



REGULAR MEETING OF THE CIVIL SERVICE COMMISSION

3:00 PM MARCH 6, 2018
BAINBRIDGE ISLAND CITY HALL
280 MADISON AVE. N., BAINBRIDGE ISLAND, WA

AGENDA

Action

1. CALL TO ORDER / ROLL CALL

3:00 PM

Chair: Daniel Reisfeld

Vice Chair: Johanna Vander Stoep

Commissioners: Julie Hersum Richard Daniels Trennon Bird

2. CONFLICT OF INTEREST DISCLOSURE

3:05 PM

3. PUBLIC COMMENT

3:10 PM

4. NEW BUSINESS

3:15 PM

- a. Elect Chair and Vice Chair
- b. Review December 5, 2017 Meeting Minutes
- c. Certify Entry Level Oral Board Scores
- d. Certify Lateral Oral Board Scores

Consider Approval
Consider Approval
Consider Approval
Consider Approval

5. UNFINISHED BUSINESS

3:25 PM

- a. Consider Out of Region testing option through PST

Consider Approval

6. REPORT BY CHIEF OF POLICE

3:45 pm

7. REPORT BY SECRETARY/CHIEF EXAMINER

4:00 PM

8. ADJOURN

4:05 PM

Times listed on this agenda are approximate. Public Comment will be taken following discussion of each New Business item.



Americans with Disabilities Act (ADA) accommodations provided upon request. Those requiring special accommodations, please contact the S/CE at 206-842-2545 or (arichards@bainbridgewa.gov) by noon on the day preceding the Meeting.



**CIVIL SERVICE COMMISSION
REGULAR MEETING
December 5, 2017
MINUTES**

1. CALL TO ORDER/ROLL CALL

The Civil Service Commission Regular Meeting was called to order in the Council Conference Room at City Hall by Chair Daniel Reisfeld. A quorum was present consisting of Julie Hersum, Richard Daniels and Trennon Bird. Commissioner Johanna Vander Stoep was absent.

2. CONFLICT OF INTEREST DISCLOSURE

Each Commissioner reported that no new conflicts of interest had arisen since the last meeting; some commissioners shared important inter-meeting communications.

3. PUBLIC COMMENT

No public comment was given.

4. NEW BUSINESS

- a. Review November 7, 2017 Minutes
The motion passed unanimously
- b. Certify Lateral Oral Board Scores
The motion passed unanimously
- c. Consider canceling January 2nd and February 6th Meetings
The motion passed unanimously
- d. Consider Scheduling Entry and Lateral Officer Oral Boards
The motion passed unanimously

5. UNFINISHED BUSINESS

- a. Consider Out of Region testing option through PST
This item was moved to the March Regular Meeting agenda for consideration.
- b. Approval of Findings and Conclusions in the Request of Duncan
The motion passed unanimously

6. REPORT BY CHIEF OF POLICE

This item was moved prior to the Commission's recess into executive session. The Chief provided general updates regarding the Police Department.



7. REPORT BY SECRETARY/CHIEF EXAMINER

S/CE Richards was absent. HR Manager Kate Brown provided general updates regarding commission matters.

8. ADJOURNEMENT

The commission adjourned at 4:30 pm.

It should be noted that the recording device did not function during this meeting and no audio record of this meeting is available.

Daniel Reisfeld, Chair

Amber Richards, Secretary/Chief Examiner

From: [Anne Compaan - PST](#)
To: [Amber Richards](#)
Subject: RE: Subscriber Agreement - Bainbridge Island
Date: Tuesday, November 28, 2017 4:35:07 PM

You're welcome. Hope you had a good vacation!

Regards,

Anne Compaan

(in office Tuesday & Wednesday)

Public Safety Testing

20818 44th Avenue West, Suite 160

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From: Amber Richards [mailto:arichards@bainbridgewa.gov]
Sent: Tuesday, November 28, 2017 3:55 PM
To: Anne Compaan - PST <Anne@PublicSafetyTesting.com>
Subject: RE: Subscriber Agreement - Bainbridge Island

Thanks so much Anne! Really appreciate the info

 CITY OF
BAINBRIDGE
ISLAND
AMBER RICHARDS, MPA
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From: Anne Compaan - PST [<mailto:Anne@PublicSafetyTesting.com>]
Sent: Monday, November 20, 2017 9:07 AM
To: Amber Richards <arichards@bainbridgewa.gov>
Subject: RE: Subscriber Agreement - Bainbridge Island

Hi Amber,

The failure rates are in the attached annual stats from our annual business meeting.

