



Lakewood Civil Service Commission
Thursday, July 2, 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, Civil Service Secretary-Chief Examiner Mary Pandrea, Assistant City Attorney Kimberly Cox.

MINUTES

Call to Order

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

Amendments to Agenda

Certification of the eligibility list for Evidence Supervisor was added to New Business.

Approval of Minutes

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

It was moved and seconded to approve the minutes for the March 25, 2015 meeting. The motion carried unanimously.

It was moved and seconded to approve the minutes for the May 7, 2015 meeting. The motion carried unanimously.

Public Comment

None.

Old Business

Skype Interviews

This topic is tabled until Interim Chief Zaro and Assistant City Attorney Cox are both present.

Veteran's Preference

Following the May 7th meeting, Ms. Pandrea provided the commissioners with information addressing when a candidate is eligible to receive preference points in scoring. It was clear that if a veteran had received preference points previously to get a job with another employer, veteran's preference may not be used again to obtain another job, even with another agency. Further discussion of veteran's preference points was not needed.

New Business

Animal Control Officer Eligible List

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

**ANIMAL CONTROL 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 Animal Control Officer:

1. Kayla Gower
2. Hollie Smith
3. Shellynna Mock
4. Devon Scarey
5. Richard Porter
6. Kerry Flaherty

Evidence Supervisor Eligible List

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

**EVIDENCE SUPERVISOR 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 Evidence Supervisor:

1. Erica Meeks

Chief Examiner's Report

- In response to Commissioner Boyle's request, Ms. Pandrea provided data for the number of entry and lateral Police Officers hired since 2010.

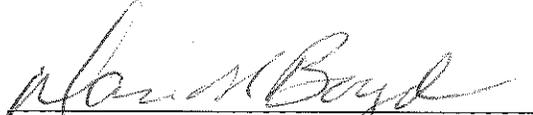
| Police Officer Hires | Entry | Lateral | Total |
|----------------------|-------|---------|-------|
| 2015 | 2 | 1 | 3 |
| 2014 | 4 | 1 | 5 |
| 2013 | 3 | 1 | 4 |
| 2012 | 0 | 5 | 5 |
| 2011 | 0 | 2 | 2 |
| 2010 | 0 | 2 | 2 |
| Total | 9 | 12 | 21 |

Commissioner Boyle stated the new approach for training police is a model that is more compassionate and community minded as opposed to the old, militaristic model. If we want a more compassionate and community minded police force, we would be interested in new entry level hires trained under the new training model rather than lateral hires who have not been trained in the new approach. A concern was whether a tendency to save money drives us to hire more lateral level officers and thus effect a slower change in the culture. The number of new hires bodes well for this concern.

- Lt. Alwine is serving as Acting Police Chief while Interim Chief Zaro is away on vacation and attending training.
- A new entry level officer will start employment this month.
- A conditional offer of employment was extended to a New York City Police Officer.
- The Commissioners agreed to cancel the August meeting as there are no items pending that will require their action. The next regular meeting is scheduled for September 3rd.

The meeting was adjourned at 10:00 a.m.

Approved by:



David Boyd, Commission Chair

Date



Mary Pandrea, Chief Examiner

9/3/15

Date

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