

Chehalis Civil Service Commission

Minutes of November 28, 2023.

Members Present: Dennis Dawes, Sheila Johnson-Teeter

Others Present: Deputy Chief Matt McKnight, Chief Fulbright, Officer Bruce Thompson

Meeting was called to order by Assistant Chair Dawes.

Minutes of September 29, 2023 were approved as published. Johnson-Teeter/Dawes

Minutes of special meeting November 14, 2023 were not available and will be presented at the next meeting.

Old Business: Eligibility list for Firefighter Entry Level was presented. There were no changes on Police Entry Level. The Assessment Center for Police Sergeant had been completed on November 21, 2023, and the eligibility list was presented to the Commission.

Mr. Dawes asked when the sergeant position might be filled, and Deputy Chief McKnight said that as early as tomorrow but he needed to work with the city and it may take a couple days.

New Business:

The proposed rule change about firefighters and paramedics was discussed.

Mr. Dawes: how many are you going to hire?

Chief Fulbright: the intent of the department is to have half of the department as paramedics. His intent now is to hire only paramedics with two more vacancies in January.

Mr. Dawes: how long is the training to be a paramedic?

Chief Fulbright: six months in our areas, but some areas have as long as nine to eighteen months.

Mr. Dawes: What about lateral entry? If a firefighter is on the list, but the department is intending to hire only paramedics, then the firefighters would not have a chance at a job.

Chief Fulbright: this is the reason for a new ruling

Mr. Dawes: paramedic is not a civil service position, and the rules will need to be changed

Chief Fulbright: when the candidates take a test, they choose to add paramedic on their application – but that part of the test may not be scored. The test is the same for firefighter and paramedic.

He added that he is in favor of separating the firefighters from the paramedics. After looking at the new eligibility list, the top two are firefighters, the others are paramedics.

Mr. Dawes: if a candidate took a test in February and had a good score, and this rule had been in place, he might not have taken the test.

Chief Fulbright: the application is for public safety. We posted for paramedics.

Mr. Dawes: If I was going to apply, but the next four hires were going to be paramedics, and I did not have that certification, I would not apply. We have to consider fairness in the rules. I support your intent 100%, but the objective of the Commission is to be fair, and I don't want any issues coming up later.

Chief Fulbright: We were making decisions to change the direction of service level we provide.

Johnson-Teeter: what is the difference with the two positions?

Chief Fulbright: Paramedics can make hasty decisions; firefighters have limited scope

Mr. Dawes: Looking at this list, theoretically, you could do what you want from this list. Using the rule of 3, you can choose the candidates that fit your need right now. The candidates you might pass over stay on the list and can be hired when the qualifications for them is needed.

Chief Fulbright: Asked how he would evaluate the qualifications of the paramedics – what kind of testing he and his department might do.

Mr. Dawes: that would be internal to your department and not for the Commission

Ms Johnson -Teeter: this would give you what you need now

Chief Fulbright: don't I need two separate lists?

Mr. Dawes: work on this list now and get what you need. This works for tonight

Rules and Regulations:

The Commission discussed a number of changes, additions, corrections to be acted on at the next meeting. This was considered the first reading of the revised rules and regulations.

Public Comments: none

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

Meeting was adjourned at 6:46 P.M.

Dennis Dawes
Assistant Chair

Janelle Williams
Secretary