



Lakewood Civil Service Commission

Thursday, May 5, 2022

9:30 a.m.

Lakewood City Hall

6000 Main Street SW

Lakewood, WA 98499

Present: Chair Eileen Bisson, Commissioner Dennis Roden, Commissioner Gayle Selden via Zoom, Civil Service Secretary-Chief Examiner Mary Pandrea, City Attorney Heidi Wachter, Lt. Chris Lawler, Sgt. Jeremy Prater, HR Technician Tracey Freeman

MINUTES

Call to Order

Commissioner Bisson called the meeting to order at 9:30 a.m.

Approval of Minutes

It was moved and seconded to approve the minutes for the March 3, 2022 meeting. The motion carried unanimously.

Commissioner Roden added an item to the agenda, general discussion of disqualifications. He questioned why there appeared to be a significant increase in the number of candidates who are disqualified from eligible lists. Lieutenant Lawler and Sergeant Prater attributed the increase to the smaller pool of candidates available to agencies and a greater number of positions to fill and therefore, more candidates referred and moving to the background check process. LPD has not lowered the standards that candidates must meet. Commissioner Roden asked if the criteria for disqualifications had changed over the years. Sgt. Prater responded that the only change made was to the drug standards to address changing laws. Discussion ensued about why three years was set as the standard for a domestic violence incident and best practice guidelines.

New Business

Cancellation of Eligibility

It was moved and seconded to disqualify Timothy Callahan, Salvador Francisco, Hannah Holmes, Iman Roshan, and Omar Rivas Cortez from the Entry Level Police Officer eligibility list. The motion carried unanimously.

Ms. Pandrea stated she would implement a process change following the meeting. She stated that civil service rule 9.7 Cancellation of Eligibility – Notice to Eligible provides that the civil service secretary is to notify an applicant in writing if the applicant is removed from an eligibility list. The practice has been to send a letter via certified mail and email. The certified mail is an unnecessary expense and time consuming, and will be replaced with regular first class mail.

Certification of Entry Level Police Officer Eligibility List

Three names are added to the March list for a total of 11 names. The list includes:

11 males: 5 White, 3 Black, 1 Hispanic, 1 Pacific Islander, 1 – 2 or more races.

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

ENTRY LEVEL POLICE 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 Entry Level Police Officer and their dates of expiration from this list:

1. Walker, Joseph 5-5-23
2. Potter, Mason 5-5-23
3. Pierce-Powell, Justin 3-3-23
4. Anderson, Shane 3-3-23
5. Kraft, Kole 3-3-23
6. Chell, Christopher 11-4-22
7. Jones, Michael 3-3-22
8. Franquez, Noah 3-3-23
9. Allen, Brandon 3-3-23
10. Okonkwo, Chisom 3-3-23
11. Phillips, Nathaniel 5-5-23

Reinstatement on Lateral Police Officer Eligibility List

Melody Wright, employed as an Officer from February 2018 to November 2021 requested reinstatement. Chief Zaro supports her reinstatement. This reinstatement complies with civil service rule 9.2 Return to Eligible Register and requires the commission's approval.

It was moved and seconded to approve the reinstatement of Melody Wright on the Lateral Level Police Officer Eligibility List. The motion carried unanimously.

Lateral Level Police Officer Eligibility List

Three names are added to the March list. With the addition of Melody Wright, the list includes a total of five names:

- 4 White males and
- 1 White female.

It was moved and seconded to approve the Lateral Level 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. Wright, Melody 5-5-23
2. Lavers, Patrick 5-5-23
3. Langlow, Robert 5-5-23
4. Hardesty, Theron 5-5-23
5. Feleppa, Gregory 1-7-23

Workforce Demographics

Demographics for the department's commissioned officers from the last five quarters were provided. The March 31st chart reflects a total increase of three, one White male officer and two White female officers. Commissioner Roden noted the increase of female representation.


Examiner's Report

- The Entry Police Officer exams were on April 16. 31 applicants tested. 23 passed both the written exam & the physical ability test. Oral board interviews are scheduled over three days. There will be an updated eligibility list at the June meeting.
- The Sergeants exam process is underway. The process includes: a written exam; work performance ranking; & oral board interviews. An eligibility list will be presented at the July 7 meeting.
- Terminations and resignations since the March 3 meeting include Officers Shawn Noble & Grant Boere; and new hires are Officers David Luchetti, Sean Urckfitz, Natalie Zieber, and Jack Johnson.

It was moved and seconded to adjourn the meeting. The motion passed unanimously.

The meeting ended at 9:57 a.m.

Approved by:



Eileen Bisson, Commission Chair



Date



Mary Pandrea, Secretary-Chief Examiner



Date

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