

Whatcom County Civil Service Commission

April 11, 2019

Human Resources Conference Room – Suite 107

Minutes

Commissioners Present: Bart Miller, Paul Myers, Grant Fishbook

Sheriff Staff Present: Undersheriff Jeff Parks, Sr. Admin. Assistant Dawn Pierce

Human Resources (HR): Bea Acland, Chief Examiner

Visitor: Jason Gum, Chief Inspector, Whatcom County Sheriff's Office

Commission Discussion Items: Appeal

Corrections candidate Sumeet Randhawa filed an appeal of his recent removal from the eligibility register for entry-level Corrections Deputy under Rule 3.05.

Mr. Randhawa was removed from the register February 7, 2019, and was advised of his removal by email that day. He filed an appeal of his removal in writing within 10 business days, per Rule 3.05.

Chief Inspector Jason Gum detailed the underlying events that formed the basis of the removal request. Mr. Randhawa was not present at the meeting.

Commissioner Fishbook moved to deny Mr. Randhawa's appeal and Commissioner Myers seconded the motion. Motion passed 3 – 0.

Public Comment Period

None.

Approval of Minutes

Minutes from January 10, 2019 and March 14, 2019 meetings approved.

Sheriff's Discussion Items

Dawn Pierce reviewed employment activity in the Sheriff's Office.

Commission Discussion Items

- Return Rights after appointment to unclassified position. Commissioners approved proposing changes to Civil Service Rules with one revision, noted by Bea in draft rules change. The proposed rules will be distributed to stakeholders and discussed at the May meeting.
- Rules amendment to address a change in law regarding citizenship requirement. Commissioners approved proposing changes to Civil Service Rules. The proposed rules will be distributed to stakeholders and discussed at the May meeting.
- The Undersheriff raised the possibility of a change to the rules to add "inability to comply with Sheriff's Office policies" to the permissible reasons for rejecting an applicant or eligible. He stated that one of the people on a current eligible register has tattoos on the knuckles, which is a violation of the Sheriff's Office Personal Appearance policy. The rules do not provide a way to remove this person from the register.

Commissioner Miller stated he would like to have more information as well as time

for thought on this issue before taking any actions. The Sheriff's Office will distribute the Personal Appearance policy to Commissioners.

- Political party of Commissioners.
Commissioners reviewed Executive Jack Louws' recommendation on the issue of how to address the state law requiring that no more than two of the three commissioners may be "adherents of the same political party." Executive Louws has added a voluntary question about party affiliation to the application for Civil Service Commissioner. Commissioners voted 3-0 to accept this as a resolution of the issue without the need for further action.

Chief Examiner's Report

Next Meeting: May 9, 2019.

Meeting adjourned at 11:25 am

Minutes by Bea Acland