



CAMAS POLICE DEPARTMENT

MEMORANDUM

To: Civil Service Commission
From: Chief Tina Jones
Date: March 27, 2026
Subject: **Clarification Requested for Rule of 3**

Section 9.03 Certification from Eligibility List in the Civil Service Rules outlines the rule of three as follows, "If the requisition is for a promotional position the Commission shall certify to the appointing authority the names of the top three (3) persons from the appropriate eligibility list, and the appointing authority shall select one (1) of the three persons certified to fill the position." The Civil Service Commission approved new language recently to allow individuals to participate in the testing process but with delayed eligibility.

With this change, I seek confirmation from the Board that anyone with delayed eligibility would not be considered in the "rule of three" until such time that individual is eligible based upon the previously agreed upon terms. The language in the rules does not cover this circumstance and I want to make appropriate decisions in alignment with the Civil Service Board's expectations.