

proud past, promising future

CLARK COUNTY
WASHINGTON

Minutes: CLARK COUNTY CIVIL SERVICE MEETING

IN ATTENDANCE

- COMMISSIONER MARLA LUDOLPH-HEIKKALA (CHAIR)
- COMMISSIONER JANE LARKIN
- COMMISSIONER GARRY PRESTHUS
- COMMISSIONER JAMES SENESCU (VICE-CHAIR) SENT PROXY VOTE
- COMMISSIONER CRYSTAL KROELLER
- CHIEF EXAMINER/SECRETARY LESLIE HARRINGTON SMITH

MEETING DATE: SEPTEMBER 20, 2016 REGULAR MEETING
MEETING TIME: 3:00 P.M. SPECIAL MEETING

LOCATION: CONF RM. 511 CONF RM. 523 CONF RM. 678
 CONF RM. 623

EXECUTIVE SESSION:

Commission reviewed background investigations with respect to RCW 42.30.110(1)(g) and considered a request for an Appeal.

REGULAR SESSION:

1. Commission took action on the following background investigations:

- Benavides, Gabriela - Corrections Deputy - **Certified**
- Bohatch, Christopher - Deputy Sheriff- **Certified**
- Ford, Amanda - Corrections Deputy- **Certified**
- Jones, Michael - Corrections Deputy- **Certified**
- Naranjo, Ismael Andrew - Deputy Sheriff- **Certified**
- Powell, Kenan - Corrections Deputy- **Certified**
- Rothenberger, Melinda - Corrections Deputy- **Certified**
- Sulima, Giorgiy - Corrections Deputy- **Certified**
- Tepner, Robert - Corrections Deputy- **Certified**
- Vejo, Samir - Corrections Deputy- **Certified**

2. Commission reviewed and took action on the following meeting minutes:

- August 16, 2016 Meeting - **Approved**

3. Business to come before the Commission

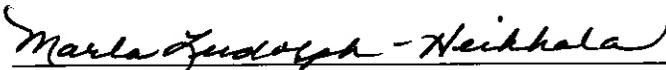
- a. The appeal request was voted on and the motion carried to allow the candidate to present their appeal at the next regularly scheduled meeting. The commission directed the secretary to inform the candidate about the parameters of the appeal process.
- b. Notification of rehire - Secretary Harrington Smith shared with the commission that the Sheriff's Office is planning to reinstate Deputy Cindy Bull. She retired a few months ago, but is requesting to return to her position as a Deputy Sheriff. Sheriff Atkins supports her request and CCSO would like to move forward as quickly as possible. Their tentative date for reinstatement would be 9/26/16.
- c. Civil Service Conference: briefing from Commissioners Presthus and Kroeller. Both Commissioners felt for the most part that they benefitted from attending the conference. They agreed that the 'business meeting' with Public Safety Testing was slanted toward sales. Commissioner Presthus shared a compilation of thoughts and learnings from the conference which is included as an attachment to these minutes.

4. Next regular meeting is scheduled for October 18, 2016 at 3PM.

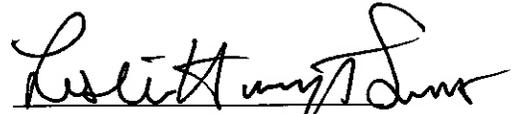
Commissioners confirmed attendance:

- COMMISSIONER MARLA LUDOLPH-HEIKKALA
- COMMISSIONER JANE LARKIN
- COMMISSIONER GARRY PRESTHUS (TENTATIVE)
- COMMISSIONER JAMES SENESCU (TENTATIVE)
- COMMISSIONER CRYSTAL KROELLER

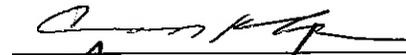
Date: 10-18-16



Marla Ludolph-Heikkala, Chairperson



Leslie Harrington Smith,
Chief Examiner/Secretary



Crystal Kroeller, Civil Service Commissioner



Jane Larkin, Civil Service Commissioner



Garry Presthus, Civil Service Commissioner



James Senescu, Vice Chair, Civil Service Commissioner

Foster Pepper Wenatchee meeting 12/13 September

The meeting was well attended and the presentations were excellent.

The issues that caught my attention are listed below as bullet points.

The complete file, with all the presentations, is available for more details.

1. The search for qualified candidates in all fields is now very competitive thus in order to be successful in finding and hiring the right people new approaches may be required. This may include a revision of automatic disqualifiers as well as applying Lean Principles to streamline hiring. .
2. There is a new test called EyeDetect that could possibly replace the polygraph. It has been shown to be over 98% accurate and is easy to administer and much cheaper. Its use is still very rare but likely to become the norm soon.
3. PST now has the ability to test candidates out of state. There are some restrictions ie in some places they can not do the physical ability testing.
4. Veterans preference can only be used for the first government job. Even if the veterans preference was not used to get the first state job it has already been exercised according to Washington state law.
5. The hiring process needs to be faster if you do not want to lose valid candidates. It would be useful to chart a time line with all the required steps from application to hiring with the time required at each step and see what steps can be eliminated without jeopardizing quality.
6. Use of social media ie UTUBE/FACEBOOK/ etc are necessary to contact the generation that will be the primary pool for present and future recruits. A sample way to get a UTUBE done for free would be to approach students at Clark College studying to be media experts and ask them to do one as an assignment. This has been done in other locations.
7. CSC can and should make policy proposals to the Sheriff's department when appropriate.
8. In appeal cases the STANDARD OF REVIEW prepared by the CSC is of critical importance to confirm the CSC decision was not Arbitrary, Capricious or Contrary to law.

Overall the meeting was very informative for me as it was the first time I had attended . They change the subjects each year so it is not repetitive. The subjects presented depend on the issues of the day.

I had the opportunity to also attend the meeting on the first day that was for agency representatives not CSC members. It covered some of the same subjects as the later meetings and was more geared to reasons why agencies should use PST for recruitment / testing issues. In future it would be a good meeting for staff from the Sheriff's office to attend. Especially relevant are issues that used to be automatic disqualifiers that may be needed to looked at more closely (sex with animals, drug use etc)

Garry Presthus September 17, 2016