



CIVIL SERVICE MEETING AGENDA
Monday, December 12th, 2018, 5:15 PM
Fire Station 42, 4321 NW Parker Street

I. CALL TO ORDER

II. MEETING ITEMS

- A. Request to Reinstate Seniority
Presenter: Casey Handley

III. OTHER ITEMS

IV. REPORTS

V. ADJOURNMENT

Respectfully submitted:

Kacie Jones
Secretary / Chief Examiner

NOTE: The City welcomes citizen participation in public meetings. Staff ensures that anyone with special needs can participate. For more information, call (360) 834-6864.

Camas Civil Service Commission
Camas, WA 98607

November 5, 2018

Re: Request for reinstatement of Casey Handley's 25 months of civil service seniority at the Camas Police Department.

Civil Service Commission,

Per the Rules and Regulations of the Camas Civil Service Commission, I am requesting an interpretation and consideration to reinstate my prior 25 months of civil service seniority at the Camas Police Department. I was initially hired at the Camas Police Department in August of 2014 as a police officer. I worked in that position as a "Full paid member" until September of 2016. At that point, I accepted a position as a police officer for the City of Washougal. I worked in that capacity for two years, before applying back at the Camas Police Department. I was re-hired by the Camas Police Department as a police officer on September 19, 2018, and am still employed in that position.

The City of Camas has recognized my prior service with the Camas Police Department in the following ways:

1. When I left CPD in 2016, I was at step 3 on the pay scale. If I had stayed at CPD since my initial hire in 2014, I would be at step 5 on the pay scale. When I returned this year, I was placed at step 5 on the pay scale.
2. The normal Field Training Officer (FTO) term for even lateral hires is usually 3 months. My FTO term was 8 days.
3. I earn vacation accrual based on my full 4 years of law enforcement experience
4. I am eligible for Master Patrol Officer Pay (MPO) based on my full 4 years of law enforcement experience.

The Camas Civil Service Commission recognizes prior employment with the City of Camas Police or Fire Departments in Article 6.04 and provides testing incentives for prior service.

Article 8.01 allows for the "Continuance of any name on a reinstatement register shall be for five (5) years from the date of layoff of that individual, unless extended by the commission." While I recognize I was not laid off, I merely point out that the Commission has clear authority to recognize prior Camas Civil Service seniority for a 5 year period in the above listed circumstance.

I recognize the importance of distinguishing between Camas Civil Service time and general law enforcement service time to maintain seniority lists within the City of Camas. I am not asking for recognition of any service credits earned outside of the Camas Civil Service. I am merely requesting the Camas Civil Service Commission recognize and reinstate my 25 months of prior Camas Civil Service seniority. As there are no clear rules regarding this unique situation, I am asking the Camas Civil Service Commission to use their power from Article 2.05 to "interpret the Rules, applying such principles as

necessary to carry out the purposes and/or intent of state law, Chapter 2.36 of the Camas City Code, and these Rules.”

Applicable Civil Service Rules and Regulations.

Article 2.04:

6. Hear and determine appeals arising from the administration of Chapter 2.36 of the Camas City Code, and these Rules
7. Establish and maintain a roster of employees within Civil Service
8. Keep such records as may be necessary for the proper administration of Chapter 2.36 of the Camas City Code, and these Rules

Article 2.05:

“The Commission has the power to interpret the Rules, applying such principles as necessary to carry out the purposes and/or intent of state law, Chapter w.36 of the Camas City Code, and these Rules.”

Article 2.07:

“The commission will keep a list of certified Civil Service employees. New employees will be certified and added to the list as they are employed. Employees who leave the Civil Service will be removed from the list when they depart.”

Article 6.04 (3):

“Persons who have had previous paid service in the Camas Police or Fire Departments under permanent appointment, who are still in good standing or have voluntarily resigned there from in good standing, and who are applying for appointment to an entry level position in the other Department” receive credit for prior service during the testing process.

Article 8.01: “Continuance of any name on a reinstatement register shall be for five (5) years from the date of layoff of that individual, unless extended by the commission.”

Thank you in advance for your consideration.

Casey Handley