



COMMISSIONERS  
Jennifer Roberts, Chair  
John Martin

## CIVIL SERVICE COMMISSION

Public Meeting  
January 25, 2024

### 1) CONVENE PUBLIC MEETING

The public meeting was convened at 10:00 am.

#### A. Introduction/Attendees:

##### Commissioners:

John Martin, Commissioner  
Jennifer Roberts, Chair

##### Staff:

Wayne Jones, Chief Examiner  
Chloe Nugent, Human Resources  
Bobby Frye, Human Resources  
Cameron Mullins, Human Resources  
Carla Carter, Sheriff's Office  
Derek Sanders, Sheriff's Office

### 2) PUBLIC COMMENT

No comments made.

### 3) APPOINTMENT OF THE 2024 CIVIL SERVICE COMMISSION CHAIR.

Jennifer Roberts was appointed as the 2024 Commissioner Chair.

**Motion:** Commissioner Martin made a motion to approve. Commissioner Roberts seconded the motion. **Motion carried.**

### 4) APPROVAL OF MINUTES

**Motion:** Commissioner Martin made a motion to approve the December 21, 2023, minutes. Commissioner Roberts seconded the motion. **Motion carried.**

**5) HEARING TO CONSIDER AMENDING THE CIVIL SERVICE RULES TO CHANGE THE REQUIREMENTS TO BECOME AN EXTRA HELP DEPUTY SHERIFF BE EXPANDED TO INCLUDE FEDERALLY CERTIFIED LAW ENFORCEMENT OFFICERS (E.G. FBI, DEA, MILITARY POLICE) AND CERTIFIED FEDERAL BACKGROUND INVESTIGATORS.**

A. Move to amend the Civil Service rules to change the requirements to become an extra help Deputy Sheriff be expanded to include Federally Certified Law Enforcement Officers (e.g., FBI, DEA, Military Police) and Certified Federal Background Investigators.

**Motion:** Commissioner Martin made a motion to approve. Commissioner Roberts seconded the motion. **Motion carried.**

**6) EXAMINER'S REPORTS**

**Budget Status Report** – Wayne reviewed the 2023/2024 budget expenditures.

**Monthly Activity Report** – Wayne reviewed the monthly activity report of vacancies and recruitments.

**Current Vacancies:**

9 Deputy Sheriff  
26 Corrections Deputy  
0 Legal Assistant  
1 Corrections Technician  
0 Financial Operations Assistant

**7) OTHER BUSINESS**

**Sheriff's Office Update:** Sheriff Sanders stated that after the long process, the Lateral Incentive Package has been approved. They have also started an Internal Incentive Program, where if an employee refers a Lateral, that employee will receive 40 hours of leave. After posting about the incentive, just after two days, they have received 15 inquiries.

They will also be meeting with the Corrections side to talk about an incentive program with them as well, however theirs will be an internal funding request (more of a pilot program, if all parties agree).

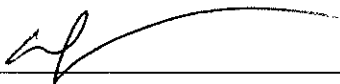
5 background investigators have been hired, this brings them to 10 and he is going to go put out another update and go through the same process. They would like to get to 15. They will also be signing another psychological contract to hopefully speed things up. Things are getting more streamlined, and processes are improving.

They have developed a Strategic Plan for the Public Safety Tax, and that could mean 30 more FTEs, and they are determining how best to utilize this. Sheriff Sanders thanked the Commissioners for their monthly meetings.

8) ADJOURN

**Motion:** Commissioner Martin moved to adjourn the meeting. Commissioner Roberts, second the motion. **Motion carried.**

The meeting adjourned at 10:38 a.m.

  
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Wayne Jones  
Civil Service Chief Examiner

/s/JR  
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Jennifer Roberts  
Chair, Thurston County Civil Service Commission