

CITY OF MILTON

CIVIL SERVICE COMMISSION

June 26, 2018

AGENDA

Call to Order 7:18pm

Roll Call Commissioners: Alan, Jack, Joe present
Others: Debe Loeber, Sgt Hume, Chief Hernandez

Agenda Additions and/or Deletions None

Minutes Addition and/or Deletions None

Approval of March 20, 2018 Minutes MOTION Jack, 2nd Joe, Approved 3-0

Agenda

1) Discussion of amending the language for lateral police officer criteria. Proposal: *Must be a graduate of the Washington State Criminal Justice Training Commission (WSCJTC) Basic Law Enforcement Academy and hold current certification with no break in service longer than a 24 month period OR a graduate of an equivalent training academy from a state that has reciprocity with the WSCJTC and hold current certification with no break in service longer than a 24 month period and must successfully complete the WSCJTC Equivalency Academy and examination after appointment.*

Des Moines is offering signing bonuses to BLEA graduates or candidates who will graduate within 60 day (adjusted lateral employee)

The above criteria has a candidate passing the state's criteria. We would offer a different salary structure depending on experience.

FTO Field Training Officer – sit with experienced officer

BLEA – still need 3 month FTO period

If experienced, lesser FTO period with Milton

Use background and probation to figure out any problems.

Des Moines has a different testing process for lateral – PHS along with a few additional questions.

Grading – gets points AA, BA, Master, Doctorate. Points for years of service, Peer board (P/F), Chief Interview, final Mayor interview. Would like to review a different testing process within six months – a testing process that might allow for a quicker turnaround so we can stay competitive.

In our lateral officer job posting, salary starting at BLEA graduate range. Pay scale depends on experience.

MOTION to approve the change in lateral police officer criteria as written above Joe, 2nd Jack, Approved 3-0.

Discussion on a new lateral officer testing process. Debe was concerned that if the current names are certified for one year and we would change the testing process – how do we merge new candidates? Decision to change rule 9.09 b. to: *The names on a register may remain in effect for up to twelve months.* Would allow for names to be certified for a lesser time so if a new process is decided upon – the other list would be expired.

MOTION to amend rule 9.09b as indicated above: Joe, 2nd Jack, Approved 3-0.

Debe presented names for a lateral list. **MOTION** to certify the eligible list for 6 months Jack 2nd Joe, Approved 3-0.

Police Report

One officer injured for two months. Down two unfilled position (funded), Two officers on vacation.

High property crime – calls for service.

Violent crime, drug/trafficking transit through our city.

13 shoplifters in an 8 hour period at Safeway.

A lot of overtime. Labor intensive - Search warrant for everything. Need two officers to execute.

1-1/2 officers to do one officer's work.

Annexation – first of July, 80 additional households from King Co. \$100K more property tax help pay for additional officer.

Fife Heights calls from citizens to annex into Milton (current unincorporated PC/King). Meetings from Fife/Milton for boundary decisions.

Adjournment 8:40pm

Next meeting: Tuesday, July 17 2018 7:00pm