



Civil Service Commission

Extend Promotional Police Sergeant Register

Agenda Date: 10/20/2020
Agenda Item Number: 6.A
File Number: 20-0846

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

Title

Extend Promotional Police Sergeant Register

Recommended Action

Staff Recommendation:

Move to extend the duration of the Promotional Police Sergeant Register to May 20, 2021.

Report

Staff Contact:

Deputy Chief Rich Allen, Olympia Police Department, 360.753.8146
Nicole Camus, Sr. HR Analyst, 360.753.8213

Background and Analysis:

The Promotional Police Sergeant Register was certified on November 20, 2018 and extended for a second year on November 19, 2019. One candidate remains on the register. The police department is requesting a six-month extension due to upcoming vacancies because of anticipated retirements and resignations. The Covid-19 pandemic has been prohibitive of holding an in-person assessment center, which is necessary to properly evaluate the candidate's interpersonal skills, and the nuances of body language and tone of voice. These face-to-face interactions are critical to the role-playing exercises that evaluate the challenges they will be faced with as an officer's first-line supervisor. Pursuant to Civil Service Rules, the Commission may extend the register so long as it does not extend beyond the two-year limit. This extension of the register will take the register beyond the two-year limit, and by approving the register the Commission is granting a one-time exception to Civil Service Rule V Section 2.

Findings:

The Olympia Police Department has requested extension of the Promotional Police Sergeant Register for an additional six months. One candidate remains on the register and would be eligible for appointment until May 20, 2021.

Policy Reference:

V, Registers, Section 2, Duration