

**CITY OF MILTON**

**CIVIL SERVICE COMMISSION**

**January 10, 2022**

**Minutes**

**Call to Order**

5:32pm on 1/10/21

**Roll Call**

Commissioners Present: Christine Treece (Chair), Efrain Lopez, Alan Sweat (Vice Chair)  
Additional: Chief Hernandez, Secretary- Rosemary Novak

**Agenda Additions and/or Deletions**

**Minutes Addition and/or Deletions**

**Agenda**

- 1. Elect Chair and Vice Chair of the civil service commission.**
  - a. Alan nominates Christine for chair. Motion to approve Christine as chair was called by Alan; seconded by Efrain. Christine will be assuming the role of chair for 2022, 3-0 no discussion.
  - b. Alan applies for vice chair. Motion to approve Alan as vice chair was called by Christine; seconded by Efrain. Alan will be assuming the role of vice chair for 2022, 3-0 no discussion.
- 2. Review 12/13/21 minutes.**
  - a. Motion to approve the minutes was called by Christine; seconded by Efrain. No discussion approved 3-0.
- 3. Discuss which civil service members will be included on the examination panel for the oral sergeant examination that will be conducted in February 2022.**
  - a. The oral board process will begin around the end of February/the beginning of March.
  - b. Chief would like a 50-question multiple choice exam that is based on policy and law questions. The purpose of the exam is to include a knowledge aptitude portion of the examination.

- i. Oral boards will include scenario-based questions that will test the sergeant candidate's ability to think quickly on their feet and make appropriate decisions under a time constraint.
- ii. Christine saw that there were no cultural questions included in the sample questions offered by PST.
  - 1. The chief stated that the oral boards will consist of four questions that each applicant will have to answer.
    - a. The first question will include situations that require cultural awareness, the second question will be about a mass evacuation/emergency style question, the third will include how to facilitate a collaborative relationship with the police and the community, and the fourth will be an integrity/ethics-based question.
- c. In terms of which civil service member will be present on the oral board, Christine is the primary choice and Efrain is the backup in case Christine cannot attend the examination process.
- d. Milton police chief will speak with pierce county police chief to find a police officer and sergeant that is outside of Milton's Jurisdiction that can participate as panel members to mitigate the risk of potential conflict of interest.
- e. Efrain thinks one citizen at large (Milton Resident) should attend the oral boards.
  - i. Milton department will advertise the citizen panelist position to everyone in the community to ensure equal opportunity is offered.

## **Police Report**

- Armed robbery occurred on Sunday 1/9/22, a citizen was in their car warming it up when someone put a gun to that persons face and stole their car.
- Chief reports fear on the professional side of police work in terms of how to navigate the job with the new laws that were established.
- Chief stated that people's expectations are different from the reality of the laws that were passed in the end of July because the roles and abilities of police officers are now limited. This can cause frustration by the public and increase their opinion that police officers aren't doing anything to prevent crimes but in reality, new laws are restricting their scope of practice.
- Chief will readvertise the civil service commissioner position if the previous candidates do not respond to him and express interest.
- Officer Zimmer was given his unconditional offer and will be begin working on Tuesday as a deputy.

**Adjournment**

Meeting adjourned at 6:11pm. Next meeting is on 02/14/22 at 5:15pm.