Regarding the PAT for out-of-state police officer candidates, you have two options:

1. Your agency administers the PAT, or

2. Your agency contacts the candidates and advises them to email PST at OOS@publicsafetytesting.com – candidate should tell PST they were asked by your agency to schedule the PAT through PST, and candidate needs to ask PST to schedule them for one of the regular PAT tests on the PST calendar (the candidate can check the testing calendar before contacting PST to see the PAT dates, which are the same dates as police written exam).

Thank you for your questions. Please let me know if you need additional information. We look forward to hearing back from you.

Regards,

Anne Compaan

(in office Tuesday & Wednesday)

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From: Amber Richards [<mailto:arichards@bainbridgewa.gov>]

Sent: Friday, November 17, 2017 11:56 AM

To: Anne Compaan - PST <Anne@PublicSafetyTesting.com>

Subject: RE: Subscriber Agreement - Bainbridge Island

Hi Anne,

Thanks for sending this! We are working on signing – but the Commission is seeking more info to make the right policy decision as to whether they will allow out of state testing or not.

Can you let me know what the percentage of applicants fail the written exam?

Also – can you elaborate on what the process would be for arranging a PAT for an out of state candidate with PST?

Thank you!

Amber



AMBER RICHARDS, MPA

Emergency Management Coordinator

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From: Anne Compaan - PST [<mailto:Anne@PublicSafetyTesting.com>]

Sent: Wednesday, October 11, 2017 10:44 AM

To: Amber Richards <arichards@bainbridgewa.gov>

Subject: Subscriber Agreement - Bainbridge Island

Hi Amber,

I am assisting Jon Walters with agreement renewals and wanted to let you know that your current subscriber agreement for testing expires December 31, 2017. Attached you will find a memo about the renewal along with a new agreement form. Please note the following sections that have recently been added to our agreements:

- Out of Region Testing Option (***please mark your selection in the agreement***)
- Section 1.5.1 Direct Deposit (ACH Enrollment)
- Section 1.5.2 Credit Card
- Section 3.8 Personal History Statement (PHS) retention period

If you have any questions, please contact me at anne@publicsafetytesting.com. Thank you for the opportunity to be of service to your agency. We look forward to hearing from you.

Regards,

Anne Compaan

(in office Tuesday & Wednesday)

