in accordance with the Rule of 3); Corporal Hawley, the top candidate on the list, was selected and was promoted effective March 1, 2015. No action is required by the Commission; this is notification only. A corporal assessment center will be conducted to fill the vacancy created by the promotion.

**NEW BUSINESS**

Ms. Hardie advised the corporal assessment center testing is scheduled for April 15. She will email Commissioners regarding meeting dates as she will be out of the office in early May.

**OTHER**

The meeting adjourned at 7:19 pm

*H. Scott McEwen*

H. Scott McEwen, Chair

*Apr 29, 2015*

Date

*MAH*

*4.29.15*

Mary Ann Hardie, Secretary and Chief Examiner

Date