



**CIVIL SERVICE MEETING MINUTES**  
**Wednesday, May 13, 2015, 5:15 PM**  
**Fire Station 42, 4321 NW Parker Street**

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*Ron Goodpaster*     *Chairman*  
*Tanis Knight*     *Commissioner*  
*Lynn Valenter*     *Commissioner*

*Alicia Ramsey*     *Secretary / Chief Examiner*

**I. CALL TO ORDER**

Captain Nelson, Chief Swinhart, and Division Chief Free were in attendance.

Present: Lynn Valenter, Tanis Knight, and Ron Goodpaster

**II. MINUTES TO BE APPROVED**

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

**III. MEETING ITEMS**

Police Department

- Request to test - entry level Police Officer

The Police Department has signed up with Public Safety Testing. There was a written and physical test in Vancouver May 16th. Captain Nelson would like permission to pull names of the candidates listed with the Camas Police Department and hold oral board interviews in early June. Commissioner Knight asked if there were opening at the Police Department. Nelson responded that the department just hired a lateral officer, but there will be another vacancy the end of June.

**Chairman Goodpaster made a motion to approve the testing process for the Police Department. Commissioner Knight seconded.**

Fire Department

- Battalion Chief list certification

The Fire Department held the promotional test for Battalion Chief the end of April. Four candidates took the test, two passed. The promotional list was presented for approval and signatures from the Commission.

Fire Department

- Request to test - lateral and entry level Firefighter/Paramedic

One of the Firefighter/Paramedics has taken a job with Vancouver Fire Department, so there will be a vacancy in our department. The Chief would like permission to hold a hiring test for Entry level and Lateral Firefighter/Paramedic. We are not intending to hire a Firefighter/EMT, so do not want to waste time and money on holding a test for Firefighter/EMT. The test for Entry and Lateral Firefighter/Paramedic will be held using the same process as last year.

**Commissioner Valenter made a motion to approve Fire Department testing for Lateral and Entry Firefighter/Paramedic. Chairman Goodpaster seconded.**

Fire Department  
- Temporary Captain assignment

One of the current Fire Captains is working light duty because of a long term disability. With two candidates on the Captain's promotional list, the plan was to have each person be appointed Temporary Captain on a four month rotation until the injured Captain returns to full duty or retires. A closer reading of section 9.06 of the Civil Service rules contradict this plan. The language states, "Temporary assignments under this paragraph shall be up to four months; and may be extended for an additional four months with approval of the commission, nor shall any person receive more than one such temporary assignment as such assignee in any one 12-month period, starting from the date of the temporary assignment."

With the object of officer development and providing equal time to the two candidates on the promotional list, Division Chief Free is requesting permission to continue the four month rotation of Temporary Captain Assignments. The commission pointed out that this would require a rule change; under the current language the option available is for the assignment of the current Temporary Captain to be extended for four more months. The commission is reluctant to change the rule based on one circumstance. The other option using the current language is to fill the Captain's role with 'Acting Captains' until August and then the 12 month period for Temporary Captain resets. There may also be a resolution regarding the injury by that time.

A discussion was held regarding temporary hirings in the cases of long term injuries. Commissioner Valenter suggested the Department consider language that would allow this option in the future.

**IV. ADJOURNMENT**

Meeting concluded at 6:00 p.m.

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.