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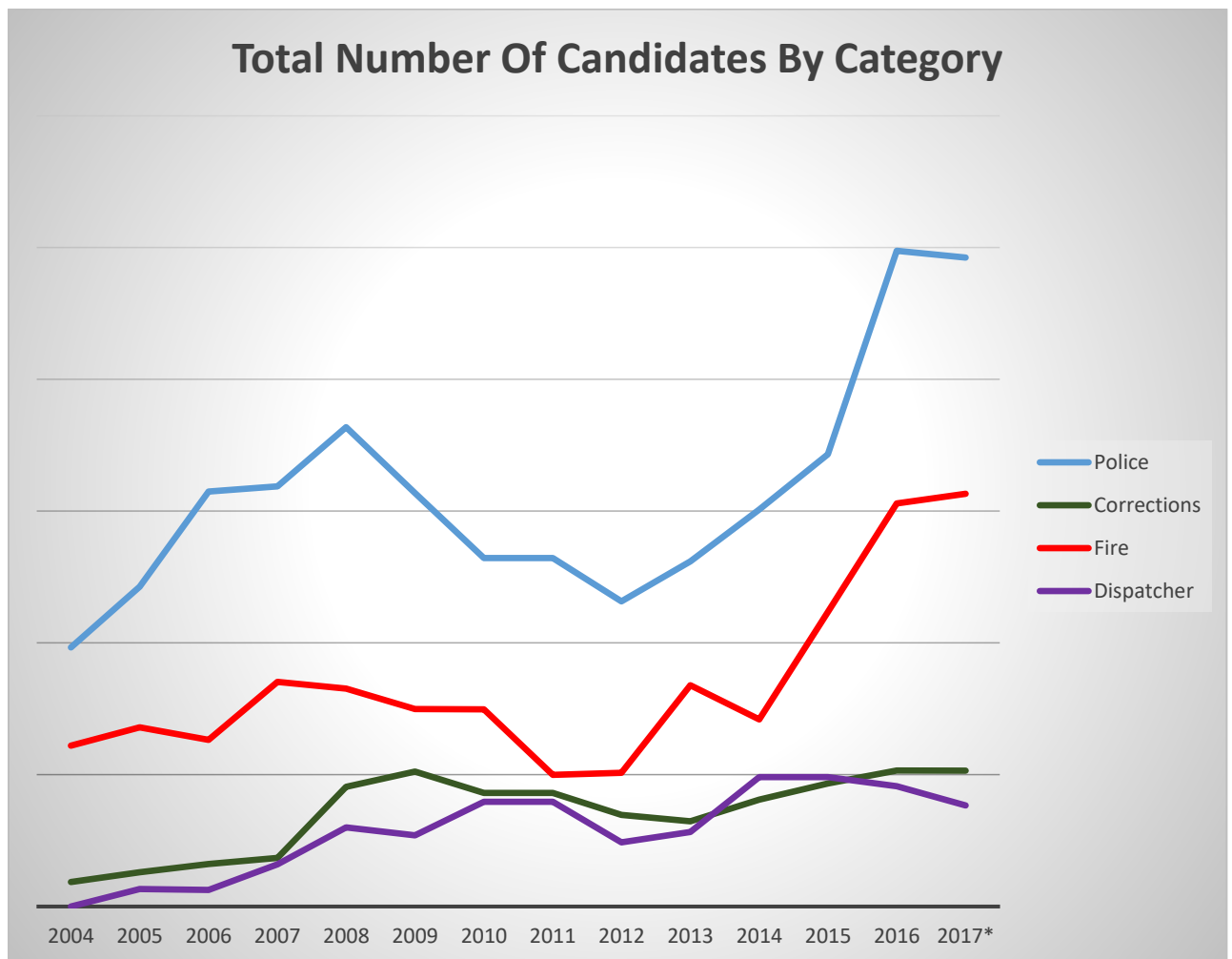
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