



CIVIL SERVICE AGENDA
Council Chambers – 1300 First Street
February 28, 2023 at 6:00 PM

- 1. CALL TO ORDER - ROLL CALL**
- 2. NEW BUSINESS**
 - A. Open Deputy Chief Position**

If you are unable to attend the meeting in person, you may join with the following Zoom Information

Webinar ID: 885 8518 4737
Passcode: 461662
Phone Number: (253) 215-8782

ORAL BOARD EXAMINATION RATING SHEET

Name of Rater:
Name of Candidate:

Tell us about your work experience, training and education which has helped prepare you to be the next Deputy Chief of Police for the City of Cosmopolis.	10-9	8-7	6-5	4-3	2-1
Describe your management and leadership styles?	10-9	8-7	6-5	4-3	2-1
What do you value the most in your leadership role and your relationship with your colleagues?	10-9	8-7	6-5	4-3	2-1
Describe your experience and working relationship with other departments, agencies and/or community groups?	10-9	8-7	6-5	4-3	2-1

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What experiences do you have with oversight of the Patrol, Investigations, and Internal Affairs investigations.	10-9	8-7	6-5	4-3	2-1

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Discuss your familiarity with the Incident Management System (ICS) in managing large scale operations.	10-9	8-7	6-5	4-3	2-1

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What does a law enforcement agency with a healthy organizational culture look like to you? Tell us how you have established this culture.	10-9	8-7	6-5	4-3	2-1

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Describe your most difficult experience in correcting a subordinate's behavior. What you did as a supervisor? What was the outcome.	10-9	8-7	6-5	4-3	2-1
What do you foresee will be your biggest challenge during your first year as Deputy Police Chief?	10-9	8-7	6-5	4-3	2-1
What complaints have you received from supervisees in the past? How did you handle those complaints?	10-9	8-7	6-5	4-3	2-1
Please share with us what you envision the transition from your current role to a leadership role would be for you.	10-9	8-7	6-5	4-3	2-1
What are two of your strengths. What are two of your weaknesses and how do they impact you.	10-9	8-7	6-5	4-3	2-1

Tell us about a difficult work decision you had to make	10-9	8-7	6-5	4-3	2-1

Share with us how you have addressed interdepartmental communications.	10-9	8-7	6-5	4-3	2-1

Share with us your experience in combating illegal drug activity.	10-9	8-7	6-5	4-3	2-1

Share with us your training and experience in regards to critical incident response.	10-9	8-7	6-5	4-3	2-1

What activities in law enforcement create our greatest liability today? What solutions do you suggest?	10-9	8-7	6-5	4-3	2-1
Share with us a time when you maximized an employee's performance. How did you measure the effectiveness?	10-9	8-7	6-5	4-3	2-1
How would you define success in this position?	10-9	8-7	6-5	4-3	2-1