

Port of Seattle

Police Civil Service Commission

Commissioner Oris Dunham
Commissioner Debrena Jackson Gandy
Commissioner Charles Blood

July 11, 2023
Police Civil Service Commission Special Session
Regular Meeting Minutes
Approved April 9, 2024

Call to Order: Commissioner Debrena Jackson Gandy called the July 11, 2023, meeting of the Port of Seattle Police Civil Service Commission Special Session to order at 10:20 AM.

Roll call/In Attendance:

Commissioner Debrena Jackson Gandy – Chair
Commissioner Oris Dunham
Commissioner Charles Blood
Chief Mike Villa, Port of Seattle Police Department
Brandy Brown, PCSC Administrative Support, Human Resources
Tamara Gerrard, PCSC Legal Counsel, Port of Seattle Attorney Services
Ericka Singh, PCSC Secretary, Human Resources
Anne Purcell, PCSC Legal Counsel, Port of Seattle Attorney Services
Stephanie Brosio, PCSC Administrative Support, Human Resources
Candie Lorenzo, Sr. Talent Acquisition Representative

1. **Approval of Minutes:** Commissioner Jackson Gandy moved to approve the minutes from the January 3, 2023, meeting. The motion was second by Commissioner Blood and it was unanimously carried.
2. **Approval of Agenda:** Commissioner Blood moved to approve the agenda for the July 11, 2023. The motion was second by Commissioner Jackson Gandy and it was unanimously carried.
3. **Public Comments:** No public comments were offered.
4. **Order of Business**
 - a. **Police Civil Service Rules Updates**

Candie Lorenzo presented on the proposed changes of the Police Civil Service Rules. The updates proposed are related to 9.4.5 related to disqualifying applicants “for other material reasons”. The goal of the updates was to updates

and add more transparency and parameters that would remove someone from the Civil Service List of applicants.

9.4.5 has been updated to state “For declining the invitation to interview after being offered three separate interview opportunities”. This change seeks to address candidate attitudes with working at the Port. One of the challenges faced in the region is the highly competitive nature and the proximity of various agencies. Often candidates will decline or hold on their invitations to interview waiting to hear back from other agencies. The Port of Seattle Police Department is seeking officers who are motivated and desire to be at POSPD.

9.4.4 and 9.4.3 is also updated to specify the length of time a candidate has to respond to a canvass within 14 days.

These updates provide a defensible position for the POSPD and allows the department to move onto other candidates who are on the Civil Service List.

Chief Villa spoke in agreement with Candie Lorenzo regarding the updates to the Police Civil Service Rules.

Commissioner Blood moved to approve the rules as amended to the Police Civil Service Commission. The motion was second by Commissioner Jackson Gandy and it was unanimously carried.

The meeting was adjourned by Commissioner Jackson Gandy at 11:24 AM