Lakewood Civil Service Commission
Thursday, May 7, 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 Dennis Roden, Civil Service Secretary-Chief Examiner Mary Pandrea, Sergeant Chris Westby.
Excused: Commissioner Bonnie Boyle.

MINUTES

Call to Order
The meeting was called to order by Chair Boyd at 9:31 a.m.

Approval of Minutes
Approval of the meeting minutes for March 5 and March 25 is moved to the next meeting agenda because there was not a quorum of the commissioners who were present at the March meetings present at today's meeting.

It was moved and seconded to approve the minutes for the February 5, 2015 meeting. The motion carried unanimously.

Old Business
Skype Interviews
Sergeant Westby reported on using skype for the recent Chief's interviews of Lateral Police Officers. Three candidates residing in New York, Illinois and Texas opted to interview via skype. Discussion followed and included the following comments:

- Skype alleviates some of the pressure of speaking in front of a group of people. More stress is involved when a candidate is physically present before the oral board. The ability to think and speak clearly under pressure is a necessary skill for police.
- In person interviews allow for better observation of the candidate's body language and composure under stress.
- Since the oral board interview is scored and the Chief's interview isn't, the option to interview via skype may need to be limited to the Chief's interview.
- Could the use of skype for the oral board interview lead to complaints of an unfair process?
- When candidates who reside outside of the local area interview in person, it shows that they are seriously interested in working for Lakewood PD and relocating. Skype should not be an option for both the oral board interview and the Chief's interview.
- Skype interviews are a great option for the Chief's interview, but may be problematic for the oral

board exam.

Chair Boyd and Commissioner Roden will continue the discussion of this topic when Commissioner Boyle and Assistant City Attorney Kymm Cox are present. The topic will be included on the next meeting's agenda.

New Business

Court Compliance Officer Eligible List

Ms. Pandrea reported the racial and gender composition of the eligibility list for Court Compliance Officer as all male; two White, two Black, two Hispanic, and one person of mixed race. Veteran's preference points were awarded to six candidates. There was a question about whether a candidate is eligible to receive points if they had used veteran's preference previously to secure employment with another employer. The application of the RCW is not clear. The commissioners would like to hear from Assistant City Attorney Kymm Cox on this matter.

It was moved and seconded to approve the Court Compliance Officer Eligibility List. The motion carried unanimously.

COURT COMPLIANCE OFFICER ELIGIBILITY LIST
Lakewood Civil Service Commission

The following is a true and certified list of the final standing of those candidates who qualified for the position of Court Compliance Officer:

1. **William Chad Oxner**
2. **Derek Sloan**
3. **Alejandro Munoz**
4. **Jeremie Duffy**
5. **Jeffrey Paulissen**
6. **Darold Grant**
7. **Melvin Allen**

Chief Examiner's Report

- The Detective's eligibility list was extended to October 3 at Chief Farrar's request. This is the first extension of the list.
- Officer Shirley McLamore left employment effective May 3. With this resignation there are three vacant Police Officer positions.
- Evidence Supervisor Rick Wade will retire August 3.
- The Chief's panel interview for Court Compliance Officer is scheduled for May 12.
- The process to establish an eligibility list for Animal Control Officer is anticipated to open within the next month.

The meeting was adjourned at 10:22 a.m.

Approved by:

David Boyd, Commission Chair — Date

Mary Pandrea, Chief Examiner — Date 7/2/15

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