

Date: 08/25/17

211 Case Analysis

Retiree's Name: Moore, Laurence E.

Employer: City of Hudson

Title: Police Chief

Jurisdictional Classification: Competitive

Appointment Type: Permanent

Anticipated Annual Earnings: \$60,000

Number of Years in Position Under Section 211: 3.25

Civil Service Agency: Columbia County Civil Service Commission

Duration of Request: **From:** 07/31/17 **To:** 07/30/18

- At its meeting of September 13, 2016, the Commission approved the section 211 waiver for Mr. Moore for a limited duration through October 31, 2016 and disapproved the request thereafter. A promotion examination had been conducted. Three candidates, all non-retirees, passed the examination and expressed interest in the position when canvassed.

Agency Recruitment Effort/Results: As mentioned above, a promotion examination was conducted. The resultant eligible list is still in existence. Since the Commission's determination at its September 2016 meeting, two of the three non-retiree candidates on the eligible list retired. One non-retiree candidate is still on the eligible list and, based on the most recent canvass, remains interested in the position. The appointing authority indicates it is requesting a re-canvass of the existing promotion eligible list, but the re-canvass has not yet been completed.

- The appointing authority is requesting approval based on an urgent need noting that Chief Moore is still needed in the position to complete ongoing and necessary projects with the goals of, in part, instilling professional standards and reorganizing a department with an established history of discord and problems. Projects cited include the completion of a new police building, securing a new police contract and rewriting the Department Manual.

When Was Recruitment Conducted: The eligible list resulting from the promotion examination was established on May 25, 2016 and is scheduled to expire on May 24, 2020. The eligible list was canvassed on June 2, 2016.

Minimum Qualifications: Currently employed with the Hudson Police Department and have ten years as a sworn Police Officer, two years shall have been in a first line or higher supervisory capacity.

Preferred Qualifications: N/A

Next Scheduled Examination (competitive): An examination for this title would be included in the March 2018 Police Chief/Assistant Police Chief Examination Series.

Pre-October 7, 2008: ☐

Post-October 7, 2008: ☒

Is Retiree Seeking Reemployment Within One Year of Retirement: ☐ Yes ☒ No

If Yes, Date of Retirement: N/A

Previous Employer/Position: N/A

Detailed Recruitment Plan: ☒ Yes ☐ No

Approval is not recommended.