



Lakewood Civil Service Commission
Thursday, February 01, 2024
9:30 a.m.
Lakewood Police Department
9401 Lakewood Dr SW
Lakewood, WA 98499

Present: Chair Eileen Bisson, Commissioner Gayle Selden, Commissioner Larry Woods, Assistant City Attorney Leis Schumacher, Civil Service Secretary-Chief Examiner Tracey Freeman, Lieutenant Jeremy Prater, Sergeant Tim Borchardt

MINUTES

Call to Order

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

Welcome and Introduction of Commissioner Larry Woods

Commissioner Larry Woods started volunteering for the City of Lakewood in various capacities, such as a Lakewood Police Department Oral Board panel member under Chief Saunders. Also, since 2015, Commissioner Woods has been the Lake City Neighborhood president.

Approval of Minutes

It was moved and seconded to approve the minutes for the January 4, 2024, meeting. The motion carried unanimously.

Unfinished Business

The updated Q4 2023 Lakewood Police Demographics report was distributed. Also, it was confirmed the Lakewood Police Department is at full staff with two police officers who are “over hires.” *It was moved and seconded to accept the Q4 Lakewood Police Department Demographics report.*

New Business

Certification of Lateral Level Police Officer Eligibility List

LATERAL 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 Lateral Level Police Officer and their dates of expiration from this list:

1. **Gomez, Manuel 10/5/24**
2. **Kennedy, Jamaal 2/1/25**
3. **Johnson, Christopher 2/1/25**
4. **Rana, Dewa 2/1/25**
5. **Lemmon, Anthony 2/1/25**
6. **Martinez, Meagan 2/1/25**
7. **Imasa, Rennie 2/1/25**

1 female, 6 males

3 White, 2 - 2 or more races, 1 Asian, 1 Pacific Islander

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

Update to the Police Oral Board Rating Scale

Currently, the Police Oral Board Rating scale allows for questions to be rated on a 6-point rating scale: ten through five. The definition of a five rating is the candidate's answer fails to meet job requirements, performing at an unsatisfactory level for the job. If a candidate could not answer a question, the candidate still received a five for the non-response. Two changes are recommended to the current rating scale to reflect a candidate's rating at an oral board accurately. The first change is to flip the 6-point rating scale to reflect a score of five to zero. The definition of zero is the candidate did not answer the question. The second change is to remove the word "performing" from the scale. The oral board is not rating a candidate based on their performance. The score is based on the candidate's answer, which aligns with the job description.

It was moved and seconded to approve the updated Police Officer Oral Board rating scale. The motion carried unanimously.

Examiner's Report

- Court Compliance Officer interviews will be held on February 15th. There are two candidates scheduled to be interviewed.
- Entry Level Oral Board will take place on February 27th. Twelve candidates have been invited to the Oral Board.

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

The meeting ended at 9:47 a.m.

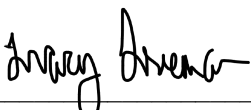
Approved by:

Eileen Bisson

Eileen Bisson, Commission Chair

10/03/2024

Date

: 

Tracey Freeman, Secretary-Chief Examiner

10/03/2024

Date

City Hall is accessible to persons with disabilities. Equipment is available for the hearing impaired. Persons requesting special accommodation should contact the Civil Service Secretary-Chief Examiner at 253-589-2489 as soon as possible in advance of the meeting so that an attempt to provide the special accommodation can be made.

Signature: 
Eileen Bisson (Mar 10, 2024 16:29 PDT)

Email: sebisson@comcast.net






CSC Minutes

Final Audit Report

2024-03-10

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