

## **Fife Civil Service Commission Regular Meeting Minutes**

May 14, 2012  
1:00PM

**Minutes**

Fife City Hall  
Puyallup Room

**CALLED TO ORDER:** The was meeting called to order by Bob Thornhill at 1:00 pm.

**PRESENT:** Bob Thornhill, Jay Marks, Stefanie McCauley and Jan Kurz  
Special Guest: City Manager Dave Zabell and Chief of Police Brad Blackburn.  
Kory Edwards arrived at 1:13 pm.

**MINUTES:** A motion was made by Jay Marks, seconded by Bob Thornhill to approve the regular meeting minutes from April 9<sup>th</sup>, 2012. Passed unanimously. A motion was made by Jay Marks, seconded by Bob Thornhill to approve the special meeting minutes from April 30<sup>th</sup>, 2012. Passed unanimously.

**CORRESPONDENCE:** There was no correspondence at this time.

**REPORTS:** The Budget Report has not changed, but Secretary McCauley pointed out that there will be charges coming as the testing begins.

**UNFINISHED BUSINESS:** There was no unfinished business.

### **NEW BUSINESS:**

Secretary McCauley brought up that our contract with Public Safety Testign (PST), would be expiring soon. We currently use PSE for our Corrections and Dispatch. The cost has come down by a couple hundred dollars. Corrections cost \$500 and 911 Dispatch is \$500.00 annually. It was recently brought up that there have been concerns with administering the physical test "in-house" due to liability reasons. The concerns have more to do with the testing consistency, rather than anyone getting injured. It has been recommended to contract Public Safety to do our entry level police officer physical testing. This would eliminate subjectivity and would provide overall consistency.

Chief of Police Brad Blackburn, mentioned concerns in the past about who pays for “Indigent Status”.

Commissioner Marks would like further information as to how and what determines Indigence qualifications.

Secretary McCauley, provided a pamphlet on the Public Safety Testing.

Kory Edwards arrived and Jay Marks updated him as to what was discussed so far.

A question was asked about the cost, which turns out to be about the same.

Commissioner Marks was questioning why we changed years ago. Chief Brad Blackburn said that it was strictly because of the content of the test.

Approximately 30% was behavior, which was covered on our in-city psych test.

City Manager Dave Zabell mentioned that the Public Service Testing (PST) could possibly help to narrow down candidates earlier in the process, because it has behavior testing built into it. Our Psych test is expensive \$600.00, and only administered at the end of the candidate selection process.

Kory Edwards questioned if this had anything to do with recent behavior problems in the Police Dept. Secondly, was this an effective tool.

Chief Blackburn was unclear if we ever hired anyone off of the Public Safety Testing.

Kory Edwards, brought up the concerns of cost for test vs. number of list we run compared to other larger cities using the PST. He believes it is one of the reasons why we chose to **no** longer use PST for entry level officers. Secretary McCauley pointed out that advertising cost were included. Chief Blackburn and City Manager Zabell both felt that the test could help the commissioners and police department narrow down candidates. Jay Marks was most concerned about what was the most effective test rather than what was the most cost effective.

Kory Edwards made the motion that we renew and expand our contract with Public Safety Testing to include the Entry Level Police Officer Testing in the new contract for one year. This was seconded by Bob Thornhill, and approved unanimously.

City Manager noted that it was no fun to tell an officer after completing the training that we would not hire him. Hopefully this will help the city to better narrow down candidates.

Comments about the positives of this decision were further discussed.

## **EMPLOYEE RECOGNITION:**

Employee Recognition for Lt. Tom Thompson, Officer Robert Eugley, Officer Jeff McNaughton.

Officers Al Morales, Jake Stringfellow, Pat Gilbert, Ray Ossman, Lydia Schiewe, Jennifer Holt were recognized for their service.

**Adjournment:**

Jay Marks made a motion to adjourn the meeting at 1:45 pm on May 14<sup>th</sup>. The next Regular Meeting is scheduled for June 11, 2012 at 1:00PM.