



## Civil Service Commission

### Lateral Police Officer Minimum Qualification Change

**Agenda Date:** 9/17/2019  
**Agenda Item Number:** 5.C  
**File Number:** 19-0849

---

**Type:** decision   **Version:** 1   **Status:** Passed

---

#### **Title**

Lateral Police Officer Minimum Qualification Change

#### **Recommended Action**

##### **Staff Recommendation:**

Move to approve the proposed changes to the Lateral Police Officer Minimum Qualifications.

#### **Report**

##### **Staff Contact:**

Dan Duncan, Sgt, Olympia Police Department, 360.753.8300

Nicole Camus, Sr. HR Analyst, 360.753.8213

#### **Background**

The "Academy Graduate" minimum qualifications were developed during a time of economic downturn and many positions being eliminated from departments. The department no longer wishes to consider academy graduates as lateral applicants because they have not spent any time working independently in the field. It is not to the advantage of the department or the candidate to hire them on as a lateral without the experience to back it up.

#### **Findings:**

The proposed change to the minimum qualifications of the Lateral Police Officer job posting reflects an adequate level of experience and training for a candidate to perform the job.

#### **Policy Reference:**

City of Olympia Civil Service Rule IV, Examinations