

CIVIL SERVICE COMMISSION
WALLA WALLA COUNTY
STATE OF WASHINGTON

To: Civil Service Commission:
From: Dan Aycock, Chair
Date: 11/8/2018
Subject: Veteran's Scoring Criteria /Correctional Officers - Washington DOC.

As you know we were presented with the question of applying Veterans Preference Points to entry level applicants who are currently Correctional Officers with the DOC. My discussions with a variety of personnel in the DOC indicate that these CO's have NOT been afforded the use of Veteran's Scoring Criteria (VSC) in their hiring process.

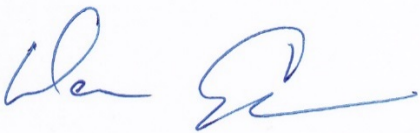
During this process I spoke with three professionals with the DOC that provided me with various levels of information based on their experience and knowledge. These include, Dick Morgan, past Superintendent at the Washington State Penitentiary (WSP); Gale Munden, assistant Superintendent at WSP; and, Nathaniel Reed, DOC HR Olympia, currently entry level CO hiring specialist.

I basically received the same answer from all three, choosing to make the last contact with Mr. Reed as he is currently employed in the position while the others have been retired for a period of time. The reason they do not apply the VSC is that the DOC does not do an entry level testing process. Therefore there is no scoring to which the VSC could be added. Mr. Reed did indicate there are some situations where being a veteran does provide some benefit, such as tie breaking when two persons otherwise end up with an equal recommendation for hiring. The retired fellows also indicated that it may be used at promotional processes if there is otherwise a tie, in which a limited number of points are added for veterans.

Therefore, I suggest an amendment to our Rule VI, Section 8 as follows, or similar:

We acknowledge that some state agencies may not have hiring processes which involves scored testing and as a result there is no final scoring to which a Veterans Scoring Criteria (VSC) can be added. We have supported information that indicates the following agency(ies) will not have added VSC to an entry level testing process: Washington Department of Corrections - Entry Level Corrections Officer. Therefore, if not used in any other hiring process, we will use the VSC in our process for these applicants.

This memo should remain attached to the Policy & Procedures section of our official rules.



Jim Davison, Commissioner

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Jim Baker, Commissioner