

Whatcom County Civil Service Commission

September 12, 2019

Human Resources Conference Room – Suite 107

Draft Minutes

Commissioners Present: Grant Fishbook, Paul Myers

Sheriff Staff Present: Undersheriff Doug Chadwick, Chief Inspector Steve Gatterman, Senior Administrative Assistant Dawn Pierce

Human Resources (HR): Bea Acland, Chief Examiner; Shara Struiksma, Human Resources Representative

Visitor: Denver Pratt, Bellingham Herald

Public Comment Period

None.

Approval of Minutes

Minutes from July 11, 2019 meeting approved.

Sheriff's Discussion Items

Request for placement of former Corrections Deputy on reinstatement register was removed from agenda before the meeting.

Commission Discussion Items: Appeal

Deputy Sheriff candidate Garrett Rayl filed an appeal of his recent removal from the eligibility register for entry-level Deputy Sheriff under Rule 3.05.

Mr. Rayl was removed from the register August 23, 2019, 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 provided the procedural background on this appeal:

- Garret Rayl applied for Deputy Sheriff on July 1, 2019, passed an oral board examination on July 8th, and was placed on the eligible register for entry level Deputy Sheriff on July 24th.
- On August 23, 2019, the Sheriff's Office sent Bea a request to remove Mr. Rayl from the eligible register for cause.
- On August 23rd, Bea reviewed the information in the Sheriff's Office removal request, and sent Mr. Rayl notice that he was removed from the eligible register.
- On September 1, 2019, Mr. Rayl submitted an appeal of his removal.

Chief Inspector Steve Gatterman explained the underlying events that formed the basis of the Sheriff's Office removal request: the candidate reported on his application that he had been rejected by two other agencies this year. Chief Gatterman reached out to those agencies and learned that Mr. Rayl had disclosed to them his involvement in criminal activities that he had not reported on his Whatcom County application where specifically requested. These omissions from his Whatcom County application constituted grounds under Rule 7.07E to request removal of Mr. Rayl from the eligible register due to deception or material false statement on an application.

Rule 7.07E states as follows:

7.07 REJECTION OF APPLICANT OR ELIGIBLE. The Commission may reject an applicant for examination, withhold from a register or from certification the name of an eligible, or remove from a register the name of an eligible, if the applicant or eligible:

- E. Has made any material false statement or has attempted any deception or fraud in connection with this or any other civil service examination.

Mr. Rayl's appeal did not deny the facts underlying the Sheriff's Office request for removal and did not explain why the information had not been included in his Whatcom County application.

Chief Gatterman stated that making false statements or attempting deception on a job application is not a good trait for a Deputy Sheriff candidate. Undersheriff Chadwick stated that Mr. Rayl's appeal did not provide a satisfactory explanation for the deception and did not change the Sheriff's Office opinion on Mr. Rayl's suitability for employment as a Deputy Sheriff.

Commissioner Fishbook moved to deny Mr. Rayl's appeal and Commissioner Myers seconded the motion. Motion passed 2 – 0 with Commissioner Miller absent.

Chief Examiner's Report

- Human Resources staff have been involved in recruitment and hiring for Community Programs Coordinator, Clerk III, Corrections Deputy and Deputy Sheriff.

Next Meeting: October 10, 2019.

Meeting adjourned at approximately 10:50 am ***Minutes by Shara Struiksmma and Bea Acland***