



## Minutes: CLARK COUNTY CIVIL SERVICE COMMISSION MEETING

### IN ATTENDANCE

- COMMISSIONER MARLA LUDOLPH-HEIKKALA (CHAIR)
- COMMISSIONER CRYSTAL KROELLER (VICE CHAIR)
- COMMISSIONER LEAH ANAYA
- COMMISSIONER GARRY PRESTHUS
- COMMISSIONER COLETTE DRAPER
- SENIOR DEPUTY PROSECUTING ATTORNEY CHRISTINE COOK (COUNSEL TO THE COMMISSION)
- SECRETARY/CHIEF EXAMINER LESLIE HARRINGTON SMITH

MEETING DATE: THURSDAY OCTOBER 17, 2024 REGULAR MEETING   
 MEETING TIME: 3:00 P.M. SPECIAL MEETING

LOCATION: *This meeting will take place IN PERSON and via Microsoft Teams.*  
 CONF RM. 511  CONF RM. 523  CONF RM. 433  
 CCSO ADMIN CLASSROOM  CONFERENCE CALL  
 MICROSOFT TEAMS MEETING LINK: [JOIN THE MEETING NOW](#)  
 (Phone Number +1 213-262-7043 Phone Conference ID: 343 377 341#)

Special Guests: Kristyn McFarland, Kristen Olson, Sergeant Skidmore and Chief Hoss

### EXECUTIVE SESSION:

Commissioners had no need to discuss personnel issues in Executive Session, with respect to RCW 42.30.110(1)(g) regarding Items #1 and #2 on the agenda.

### REGULAR SESSION:

1. Commissioners reviewed and certified the following background investigations:

- Berezcki, Rachel – Sheriff’s Support Specialist II
- Chapman, Holden – Deputy Sheriff
- Crawford, Shawna – HR Representative
- Downing, Kimberly – Sheriff’s Support Specialist II
- Eyre, Kenny – Deputy Sheriff (Certified with Reservation)
- Hilton, Michael – HR Representative

2. Commissioners reviewed and confirmed removal for the following background investigations:

- Flamenco, Mario – Deputy Sheriff (added 10/16/24)

- Laporte, Isaiah – Deputy Sheriff (added 10/16/24)
- Nelson, David – Sheriff’s Support Specialist II

3. Commissioners reviewed and certified the following eligibility lists for 12 months or until exhausted:

- Deputy Sheriff R003042 October 2024
- Sheriff’s Support Specialist II R002711 October 2024

4. Commissioners reviewed and approved the following meeting minutes:

- July 18, 2024 Regular Meeting Minutes (quorum not available to sign, deferred to next meeting)
- September 19, 2024 Regular Meeting Minutes

Other business to come before the Commission:

1. Vacancies

Job Title	Count
Deputy Sheriff	10
Human Resources Representative	1
Program Assistant	1
Sheriff’s Support Spec III	1
Sheriffs Support Specialist Supervisor	1
<b>Grand Total</b>	<b>14</b>

After this report was run, the County Council approved the county contract with the city of LaCenter to increase the number of Deputy vacancies by four (4), adding one (1) additional Commander position as well as one (1) additional Sheriff’s Support Specialist II position. In addition a Deputy was released from probation this week. The vacancies now stand at:

Job Title	Count
Deputy Sheriff	15
Enforcement Commander	1
Human Resources Representative	1
Program Assistant	1
Sheriff’s Support Spec III	2
Sheriffs Support Specialist Supervisor	1
<b>Grand Total</b>	<b>20</b>

2. Feedback from Civil Service Conference? Marla, Leslie, Kristen and Kristyn attended either the whole conference or parts of it. Marla shared that the conference no longer offers a session with a commissioner panel, or a mock hearing. She found those useful and practical in the past. She mentioned that the obsolescence of Civil Service was mentioned again.

Kristen spoke about the new DACA requirement, and how CCSO has taken the topic to the county legal department for guidance, since the conference experts stated that all DACA recipients are eligible to apply for law enforcement jobs in the state of WA per SB

6157 that went into effect on June 6, 2024. There are also issues around the allowance for DACA recipients to carry firearms, only in the execution of their duties as a peace officer and not for personal use, which could have additional implications.

Secretary Harrington Smith shared that Public Safety Testing is going to ask agencies to determine whether they require their PHS to be completed, or not. If not, the agency's profile will not give that PHS access to their candidates. Sgt Skidmore will check with the background investigators to determine action for the agency in this matter. Public Safety Testing will also be introducing a NEW written exam in 2025.

3. Enforcement Commander selection process will be held on Monday November 4<sup>th</sup>.
4. Chair Ludolph-Heikkala shared with the commission that Ron Vail, who was a Civil Service Commissioner when she joined the commission forty (40) years ago in 1984, recently passed away. He was 93 yrs old.
5. CCSO might be requesting a special meeting of the Commission next week, depending on the outcome of the Rule of 5 interviews for the HR Rep vacancy.

Next regular meeting is scheduled for Thursday November 21, 2024, at 3PM

Commissioners may confirm attendance:

- COMMISSIONER MARLA LUDOLPH-HEIKKALA
- COMMISSIONER CRYSTAL KROELLER
- COMMISSIONER LEAH ANAYA
- COMMISSIONER GARRY PRESTHUS
- COMMISSIONER COLETTE DRAPER

Date: 11-21-24


  
Marla Ludolph-Heikkala, Chairperson

  
Crystal Kroeller, Vice Chair, Civil Service Commissioner

APPROVED VIA TEAMS  
Leah Anaya, Civil Service Commissioner

APPROVED VIA TEAMS  
Colette Draper, Civil Service Commissioner

  
Garry Presthus, Civil Service Commissioner

  
Leslie Harrington Smith,  
Secretary/Chief Examiner