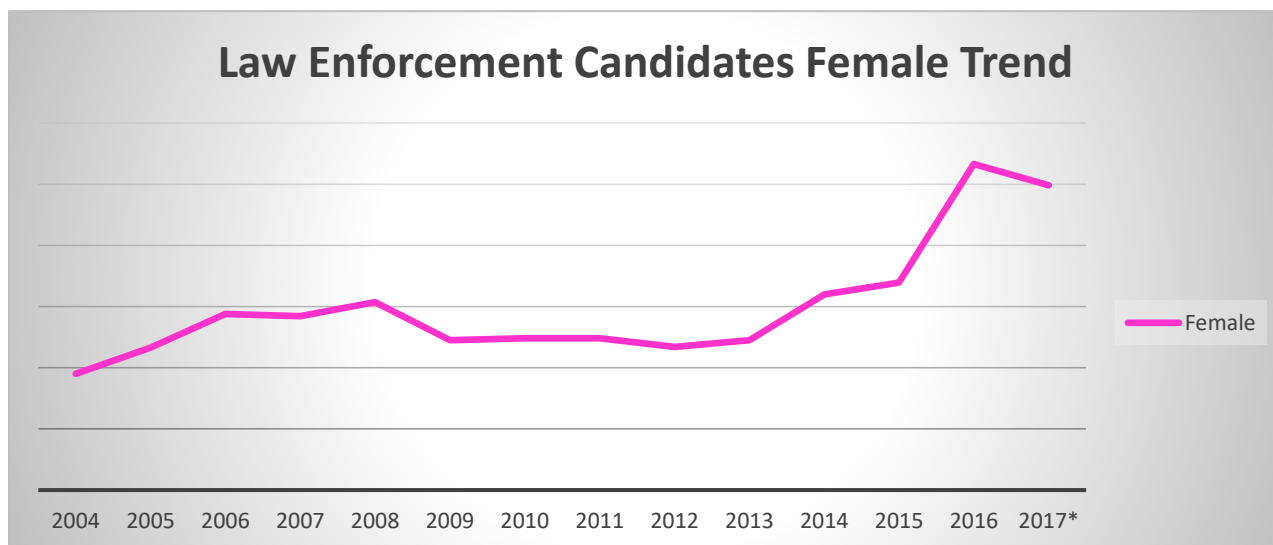
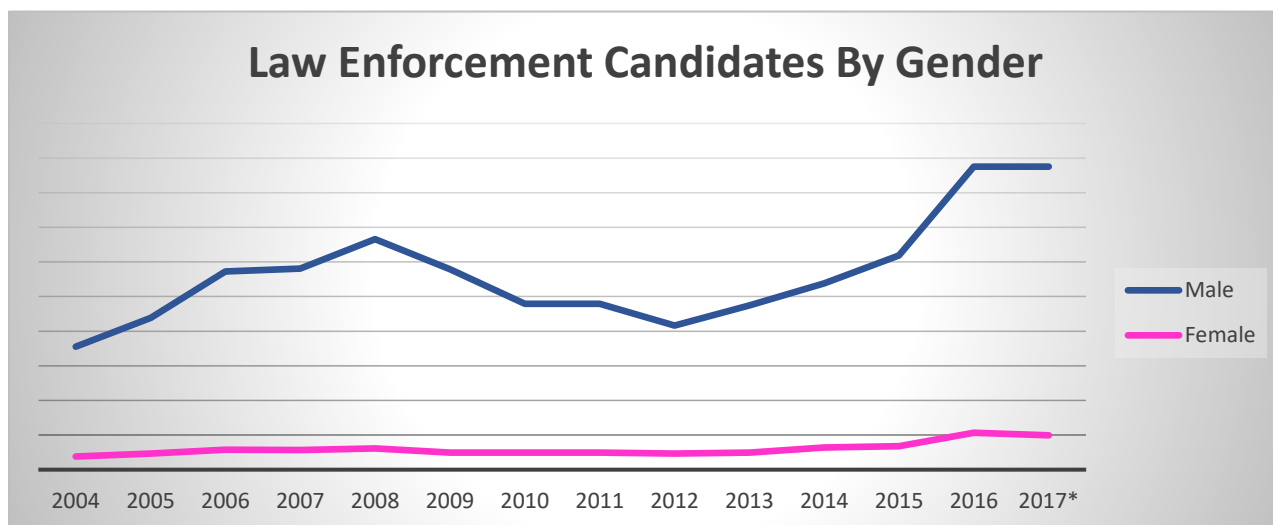
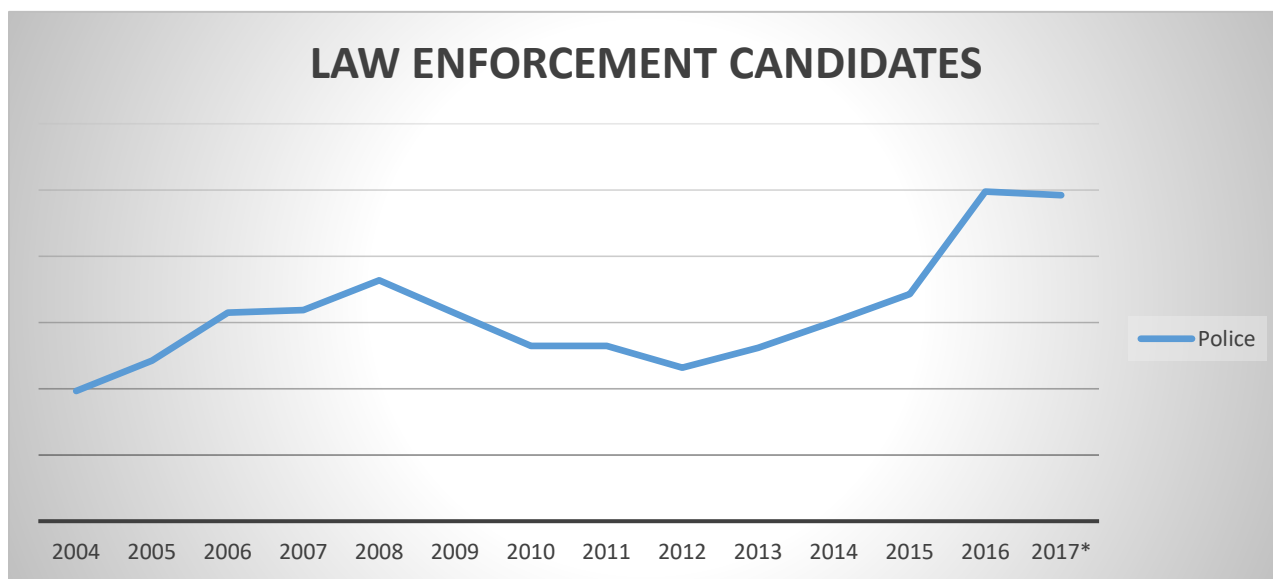


