

CIVIL SERVICE COMMISSION

July 10, 2014 Meeting Minutes

Roll Call - Members present for the meeting were Armando Johnson, Deb Bingham and William Brogley and alternate Denise Bruno. Alternate members France Krazalkovich and Christopher Delp was absent. Also present was Manager Carol R. Lewis. Commissioner Taylor was in the audience.

Call to Order – Chairman Johnson called the meeting to order at 6:10 pm.

Approval of Minutes – This matter was tabled.

Unfinished Business

- A. Resolution for revision to § 3.5 General Qualifications – The revisions were partially based on standards being posted by the Consortium from other communities. The Board was in agreement that there should be some higher standards. E. Taylor expressed concern that they would not get a sufficient pool of people to choose from especially since the pay is not as high as in other communities. The Board explained that the General Qualifications required 60 credits from an accredited college **OR** 5 years continuous full time experience as a PA police officer **OR** have served in a police capacity for 2 years within a 4 year enlistment. The current standards were set a long time ago. It was felt that higher standards are not out of line for someone wanting to make this their career. The Board discussed lowering the full time experience to 3 years instead of 5. The Board agreed that the "or" would give the Chief some flexibility in finding someone who could hit the ground running. Motion by W. Brogley second by D. Bingham and unanimously carried to approve Resolution 14-07-03.
- B. Resolution for revision to § 4.7 Physical Agility Examination – A. Johnson read the proposed Resolution. Motion by W. Brogley second by A. Johnson and unanimously carried to approve Resolution 14-07-04.
- C. Resolution for revision to § 4.6 Background Investigations – A. Johnson read the proposed Resolution. W. Brogley reviewed the proposed changes to subsections 4.6 and 4.7. A. Johnson advised the Board that his company uses Interquest Northwest for their background checks. The point of contact is Kathy Parker and her number is 360-275-2292. Motion by A. Johnson second by D. Bingham and unanimously carried to approve Resolution 14-07-05.
- D. Resolution for revision to § 4.3 Written Examinations – The only revision to this part was to increase the minimum score from 70% to 80%. D. Bingham pointed out that in the last round of testing they did all the people who made the list met this criteria. Motion by W. Brogley second by D. Bingham and unanimously carried to approve Resolution 14-07-06.
- E. Resolution for revision to § 4.4 Oral Examinations – This had the same revision to increase the minimum score from 70% to 80%. Motion by A. Johnson second by D. Bingham and unanimously carried to approve Resolution 14-07-07.

Hearing of Cases: No cases to be heard at this time.

New Business

Eligibility List - A. Johnson advised that the Commission's goal is to get an eligibility list to the Commissioners by November 17, 2014. The Commission will also be doing a full review of the Rules and Regulations. A. Johnson and W. Brogley thought it provided for the hiring of part time personnel but it does not. The next few items on the punch list are to appoint the medical, oral and psychological examiners.

Open Comment: B. Brogley felt that someone should be at the Board of Commissioner's meeting to present their Resolutions. He volunteered to do this. E. Taylor advised the Board that while the Commissioners have the ability to approve their recommendations, they do not have the power to create the Rules and Regulations. He thanked the members for their responsiveness to the needs of the Township.

Communications & Reports: Members of the Commission agreed to meet on Wednesday, July 30, 2014 at 6:00 pm to consider proposed amendments to the rules and regulations. They requested that Chief Moffett and Attorney Gardner attend. The Board discussed the action plan and the next meeting. Motion by A. Johnson second by D. Bingham and unanimously carried to appoint the Consortium as the examiner for the written examination and physical agility examination with the standards as set forth in Resolutions 14-07-03 through 14-07-07.

Adjournment: Motion by A. Johnson, seconded by B. Brogley and unanimously carried to adjourn the meeting at 8:07 pm.

Respectfully submitted,

William Brogley, Secretary