Lakewood Civil Service Commission
Thursday, February 5, 2015 at 9:30 a.m.
Lakewood City Hall
1st Floor Conference Room 1E
6000 Main Street SW
Lakewood, WA 98499

Present: Chair David Boyd, Commissioner Bonnie Boyle, Commissioner Dennis Roden, Human Resources Director Debra Young (filling in for Chief Examiner), HR Analyst Kat St. Pierre (note taker), and Police Sergeant Chris Westby
Absent: None.

MINUTES

Call to Order
The meeting was called to order by Chair Boyd at 9:30 a.m.

Minutes Amendments
Correct the Chair's name on the "Approved by" section of the January 8, 2015 minutes.

Confirm there was no change to the Lieutenant promotional process. Confirmed.

Approval of Minutes
It was moved and seconded to approve the minutes for the January 8, 2015 meeting with the above revisions. The motion carried unanimously.

New Business

Lateral Police Officers
Sergeant Westby stated there is a need for a new list of lateral police officers. Recently, two of three candidates failed the polygraphs; one candidate remains on the eligible list.

The commission clarified that since there was no process change, approval to increase the candidate list wasn't needed. Human Resources will conduct oral boards and establish a revised list of candidates.

Lieutenant Eligibility List
It was moved and seconded to approve the Lieutenant Eligibility List. The motion carried unanimously.

POLICE LIEUTENANT ELIGIBILITY LIST
Lakewood Civil Service Commission
February 5, 2015

The following is a true and certified list of the final standing of those candidates who qualified for the position of Police Lieutenant.

1. **Andrew Gildehaus**
2. **Chris Westby**
3. **Matt Brown**
4. **Thomas Stewart**

Chief Examiner's Report

- Relayed information about the City's reorganization and resulting layoff of 21 staff through the beginning of 2015.
- Code Enforcement Officers reduced from 3 to 2 staff and moved from Community Development to Police. The move resulted in revised rules requiring successful passing of background and polygraph. The two Code Enforcement Officers in place did not pass the background check. One former Code Enforcement Officer on recall passed the background check, and the department is looking to hire another Code Enforcement Officer (total of 2). Determined a new civil service process needed for this position. Human Resources will develop process and present it to the Civil Service Commission.
- Civil Service grievance process provides employees go through the Civil Service Commission or through the union. The two grievances in play are going through the union.

The meeting was adjourned at 10:02 a.m.

Approved by:

for David Boyd, Commission Chair — March 5, 2015 Date

Debra Young, HR Director
(for Mary Pandrea, Chief Examiner) — 3-5-15 Date

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