APPLICANT DATA & TRENDS 2013-2017



*2017 data through 6/30/17 & projected through year-end

LAW ENFORCEMENT



*2017 data through 6/30/17 & projected through year-end

LAW ENFORCEMENT APPLICANTS	2014	2015	2016	2017 Q1-Q2
ALL APPLICANTS				
Male	89.4%	90.1%	87.9%	88.9%
Female	10.6%	9.9%	10.7%	10.1%
NO-SHOWS - WRITTEN EXAM				
All	17.9%	16.5%	15.8%	15.0%
Male	16.9%	15.8%	14.8%	14.8%
Female	26.4%	22.7%	22.1%	15.3%
AVG WRITTEN EXAM SCORE	79.06%	80.16%	78.76%	78.53%

FAIL WRITTEN EXAM				
All	14.9%	13.6%	16.1%	17.6%
Male	14.9%	13.5%	16.2%	17.6%
Female	14.7%	14.1%	14.5%	16.1%

FAIL PHYSICAL ABILITY TEST				
All	11.5%	12.2%	15.0%	18.0%
Male	9.7%	11.3%	13.1%	15.9%
Female	28.5%	21.8%	30.3%	39.6%

FEMALE BY ETHNICITY	2014	2015	2016	2017	2015 WA Census Statewide
White/Caucasian	68.8%	75.2%	73.2%	67.9%	69.8%
African American/Black	4.1%	2.9%	3.6%	2.4%	4.1%
American Indian/Alaskan Native	1.9%	1.8%	1.9%	1.2%	1.9%
Asian	2.8%	2.7%	2.2%	3.6%	8.4%
Hawaiian / Pacific Islander	2.5%	0.8%	0.9%	4.0%	0.7%
Hispanic/Latino	7.3%	8.3%	7.7%	12.0%	12.4%
Two or More Races*	8.2%	7.4%	9.4%	7.2%	4.6%
Unknown	4.4%	0.9%	1.1%	1.6%	NA
MALE BY ETHNICITY	2014	2015	2016	2017	2015 WA Census Statewide
White/Caucasian	73.2%	74.1%	73.1%	71.2%	69.8%
African American/Black	3.4%	3.6%	4.5%	4.3%	4.1%
American Indian/Alaskan Native	0.8%	3.0%	1.1%	0.7%	1.9%
Asian	3.8%	2.9%	3.2%	4.0%	8.4%
Hawaiian / Pacific Islander	1.3%	1.1%	1.4%	1.6%	0.7%
Hispanic/Latino	8.0%	7.1%	9.2%	9.6%	12.4%
Two or More Races*	6.2%	7.6%	7.3%	8.3%	4.6%
Unknown	3.2%	0.5%	0.2%	0.4%	NA