

January 3, 2022

Benton County Civil Service Commissioners

Special Meeting Minutes

Benton County Commissioners Room Justice Center

PRESENT: Mary Anne Hutchins, Chair; Patty Wilson, Commissioner; Paul Hart, Commissioner

OTHERS IN ATTENDANCE: Stephen Hallstrom, Attorney; Crystal Arreola, Civil Service Chief Examiner; Thomas Croskrey, Sheriff

CALL MEETING TO ORDER: Meeting called to order at 2:00 p.m. by Chair Hutchins.

APPROVAL OF MINUTES: Approved September 14, 2021, Special Meeting Minutes.

ACTION/ FOR APPROVAL: Civil Service Commission approved waiving probation for Records Sergeant candidate.

NEW BUSINESS:

Crystal updated the board on Entry Deputy oral boards (conducting 15 on 01-07-2022), 9 on the eligibility list.

UNSCHEDULED BUSINESS:

ADJOURN: 2:16 P.M.


Mary Anne Hutchins, Chairman

3/8/2022
Date


Crystal Arreola, Civil Service Chief Examiner

3/8/2022
Date

Lexi Wingfield, Acting Secretary



CIVIL SERVICE COMMISSION

January 3, 2022

Tom Croskrey, Sheriff
Benton County Sheriff's Office

Re: *Shortening Probationary Period Request*
Notice of Decision

Dear Sheriff Croskrey:

Your office presented a request for relief from the strict application of Civil Service Rules 7.01 (General Requirements For Filing Applications) and 7.03.01 (Applications For Promotional Examinations) pertaining to the length of the probationary period for a member of Clerical applying for an open Records Sergeant position. Civil Service Rule 11.01.01 may also address the issue. Facts presented during a Special Meeting held on January 3, 2022, include that the subject employee had not completed the probationary period and was the only employee who applied for the open Records Sergeant position. The employee applicant has a management background, which includes assisting with the opening and supervision of four local medical clinics, encompassing oversight of the enter records division.

We find without setting precedence, based on the very unique circumstances herein, including without limitation, your office only received one application for the open position, and if the employee applicant is ultimately selected for the subject position, would serve an additional, independent 12 month probationary period, it is appropriate to empower you as the Appointing Authority, to relieve the subject applicant employee from the requirement of the completion of the probationary period, solely for applying for the open Records Sergeant position and for no other purpose. If the employee applicant is not selected for the Records Sergeant position, or rejects same if offered, the balance of the current probationary period would be served.

The record will reflect that impact from the COVID-19 pandemic continues, to include on the active interest from qualified applicants in Civil Service positions and working with the public, on at least a state-wide basis. Other factors in play impacting the numbers of submissions of applications for Civil Service positions include shifting public sentiment on a law enforcement related career, including with the latest generations emerging into the work force pool.

Sincerely,

A handwritten signature in black ink, appearing to read "Mary Anne Hutchins".

Mary Anne Hutchins, Chair

A handwritten signature in black ink, appearing to read "Paul Hart".

Paul Hart, Commissioner

A handwritten signature in blue ink, appearing to read "Patty Wilson".

Patty Wilson, Commissioner

BENTON COUNTY SHERIFF'S OFFICE

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SHERIFF TOM CROSKREY

COMMITTED TO OUR COMMUNITY

January 24, 2022

RE: DIEGO REYES - WAIVE 1 YEAR EMPLOYMENT REQUIREMENT

Hiring qualified entry level and lateral applicants has become extremely competitive. Agencies must act quickly when qualified applicants have been identified or else, they risk losing the applicants to other agencies.

I met with Mr. Diego Reyes and he expressed his interest into working for our agency. He is also testing with several other local agencies as an entry level applicant. Mr. Reyes is a Yakima Police Officer and has been employed in this capacity for over 8 months. Mr. Reyes is considered an entry level applicant because he hasn't been employed in law enforcement for 1 year.

I took the following information into consideration and I have elected to waive the 1-year employment requirement which will allow Mr. Reyes to apply as a lateral applicant.

Considerations

- Reyes has successfully completed a background with the Yakima Police Department
- Reyes has successfully passed the Washington State Basic Law Enforcement Academy
- Reyes has been employed as a law enforcement officer for over 8 months
- Reyes, if hired, can immediately start Field Training with BCSO

I am asking the Civil Service Commission to confirm my decision to waive the 1-year employment requirement and allow Mr. Reyes the option to apply as a lateral applicant with the Benton County Sheriff's Office.

Respectfully,

A handwritten signature in blue ink, appearing to read "Tom Croskrey".

Sheriff Tom Croskrey

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