

SHERIFF'S CIVIL SERVICE COMMISSION MINUTES

March 31, 2022

Virtual Meeting using Zoom

Before the start of the meeting, Chief Examiner, Carol Mackie, introduced new Civil Service Secretary, Jennifer White. All three Civil Service Commission members were in attendance and introduced themselves.

CALL TO ORDER

Commissioner Timothy Thomas called the meeting to order at 10:37am.

REVIEW AND APPROVAL OF MINUTES OF September 13, 2021

MOTION: Commissioner Forbes moved to approve the minutes of September 13, 2021 as written. Commissioner Poppe seconded the motion.

Motion carried.

1. REQUEST TO REVIEW CORRECTIONS OFFICER 2 CLASSIFICATION

- Chief Examiner, Carol Mackie, explained that Human Resources had been informed of an update to the Criminal Justice Training Commission (CJTC) acceptance of CORE Training used by the Department of Corrections (DOC). The DOC hasn't used the CJTC program that has been required of Lateral Corrections Officer Applicants for many years, so prior DOC officers were required to come in as entry level Corrections Officers and attend the CJTC Corrections Officer Academy.
- The update from CJTC views CORE training as an equivalent to their Corrections Officer Academy course, which means DOC applicants with CORE training can now go through the lateral Corrections Officer class at CJTC instead of entry level.
- Carol Mackie also noted the proposed wording change of successfully completing the agency's Corrections FTO or probationary program, since DOC candidates do not always have a formal FTO program in place.
- Commissioner Forbes stated that if it helps get good officers in, then he didn't see anything wrong.

MOTION: Commissioner Poppe moved to approve the Corrections Officer 2 classification changes. Commissioner Forbes seconded the motion.

Motion carried.

2. LABOR NEGOTIATIONS UPDATE

- Human Resources Analyst, Keri Sieckowski talked about the current labor negotiations as follows:
- The Lieutenants had voted yes on the proposed changes, and hopefully the contract will be ratified the end of April.
- The Deputy Sheriff Guild (including Deputies and Sergeants), settled on a 1 year contract for 2022, and hopefully this summer when it's reopened they can agree on a multi year contract. One of the changes was to increase the Lateral Deputy signing bonus from \$5,000 to \$15,000 .
- Correction Officers Guild settled on a 1 year contract.
- Corrections Sergeants settled on a 3 year contract.
- On April 11, the board will consider a resolution for 2022 that all interest arbitration groups receive a \$10,000 retention incentive payment when they sign a 2 year commitment. This includes entry level Deputies and Corrections Officers. The \$10,000 retention incentive can also be stacked for lateral Deputies for a total of \$25,000. The hope is to get staffing back up to normal with the new incentives.
- Commissioner Thomas said he was blown away that the staffing was that low. Keri explained that staffing was being affected due to multiple reasons: retirement, officers moving out of state, people not interested in going into law enforcement, and the shrinking labor market. The hope is to highlight Kitsap County and pull candidates in.
- Keri shared that the Undersheriff used to be nervous if he only had 60 officers out on patrol, and the current Chief is working with 50.
- Commissioner Forbes asked about the cost of the \$10,000 incentive considering it only requires a 2 year commitment.
- Carol stated that it's very important for lateral hires because for a new hire, it's 15 months until they're in a car. The hiring process takes so long that it's worth it to get the much shorter timeline.
- Keri stated the Corrections Officers Guild is really excited for the hiring incentives to take effect, since Corrections doesn't usually have incentives. Commissioner Forbes asked if incentives were the trend now, and Keri said for Deputies they are. \$5,000 is no longer enough, because other agencies are upping theirs to \$10,000 or \$15,000. It's not as common for Corrections. Since Kitsap County is the outlier, we're hoping to bring in more applicants.
- Commissioner Forbes asked if the incentive is paid when they sign on, in a lump sum, and Keri said half is paid upon hire, and half when probation ends.

- Commissioner Thomas asked about an age limit, and Keri said 21, with the ability to pass a Physical Agility Test (PAT). Commissioner Thomas stated there's a crisis in law enforcement, and Keri mentioned the updated schedule at the jail. They moved to a 10 hour 40 minute schedule as an incentive due to employees getting longer weekends.
- Carol stated that it's a County wide issue; retirements, then Covid, then the law enforcement reform. It was hard to hire prior to that but now it's really apparent. The education requirement was removed, and there's a new education incentive of 1% for an associate degree, or 2% for bachelor's degree.
- Commissioner Thomas asked when the education incentive changed. Carol answered that it was 5-10 years ago. Other counties didn't require it, so it was removed.
- Keri stated that Sheriff Support positions were down too; 8 open positions currently.
- Commissioner Forbes asked if there was a max age and Carol stated there was not.

3. NEW BUSINESS

- Commissioner Thomas asked if there was any new business, and none was stated.

ADJOURNMENT

There being no further business to come before the Commission, Commissioner Thomas called for the meeting to be adjourned. Commissioner Forbes seconded the motion. Meeting adjourned at 11:04am.

ATTENDANCE

COMMISSION MEMBERS


Robert Forbes
Commissioner
Timothy Thomas
Commissioner
John Poppe
Commissioner

STAFF

Carol Mackie
Chief Examiner
Jennifer White
Civil Service Secretary

GUESTS

Keri Sieckowski
Human Resources

A handwritten signature in black ink that reads "Carol Mackie". The signature is written in a cursive style with a horizontal line underneath the name.

Carol Mackie, Chief Examiner

NOTE: These notes are not verbatim.