

SHERIFF'S CIVIL SERVICE COMMISSION MINUTES

February 27, 2023

Virtual Meeting using Zoom

CALL TO ORDER

Chair Timothy Thomas called the meeting to order at 11:14am.

REVIEW AND APPROVAL OF MINUTES OF JANUARY 5, 2023

MOTION: Commissioner Forbes moved to approve the minutes of January 5, 2023, as written. Commissioner Poppe seconded the motion.

Motion carried.

1. ELECT CIVIL SERVICE COMMISSION CHAIR FOR 2023

- John Poppe made a motion for Rob Forbes to be the 2023 Civil Service Commission chair.
- Rob Forbes called for a discussion.
- Timothy Thomas replied that since the motion didn't get a second, it was still open.
- Rob Forbes asked who was up next.
- John Poppe stated that he had significant travel plans in 2023, but he would be available as the chair in 2024.

MOTION: John Poppe repeated the nomination of Rob Forbes to be the 2023 Civil Service Commission chair. Timothy Thomas seconded.

Motion carried.

- Rob Forbes asked when the new chair took effect.
- Carol Mackie answered that it goes into effect in two days on March 1st.

2. OTHER BUSINESS –

- Tim Thomas asked if there was any other business.
- Carol Mackie stated that the Civil Service Rules were currently out for their 30 day review. To recap the changes covered in the 1/25 meeting, the

grammar/spelling was cleaned up, there were a couple RCW changes, and a couple other minor changes.

- Carol Mackie stated that once the 30 day review was complete, we would look at any proposed changes and schedule a meeting.
- Carol Mackie also informed the commission that the Kitsap County Sheriff's Office was asking for research into lateral recruitments, so we might call a meeting after the 30 day review to discuss that.
- Carol Mackie explained that lateral recruitments continue to be a struggle. They're ok compared to past years, but with the time in the academy for entry level candidates, it's more ideal to remove barriers for lateral candidates, and Human Resources was going to do some research.
- Carol Mackie stated that we were meeting with Jacqueline and the Sheriff's Office about proposed changes.
- Timothy Thomas asked what changes were being proposed.
- Carol Mackie responded that we already made some changes which we went over in January, such as the Rule of 5 which was already Washington state adopted, but KCSO wanted to add some conversations about removing the continuous posting. We want to see what other agencies are doing and make good decisions. The continuous posting has been good for entry and lateral positions, so we're not making any decisions, just having conversations, and that more information would be coming soon.
- Carol Mackie thanked everyone for their time, and stated that we would likely be scheduling a meeting at the end of March or early April regarding the 30 day review. Currently, no reviews that have come in, but sometimes reviews come in at the last minute.

ADJOURNMENT

There being no further business to come before the Commission, Timothy Thomas made a motion for the meeting to be adjourned. Rob Forbes seconded. Motion carried at 11:24am.

ATTENDANCE

COMMISSION MEMBERS

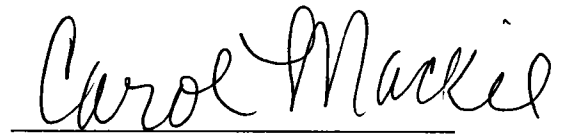
Rob Forbes
Commissioner
Timothy Thomas
Commissioner
John Poppe
Commissioner

STAFF

Carol Mackie
Chief Examiner
Jennifer White
Civil Service Secretary

GUESTS

Jay Kent
Sheriff's Office

A handwritten signature in black ink that reads "Carol Mackie". The signature is written in a cursive style and is positioned above a solid horizontal line.

Carol Mackie, Chief Examiner

NOTE: These notes are not verbatim.