



**PIERCE COUNTY CIVIL SERVICE COMMISSION
MINUTES OF REGULAR MEETING
January 10, 2023**

AGENDA ITEM I: CALL TO ORDER:

The regular meeting of the Pierce County Civil Service Commission for Sheriff's Employees was called to order at 5:00 p.m. on Tuesday, January 10, 2023. The meeting was held virtually via Zoom and in the Human Resources Department, conference room.

COMMISSIONERS PRESENT: Commissioner Paula Wallace Lonergan, Chair; Commissioner Julie Herling

STAFF PRESENT: Sherry Hieb, Chief Examiner

AGENDA ITEM II: Approval of Minutes

- Regular Meeting – December 13, 2023
- Special Meeting – December 19, 2023

It was moved by Commissioner Herling to approve the regular and special meeting minutes listed above. Commissioner Wallace Lonergan seconded the motion. The motion was approved.

AGENDA ITEM III: Elect Civil Service Commission Chair

Civil Service Chief Examiner Sherry Hieb stated that she forgot to add the selection of the Chair to the January agenda and asked if the agenda could be revised. Commissioner Wallace Lonergan agreed. Commissioner Herling nominated and moved that Commissioner Wallace Lonergan continue as the Chair for 2023. Commissioner Wallace Lonergan seconded the motion. The motion was approved.

AGENDA ITEM IV: Approval of Leave Without Pay Over 30 Days – various

Ms. Hieb introduced the item. This is a request for leave without pay over thirty days for two employees that may be taking leave without pay for medical issues. Detective B. Ossman's first day of leave was January 2, 2023, with a return date of September 2, 2023. It may be intermittent. Accounting Assistant 2 H. Ho's first day of leave was November 15, 2022, with a return date of February 18, 2023. The request is to approve leave without pay from the first day of leave to over thirty days and up to one year. Commissioner Herling made a motion to approve the leave without pay over 30 days as requested. Commissioner Wallace Lonergan seconded the motion. The motion was approved.

AGENDA ITEM V: Reinstatement – Deputy Sheriff - S. Serfling

Ms. Hieb introduced the item. The Sheriff's Department has approved a request for reinstatement for Shawna Serfling to Deputy Sheriff pending a modified background check. Ms. Serfling meets the eligibility requirements for reinstatement. She resigned on July 22, 2022, left in good standing, held regular status, and her request is within two years from her separation date. The Department believes she is an asset to the County. Once she completes the modified

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background check, the Department would like to rehire her before the end of January. Chief Nick Hausner stated that the Department has a significant staffing deficit with 42 law enforcement vacancies. Her previous supervisors state that there is no concern with bringing her back and the Sheriff supports the re-hire. Commissioner Herling made a motion to approve Shawna Serfling's reinstatement as requested. Commissioner Wallace Lonergan seconded the motion. The motion was approved.

AGENDA ITEM VI: Extension of Probation – Deputy Sheriff J. Beem

Chief Nick Hausner introduced the item. The Sheriff's Department has requested an extension of the probationary period for Deputy Jared Beem. Deputy Beem was hired as a Deputy Sheriff on July 12, 2021 and has attended the Basic Law Enforcement Academy. Chief Hausner explained that Deputy Beem has some deficiencies related to report writing among others. Some are significant but in speaking with the Lieutenant who spoke to his direct supervisor, they believe it can be corrected. Chief Hausner listed several examples such as evidence handling issues related to the collection of a firearm at an assault in the first-degree case, not completing reports timely, not having information regarding a stolen vehicle entered in WACIC and NCIC, delayed reporting for use of force incidents, and pursuit driving issues. Deputy Beem was supposed to be off probation on February 8, 2023, but the Department would like to extend his probation to the maximum allowed in the Civil Service Rules which is an additional seven accrual pay cycles. His probation would end on May 14, 2023. Commissioner Herling asked if the items mentioned occurred or were discovered in the last two months. Chief Hausner answered that they were and that evaluations are done more frequently for probationary employees. His prior evaluations noted some minor deficiencies that were pointed out which were not corrected, and then later other issues developed. Commissioner Herling asked if a psychological evaluation will be needed and Chief Hausner said no. Commissioner Wallace Lonergan asked, if the probation was extended, how frequently would there be follow up evaluations. She felt that the concerns seemed serious and asked if the deputy would be successful in seven pay cycles. Chief Hausner explained that the supervisory team felt that Deputy Beem will be successful and that they are more recent occurrences. Chief Hausner stated that the deputy may not have had experience with some of the situations beforehand and that in the past he fell below the acceptable level in two categories. He will receive continual input through the rest of probation period. Commissioner Wallace Lonergan asked if he had a training sergeant with him and Chief Hausner explained that Deputy Beem had finished his FTO program and was alone in a vehicle. However, he is at the central patrol where he will receive continual resources and closer supervision from supervisors and senior deputies. Commissioner Herling asked if the Department did not have a shortage of deputies would the Department be seeking an extension of his probation. Chief Hausner stated that they would because the supervisory team believes that he is trainable.

Commissioner Herling moved to approve the extension of probation for seven accrual pay cycles ending on May 14, 2023, as proposed. Commissioner Wallace Lonergan seconded the motion. The motion was approved.

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AGENDA ITEM VII: New Business

No new business.

AGENDA ITEM VIII: Next Regular Meeting – February 14, 2023

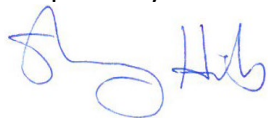
AGENDA ITEM IX: Public Comment

No public comment

AGENDA ITEM X: Adjourn.

The meeting adjourned at 5:18 p.m.

Respectfully submitted:



Sherry D. Hieb
Chief Examiner