

## Chehalis Civil Service Commission

Minutes of August 29, 2023.

MEMBERS PRESENT: Joe Mano, Sheila Johnson-Teeter, Dennis Dawes

OTHERS PRESENT: Abraham Meyer, Ted McCarty, Matt McKnight, Rob Gebhart, Matt McKnight, Adam Fulbright

Meeting was called to order by Chair at 6:02 P.M.

Minutes of July 26, 2023 were amended to include the vote for waiver requests from Firefighters Ford and Glover. The vote had been Mano and Dawes AYE, Johnson-Teeter NO. Motion had passed. Minutes were approved as amended. Dawes/Johnson-Teeter

Old Business:

An eligibility list for Police Officer Entry level was presented. An eligibility list for Firefighter Entry level was presented. Updating is done when a candidate times out, a new candidate is added, or a name is removed. In this case, one police candidate timed out; two new ones were added. A firefighter candidate timed out.

An Assessment Center was completed on August 16, 2023 for the eligibility list for Fire Department Captain. The list was presented to the Commission. The Secretary informed the Commission that the test had gone well; the evaluators were very conscientious; and she thanked the Fire Department for the help they had provided in setting up the test processes.

In other old business, Fire Chief Fulbright had mentioned that the Union would be presenting a proposal for reconsideration of the waiver requests from the July meeting. When the Union presentation was made, it was for a rule change, not a reconsideration of the waiver requests. Captain Gebhart spoke to the proposal, stating that the time required for a candidate to be eligible to participate in a test should be lowered.

There were several considerations of Captain Gebhart's proposal. The first, in a motion by Johnson-Teeter, would lower the years after probation from three to two. Motion died for lack of a second.

Motion: Candidates shall be eligible to participate in the promotional process after successfully completing their probationary period and one (1) additional year but will not be eligible for promotion to Captain until completing the two years after probation. Johnson-Teeter/Mano

There was much discussion on this motion. Commissioner Dawes remarked that he thinks that problems might arise if a candidate goes through all the stress of the test but cannot get a promotion for a while longer. Chief Fulbright said that in his previous work experience, he had been through this experience. He commented that there is much institutional knowledge to be gained during the waiting period. He was grateful for the time he had experienced but could see how the proposal could be viewed from different positions.

In addition, although the list is certified for a one year period, historically, a similar list has been extended a number of times, so a candidate would not necessarily lose his chance for promotion. Motion was voted on. Mano and Johnson-Teeter AYE, Dawes NO.

Rules and Regulations were next discussed with several additions, corrections suggested and discussed. A revised version will be brought to the next meeting.

Chairman Mano asked if there were any public comments.

For the Good of the Order: the next meeting will be September 26, 2023.

Meeting was adjourned at 6:36 P.M.

Joseph Mano  
Chair

Janelle Williams  
Secretary