

CITY OF MILTON

CIVIL SERVICE COMMISSION

July 20, 2020

AGENDA

Call to Order 4:33 PM

Roll Call

Commissioners Present: Alan, Jack, Francis

Commissioners Absent: Joseph

City employees: Chief Hernandez; Secretary

Two members of the public via Zoom

Agenda Additions and/or Deletions

None

Minutes Addition and/or Deletions

None

Approval of Previous Minutes

- Approval of March 9th minutes
 - Approved without discussion. Motion by Jack; seconded by Francis. 3-0 in favor of approving minutes.

Agenda

- 1) Certify Lateral List
 - a. Secretary gave brief overview of three candidates that were qualified to be added to the lateral list.
 - b. Motion to approve the list by Jack; seconded by Francis.
 - c. Discussion: Jack asked if any of the candidates were currently working with another agency. All candidates have valid commissions, but are currently not working with another agency.
 - d. Lateral list approved 3-0.
- 2) Lateral Scoring Process: Deductions (Agenda item from Chief Hernandez)
 - a. Chief Hernandez discussed the impacts of current scoring process on ability of “certified lateral entry” applicants. These would be candidates that have passed the academy and hold commissions, but did not pass FTO at sponsoring agency. There are many different reasons for not passing FTO and Chief Hernandez noted that there are several officers at MPD that originally did not pass FTO at another agency. By making a change to the lateral scoring, these applicants could be added to the list and then the reasons for not passing FTO could be explored

during background. If it was for a disqualifying event, then the candidate would be disqualified per normal procedure.

- b. Discussion: what are some of the ways that this could be done?
 - i. Option 1: To include a separate “entry lateral” list and application process.
 - ii. Option 2: To adjust the deductions for FTO termination to allow for an otherwise qualified entry lateral to meet scoring requirements.
 - iii. Option 3: To adjust scoring for terminations and resignation in lieu of termination to give applicants the ability to clarify whether resignation was FTO related or disciplinary.
- c. Discussion: How many prospective candidates have been impacted by scoring?
 - i. Secretary said about six applicants since scoring system has gone into effect.
- d. Discussion: Should this matter be tabled to allow for Secretary to present specific options and language to commission?
 - i. Motion to table to August meeting: Jack; seconded by Francis. 3-0 in favor of tabling to August.

Police Report

- Police vehicles reaching end of life cycle; switching to trucks.
- Department has been short-staffed, leading Chief Hernandez to be out on patrol more often.
- Increase in property crime in the area.
- Expecting additional position vacancies in the near future.
- Chief Hernandez described his appreciation of the support the department receives from the city, council, and community.

Adjournment

Meeting adjourned at 5:10pm. Next meeting scheduled for August 10, 2020 at 6pm.