



Leading the Way

**City of Kennewick
CIVIL SERVICE COMMISSION
09/15/2020 – 5:30 PM – Regular Meeting
Conducted via Teleconference**

1. CALL TO ORDER

2. APPROVAL OF MINUTES

3. OLD BUSINESS

- a. Request to Remove Names from the Public Safety Testing (PST) Police Officer Eligibility List
 - i. Did not respond to request
 - 1. John Frantz, Trevor Payne
- b. Request to Approve Public Safety Testing Police Officer Eligibility List
- c. Request to Remove Names from the In-State Lateral Police Officer Eligibility List
 - i. Did not respond to request
 - 1. Robert Copodonna, Xavier Pia Delgado De Molina, Jerry Babcock
 - ii. Did not meet Department Standards
 - 1. Albert Elliot
 - iii. Per candidate request
 - 1. Dain Munnich, Megan Reynolds, Stephen Knapp, Gregory Marek, Alexander Hesla, Vince Hupf, Matthew Merritt, Gerardo Moreno
 - iv. Hired
 - 1. Kristofer Safranek
- d. Request to Approve the In-State Lateral Police Officer List
- e. Request to Approve National Testing Network Police Officer Eligibility List
- f. Request to Approve the Police Sergeant Promotional Eligibility List
- g. Request to Approve the Battalion Chief Promotional Eligibility List

4. NEW BUSINESS

- a. Request to Administer a Fire Captain Promotional Exam
 - i. Staff recommends an exam consisting of three components to receive equal weight:
 - 1. Tactical Emergency Response Scenario
 - 2. Personnel Management Scenario
 - 3. Interview Component
 - ii. Staff recommends removing the multiple-choice component because potential officers' technical knowledge is already tested in the Fire Department's officer development books. These books were introduced in 2018 and became a promotional requirement in June 2020.



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- b. Request to Establish a Short-Term Eligibility List for Pre-Qualified Entry-Level Police Officers
 - i. Due to other police departments' existing budget constraints, staff recommends establishing an additional short-term eligibility list for entry-level police officers. Staff proposes that applicants must meet the following criteria at the time of application:
 - 1. Must meet all employment requirements outlined in the job description;
 - 2. Must have successfully completed a pre-employment process for a Washington State law enforcement agency and have been enrolled in the Basic Law Enforcement Academy (BLEA) within the previous twelve (12) months;
 - 3. Must not have an existing offer for continued employment post-Academy;
 - 4. Must pass a pre-employment psychological exam; and
 - 5. Must pass a pre-employment medical exam, or have passed a comparable pre-employment medical exam within the previous twelve (12) months.
 - ii. Staff recommends that the City maintain a short-term eligibility list as outlined above for a maximum of twelve (12) months from the date of Commission approval. Future extensions of time or new requests would require further Commission approval.
- c. Staff Updates – Police & Fire Department Staffing