



## **Lakewood Civil Service Commission**

Thursday, October 4, 2018

9:30 a.m.

Lakewood City Hall

1<sup>st</sup> Floor American Lake Room

6000 Main Street SW

Lakewood, WA 98499

Present: Chair David Boyd, Commissioner Eileen Bisson, Commissioner Dennis Roden, Civil Service Secretary-Chief Examiner Mary Pandrea, Assistant City Attorney Kymm Cox, Sergeant Charles Porche, Officer Mike Russell

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## **MINUTES**

### **Call to Order**

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

### **Amendments to Agenda**

None

### **Approval of Minutes**

*It was moved and seconded to approve the minutes for the August 2, 2018 meeting. The motion carried unanimously.*

### **Old Business**

#### **Correction to June 7, 2018 Meeting Minutes**

It was stated in the examiner's report that there would not be an August 2<sup>nd</sup> meeting, this date was incorrect and should have been July 5<sup>th</sup>. The minutes have been revised with the correct date.

#### **Eligibility Lists – Minority Representation**

In response to Commissioner Roden's request for the minority status of candidates on the eligibility lists certified in August, Ms. Pandrea stated that the Entry Police Officer list initially included a total of 18 candidates, 14 males and 4 females. These included ten White males, one Black male, two Hispanic males, one male of two or more races, three White females, and one Black female. One White male withdrew from consideration, and the City has hired the Black female and a Hispanic male.

The Lateral Police Officer list initially included nine candidates. There were eight males, six White, one Asian and one of two or more races; and one Black female. The Asian male and Black female were hired by other agencies. The City has hired one White male and has made a conditional offer of employment to another White male. Four White males and one male of two or more races remain on the list.

Sergeant Porche and Officer Russell joined the meeting at 9:36 a.m.

## **New Business**

### **Certification of Lateral Police Officer Eligibility List**

*It was moved and seconded to approve the Lateral Police Officer Eligibility List. The motion carried unanimously.*

#### **LATERAL POLICE OFFICER ELIGIBILITY LIST**

**Lakewood Civil Service Commission**

**Open Continuous**

**The following is a true and certified list of the final standing of those candidates who qualified for the position of Lateral Police Officer and their dates of expiration from this list:**

- 1. Joshua Beauchamp 8-2-19**
- 2. Timothy Taylor 10-4-19**
- 3. Benjamin Griffin 8-2-19**
- 4. Christopher Alexander 10-4-19**
- 5. Mitchell Lange 10-4-19**
- 6. Charles Caspersen 8-2-19**
- 7. Raquel Brunson 10-4-19**
- 8. Brandon Gandy 8-2-19**
- 9. Joshua Meldrum 10-4-19**
- 10. Cameron Olinger 10-4-19**
- 11. Ethan Tudor 8-2-19**
- 12. Kevin Goss 10-4-19**
- 13. Michael Clabaugh 8-2-19**

Seven candidates were added to the list; six White males and 1 White female.

Commissioner Roden asked Sergeant Porche for an update on the officer recruitment plan that was presented earlier in the year. Sergeant Porche replied that this is a good time for the department to revisit the somewhat aggressive plan while there is a lull in hiring before the beginning of the new year. Recruiting efforts of other agencies were discussed.

### **Workforce Profile**

EEO data for sworn officers was provided for the last quarter. There were minimal changes. A comparison of the September 30, 2018 and June 30, 2018 data shows that the total number of Sergeants on September 30 is reduced by one White male who demoted to Officer, and the overall total has decreased by one with the retirement of one White male Officer.

### **Chief Examiner's Report**

- There have been five new Civil Service hires, three entry level officers, one lateral level officer and a Court Compliance Officer. The three entry level Police Officers are Travis Elisara, Savannah Brown and Brandon Smith. The new lateral level Police Officer is Joshua Northcutt who is from the City of Seattle Police Department. The new Court Compliance Officer is Aleksey Lobzov.
- A conditional offer for lateral level Police Officer has been extended to Joshua Beauchamp, who is currently a City of Milton Police Officer.
- There was a demotion of a Sergeant to Police Officer, and a promotion of an Officer to Sergeant.
- Ms. Pandrea, Sergeant Carroll and Officer Vanzant represented the City of Lakewood at the first public sector diversity career fair held at Renton City Hall on Saturday, September 29. While the event

was very well organized there was room for improvement in terms of inquiries at the City of Lakewood Police Department's table and overall interest in law enforcement careers.

- Assistant City Attorney Cox will do a refresher presentation on the open public meeting act at the December meeting.
- Commissioner Boyd asked Ms. Cox for an update on the status of the complaint to the commission that ended up going to civil court. Ms. Cox reported that discovery should be completed by February 11, 2019. The witness and exhibit lists will need to be exchanged by March 4, 2019.

The meeting was adjourned at 10:04 a.m.

Approved by:

  
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David Boyd, Commission Chair

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Date

  
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Mary Pandrea, Secretary-Chief Examiner

  
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Date