

TUMWATER CIVIL SERVICE COMMISSION

MINUTES OF MEETING

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CONVENE: 5:36 p.m.

PRESENT: Chair Eric Trimble and Commissioners Maggie Bean and Simon Tee.

Staff: Chief Examiner Heidi Behrends Cerniwey, Fire Chief Scott LaVielle, Police Commander Jay Mason, and Recording Secretary Tom Gow.

CHANGES TO AGENDA: Examiner Behrends Cerniwey distributed an amended agenda adding an action item to approve the Modified Eligibility List: Lateral Police Officer.

APPROVAL OF SEPTEMBER 13, 2018 MINUTES:

MOTION: **Commissioner Tee moved, seconded by Commissioner Bean, to approve the minutes of September 13, 2018 as published. Motion carried unanimously.**

STATUS OF ELIGIBILITY LISTS: Chief Examiner Behrends Cerniwey reviewed the status of all eligibility lists. No lists have expired since the last meeting.

APPROVAL OF MODIFIED ELIGIBILITY LIST: ENTRY LEVEL POLICE OFFICER: Chief Examiner Behrends Cerniwey reported an oral board was conducted on October 1, 2018. Fourteen candidates were interviewed with 11 candidates passing with a 70% or higher score. Eleven candidates are proposed for addition to the list. No candidate protested their respective score. Two candidate names were removed after failing background checks. Another name was removed from the list as the candidate was hired by the City. The proposed list includes 26 names. The Police Chief can hire from the top seven names on the list.

Commissioner Tee asked how one candidate's score could exceed 100%. Examiner Behrends Cerniwey explained that the applicant received veteran preference points, which were added to the final combined score of the written test and oral board. Veteran preference points can be up to 10%. The candidate's score of 103.62% includes 10% for veteran preference points.

MOTION: **Commissioner Bean moved, seconded by Commissioner Tee, to approve the proposed Modified Eligibility List: Entry Level Police Officer. Motion carried unanimously.**

APPROVAL OF MODIFIED ELIGIBILITY LIST: LATERAL POLICE Examiner Behrends Cerniwey reported the City received one application for lateral police officer. Applicants are scored based on their experience. Each applicant completes a survey, which is used to determine the applicant's score. The Police Chief can hire from the top seven names on the list. One name is proposed for removal from the list as the applicant has been on the list

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OFFICER: for a year.

MOTION: **Commissioner Bean moved, seconded by Commissioner Tee, to approve the Modified Eligibility List: Lateral Police Officer as presented. Motion carried unanimously.**

UPDATES AND SCHEDULING: The next meeting is scheduled for November 8, 2018.

Fire Chief LaVielle reported on one firefighter currently attending the fire academy. The Fire Department has two firefighter openings; however, hiring has been deferred until the IDEA (Inclusive, Diverse, Empowered, and Accessible) Team completes its work.

Fire Chief LaVielle briefed members on the department's response to the recent brewery fire. The department experienced no injuries. The three-alarm fire required mutual aid support. Lacey and Olympia's ladder trucks provided water towers. The crews used over 1.5 million gallons of water to extinguish the fire. The Department of Ecology checked water run-off and monitored air quality. Future concerns surrounding the fire scene include exposed asbestos. The City will need to ensure that all environmental threats are mitigated by the owner. The City's water system was able to provide adequate water. The Tumwater Police Department provided traffic control and support to the Fire Department. The City's Public Works Department assisted in blocking roads around the scene. Approximately 10 minutes into the fire, the building's roof collapsed. Fire crews fought the fire defensively from the exterior to protect firefighters from exposure.

Commissioner Tee asked how the City is contending with empty buildings that are being occupied by the homeless. Fire Chief LaVielle said vacant buildings are a challenge for any city. Numerous individuals continue to access vacant buildings throughout the Thurston region. Property owners who have abandoned buildings need to step up and take responsibility for the security of their building either through security services or appropriate barricading of a building.

Examiner Behrends Cerniwey added that the City is aware that the brewery site has been the target of theft and vandalism activities.

Commissioner Bean asked whether the City has any oversight authority. Fire Chief LaVielle affirmed the City has abatement codes, building codes, and fire codes. A case has been initiated with Code Enforcement through the Police Department. The owner has been notified by letter that the building represents a hazard and nuisance to the community. The City is moving through the code enforcement process.

Police Commander Mason reported one new hire is currently attending the

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police academy. The Police Department recently hired a new entry level police officer. The officer is scheduled to begin at the academy in the next several weeks. The department is in phase 2 of a background check for another police officer. The Police Chief will review the approved entry level list for more candidates.

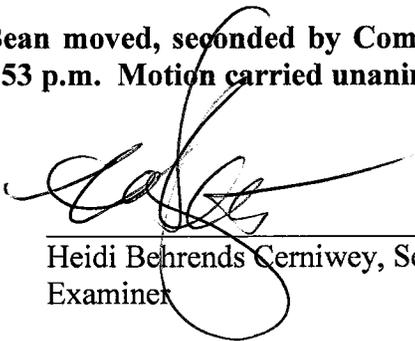
Chair Trimble asked about the status of scheduling slots at the police academy. Police Commander Mason replied that the academy recently increased capacity. Based on the rules for submission of names to the academy, the department has revised its process and now submits names after a candidate receives a conditional job offer to help reduce wait time.

Chair Trimble asked whether the state offers an academy in Spokane. Police Commander Mason replied that the state provides a temporary academy in Spokane once each year for convenience to eastern cities and counties.

ADJOURNMENT: Commissioner Bean moved, seconded by Commissioner Tee, to adjourn the meeting at 6:53 p.m. Motion carried unanimously.



Eric Trimble, Chair



Heidi Behrends Cerniwey, Secretary/Chief Examiner