

TO: Civil Service Commission
FROM: James Trujillo, ASD Director and Chief Examiner
DATE: 12/1/2022
SUBJECT: Civil Service Rule Interpretation Reversion 9.02.05

1) Recommended Action:

Approve Chief Examiner interpretation of the Civil Service Rule 9.02.05 to include Paramedic Fire Lt. transfer rights to Fire Lt. This change would allow an individual to revert to a Fire Lt. role even if the individual only held a Paramedic Fire Lt. role in the past. This change would only impact these two positions as they are in alignment with current rule language.

2) Background:

Civil Service rules regarding this matter were created to provide flexibility for the City and employees to meet the operating needs of the City and its citizens. Although the Lt. level is a leadership position with different expectations, the logic regarding Paramedic FF and FF transfer rights apply equally. The position descriptions between Fire Lt. and Paramedic Fire Lt. are virtually identical when compared. The only differences are inclusive of the higher knowledge requirements for Paramedic duties.

3) Alternatives:

- ☐ Reject the request to allow the reversion.
-

4) Attachments:

- A. Rule 9.02.05 attached in staff report on page 2

Civil Service Rule Attachment

9.02.05

REVERSION. An eligibility list may be established for reversion from a current classification to a classification formerly held by the employee, provided the employee is currently employed by the City of Tumwater and has satisfactorily completed a probationary period in the former classification. Requests to be placed on the reversion eligibility list must be submitted in writing to the Civil Service Commission.

- a) Individuals who transferred from the classification of Firefighter/Paramedic to Firefighter and do not successfully complete the training and evaluation period may request placement on the reversion eligibility list. In the case of discharge, the employee must submit a request to be placed on the reversion eligibility list in writing to the Civil Service Commission prior to the effective date of discharge.
- b) Individuals on this eligibility list shall be ranked by seniority.