



Civil Service Commission

Approval of Promotional Police Sergeant Register

Agenda Date: 11/20/2018
Agenda Item Number: 5.D
File Number: 18-1101

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 November 20th, 2018.

Report

Staff Contact:

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Background:

The testing process included a candidate orientation, assessor preparation, exercises including a written test, work performance rating, administrative scenarios, citizen meeting, employee mediation, and practical scenarios. The exam was completed in three 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 Sgt. Kevin Engelbertson - Lewis Co. S.O., Lieutenant Ray Brady - Thurston Co. S.O, Sgt. Kenneth Cheeseman - Lewis Co. S.O., Citizen Theo Yu ., Lieutenant Jennifer Kolb - Tumwater PD, Commander Jim Mack - Lacey PD, WSP, Sergeant Jason Casebolt - Thurston Co. S.O, Lieutenant John Matagi - WSP. Role players were Citizen Richard Derosset, Detective John Mason - Lacey PD and Bob Edwards - OPD Volunteer.

Findings: Four candidates passed all phases of the exam and have been placed on the register for approval. Final ranking scores are 84.91%-72.92%.

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