



**LAKWOOD CIVIL SERVICE COMMISSION
MEETING AGENDA
Thursday, September 7, 2023
9:30 a.m.
City Hall
6000 Main Street SW
Lakewood, WA 98499**

MEMBERS

Gayle Selden,
Commission Chair

Dennis Roden,
Commissioner

Eileen Bisson,
Commissioner

STAFF

Tracey Freeman,
Secretary-Chief Examiner

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Call to Order

Approval of Minutes
August 3, 2023

Old Business
N/A

New Business
Cancellation of Entry Level Police Officer Eligibility
Certification of Entry Level Police Officer Eligibility List
Certification of Lateral Level Police Officer Eligibility List

Chief Examiner's Report
Update on Detective Recruitment

Adjourn



Lakewood Civil Service Commission

Thursday, August 3, 2023

9:30 a.m.

Lakewood City Hall

6000 Main Street SW

Lakewood, WA 98499

Present: Chair Gayle Selden, Commissioner Dennis Roden, Commissioner Eileen Bisson, Police Chief Patrick Smith, City Attorney Heidi Wachter, Civil Service Secretary-Chief Examiner Tracey Freeman, Police Recruiter Officer Lesha Cockle

MINUTES

Call to Order

Chair Gayle Selden called the meeting to order at 9:30 a.m.

Approval of Minutes

It was moved and seconded to approve the minutes for the July 6, 2023 meeting. The motion carried unanimously.

New Business

Meet and Greet with Police Chief Patrick Smith and Police Recruiter Officer Lesha Cockle

The landscaping of policing has changed, and we need to be flexible and quick to respond to applicants; otherwise, applicants will go to other departments. One way of addressing the quickness of response is appointing Officer Lesha Cockle to the position of Police Officer Recruiter. Police Chief Smith would like to reevaluate and streamline the Lateral recruitment process.

Laterals are coming to us already certified and trained. We need to work on ways to grab the laterals sooner vs. making them wait for the quarterly entry level police officer oral boards. Possible changes in the process could be more community members so that more oral boards can be held or giving a candidate a conditional offer of employment sooner in the recruitment process. Improving the officer recruitment process should increase officer retention.

Cancellation of Eligibility

It was moved and seconded to disqualify Michael Koziej from the Entry Level Police Officer eligibility list. *The motion carried unanimously.*

It was moved and seconded to disqualify Michael Clark from the Entry Level Police Officer eligibility list. *The motion carried unanimously.*

It was moved and seconded to disqualify Ari Lavanway from the Entry Level Police Officer eligibility list. *The motion carried unanimously.*

It was moved and seconded to disqualify Austin Kidwell from the Court Compliance Officer eligibility list. *The motion carried unanimously.*

Update of Sergeants Eligibility list

Lakewood had an officer in the top five on a previous Sergeant's Eligibility list that expired. That officer had a mishap that resulted in the City terminating employment. The officer grieved the termination, and the arbitrator said

the officer needed to return to work and be put back to where he was before the termination happened. City Attorney Heidi Wachter's recommendation to remedy this situation is, in light of the rule of five, when five names from the Sergeants list are sent to Chief Smith for promotional consideration, the officers' names will also be sent. *It was moved and seconded to authorize Chief Smith to consider the top five on the Sergeant's list and Officer Sean Noble for the duration of the current list.*

Examiner's Report

- August 8th and August 9th the City will have Entry and Lateral level Police Officer oral board interviews.
- Lateral recruitment – Five officers were in our recruitment queue. Two of the five will interview on 8/8/23.
- The newly appointed Court Compliance Officer 1st day of employment is 8/21/23.
- The Lieutenants eligibility list has been extended thru 2/3/24. This is the last extension. A new Lieutenants recruitment will start in December of 2023.

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

The meeting ended at 10:05 a.m.

Approved by:

Gayle Selden, Commission Chair

Date

Tracey Freeman, Secretary-Chief Examiner

Date

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