



CIVIL SERVICE

MEETING MINUTES

Tuesday, July 7, 2015, 5:15 PM

Fire Station 42, 4321 NW Parker Street

<i>Ron Goodpaster</i>	<i>Chairman</i>
<i>Tanis Knight</i>	<i>Commissioner</i>
<i>Lynn Valenter</i>	<i>Commissioner</i>

Alicia Ramsey *Secretary / Chief Examiner*

I. CALL TO ORDER

Police Chief Lackey and Administrative Services Director Gorsuch were in attendance.

Police candidate Aaron Yoder was present.

Present: Tanis Knight and Ron Goodpaster

Excused: Lynn Valenter

II. MINUTES TO BE APPROVED

Chairman Goodpaster moved to approve the June meeting minutes. Commissioner Knight seconded.

 [June 18th Meeting Minutes](#)

III. MEETING ITEMS

Discussion of Entry Level Police Officer qualifications (Section 4.01)

Chief Lackey is asking the Commission to interpret Civil Service Rule 4.01 concerning qualifications for Police Officer, specifically that the applicant "have graduated from high school or possess a general education development (GED) certificate". Aaron Yoder is the #1 candidate on the recent Entry Level Police Officer Hiring List, but he was home schooled and unable to produce a high school diploma. The minimum requirements from the Police job posting were a high school diploma or GED, but it was unclear when they would be required. The state academy does not have an education requirement. When Mr. Yoder was contacted about this issue he was able to supply information from Willamette Education Service District, but there was no proof of graduation or a diploma. Home school laws allow for the issuance of a diploma upon completion of standardized testing and requires the parents to keep the records. Mr. Yoder has attended community college and provided transcripts. He has since passed the GED, but did not have the GED certificate at the time of application to become a police officer. Chief Lackey wanted to fully disclose the circumstance to the Commission and is asking to be allowed to keep the Hiring List. Mr. Yoder made a few comments about his education and added that he was able to join the Army and is still a member of the National Guard.

Chairman Goodpaster asked if some departments have this educational requirement upon appointment. Lackey responded that the Civil Service rules do not specify if this is a requirement at the time of application or appointment. Commissioner Knight asked what

documentation Chemeketa Community College required. Yoder responded that he was part of a home school co-op and they went through a graduation ceremony with signed diplomas, but now his parents couldn't locate it and the state didn't have a record. He believes this diploma was also submitted to the Army and he may be able to access it from his military record. Chief Lackey added that two separate community colleges and the U.S. military accepted Yoder's education records. Goodpaster added that it is a reasonable issue to require police officers to have a high school diploma or GED. Knight commented that home schooling is a grey area. Her concern is for the others that applied and were competing against a person who wasn't 'qualified' at the time of the test. It is favorable that he now has a GED.

Knight does not believe a change to the rules is warranted because this is an odd scenario that will unlikely be faced again. There were not any lies on Yoder's application, the military accepted his schooling as did two community colleges, and it sounds like his parents put him through a solid home school program. Goodpaster and Knight are okay with this situation. It was asked if a motion was needed; Lackey answered that no, he is asking the commission to not disqualify Yoder from the hiring list. Both Goodpaster and Knight agreed there would be no disqualification.

A brief discussion was held about the Public Safety Testing process.

IV. ADJOURNMENT

Meeting concluded at 6:30.

Respectfully submitted:

Alicia Ramsey
Secretary / Chief Examiner

NOTE: The City of Camas welcomes and encourages the participation of all of its citizens in the public meeting process. A special effort will be made to ensure that persons with special needs have opportunities to participate. For more information, please call (360) 834-6864.