

Whatcom County Civil Service Commission

July 12, 2018- 10:30 a.m. – 11:30 a.m.

Human Resources Conference Room – Suite 107

DRAFT Minutes

Commissioners Present: Bart Miller, Paul Myers
Absent: Grant Fishbook

Sheriff Staff Present: Sheriff Elfo, Undersheriff Parks, Inspector Jason Gum,
Sr. Admin. Assistant Dawn Pierce

Human Resources (HR): Bea Acland, Chief Examiner
Shara Struiksmma

Other: Daron Smith, Teamsters
Jesse Fremolaro

Approval of Minutes

The Commission approved the minutes from the May 10, 2018 meeting as presented.

Commission Discussion Items: Appeal

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

Mr. Fremolaro was removed from the register June 8, 2018, 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.

Bea stated that following Rule 19.04 (B), she had investigated the appeal. She reported her findings to the Commission:

- Appellant was removed from the register at the request of the Sheriff under Rules 7.06 (A), (E) and (J).
- Inspector Jason Gum explained the underlying events that formed the basis of the removal request.
- Mr. Fremolaro acknowledged these events and stated he had learned from them, and was now an upstanding citizen.
- Inspector Gum stated it was the opinion of Sheriff's Office command staff that the events at issue were too recent to be overlooked; there needed to be a greater length of time between the events and a law enforcement application.
- Sheriff Elfo stated that removing Mr. Fremolaro was consistent with past decisions involving similar disqualifying behavior.

Commissioners went into executive session at approximately 10:40 am to consider and evaluate Mr. Fremolaro's appeal. They returned at 10:45 am.

After executive session, Commissioner Miller moved to reject Mr. Fremolaro's appeal and Commissioner Myers seconded the motion. Motion passed 2 – 0 with Commissioner Fishbook absent. Commissioners thanked appellant for his efforts and stated he could be considered again in the future after more time had passed since the events at issue.

Sheriff's Discussion Items

Sheriff Elfo discussed Sheriff's Office recruitment activity and commended Inspector Gum for speeding up the hiring process. The Sheriff's Office has recently added a statement in Corrections and Patrol appointment (hiring) letters acknowledging the costs of hiring and training new deputies, and asking for a 3-year time frame before a new-hire seeks employment outside the Sheriff's

Office.

Lieutenant Kevin Hester has been promoted to Chief Deputy, and later in the summer Sgt. Huso will be promoted to Lieutenant and Deputy Polinder to Sergeant. On the Corrections side, Tijay Morres will be promoted to Sergeant at the end of the year following a retirement. If an additional Sergeant position is approved, Chris Freeman will also be promoted to Sergeant.

Sheriff Elfo announced that Undersheriff Parks is retiring May 31, 2019, and Chief Doug Chadwick will be appointed Undersheriff at that time.

Chief Examiner's Discussion Items

Bea reviewed the work performed by Civil Service staff since the May meeting:

Corrections:

- Corrections Oral board 6/21/18 – 5 candidates
- 3 new Corrections Deputies have started employment within the last month
- 2 more starting at the end of July
- In process of coordinating 8/23/18 Corrections Oral Board
- As of end of July will have only 3 Corrections vacancies with potential candidates currently in background

Patrol / Admin:

- Patrol Oral Boards 6/7 & 6/8 – 15 candidates
- Internal transfer (Singh) from Corrections
- New Patrol Deputy (Conlee) started this week
- Sheriff appointed a new Chief Civil Deputy and has identified selection for internal promotion for Lieutenant and Sergeant which will be effective in late August.

Support:

- New Financial Accountant starts on 7/17/18

Tasks for Next Meeting: N/A.

Meeting adjourned at 11:11

Minutes by Bea Acland, reviewed by Shara Struiksma