



Civil Service Commission

Approval of Promotional Police Sergeant Register

Agenda Date: 5/16/2017
Agenda Item Number:
File Number: 17-0566

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

Title

Approval of Promotional Police Sergeant Register

Recommended Action

Staff Recommendation:

Move to approve the certification of the Promotional Police Sergeant Register effective May 16, 2017.

Report

Staff Contact:

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Background:

The testing process included a candidate orientation, assessor preparation, exercises including a written test, structured interview, Oral presentation with writing exercise, practical scenarios exercise, and supervision/citizen interaction exercise. The exam was completed in two days and measured eight dimensions of the police sergeant position, which were selected based on a task analysis and survey of incumbents and police department leadership.

The assessors included Sergeant Terrance Brimmer, Lacey Police, Chief Stacy Brown, Evergreen College Police, Sergeant Ken Clark, Thurston County S.O., Lieutenant Travis Adams, Mason County S.O, Sergeant Ryan Durbin, WSP, Citizen Anne Larsen, Lieutenant Sam Ramirez, WSP, Sergeant R. Hollis, Kent Police Lieutenant Jay Mason, Tumwater Police. Role players were Officer Joe Waldon, Lacey Police, and Citizen Megan Whiteman.

Findings: Four candidates passed all phases of the exam and have been placed on the register for approval. Final ranking scores are 88.2%-76.15%.

Policy Reference:

- ☐ RCW 41.12.040(9), Organization of Commission-Secretary-Powers and Duties of Commission
- ☐ Civil Service Rules, Rule IV, Examinations
- ☐ Civil Service Rules, Rule V, Registers