

LACEY CIVIL SERVICE COMMISSION
Meeting Minutes
11/04/24
In Person and via Zoom

MEMBERS PRESENT:

Amanda Vey, Commission Chair
Mark Brown, Commissioner

STAFF PRESENT:

Leialani Su'e, Human Resources Director/Civil Service Examiner & Secretary
Robert Almada, Chief of Police
Robert Hollis, Deputy Chief of Police

MEMBERS OF THE PUBLIC PRESENT:

None

CALL TO ORDER/ROLL CALL:

Commission Chair Amanda Vey, called to order the November 4, 2024, Civil Service Commission meeting. The meeting started at 12:15 pm.

APPROVAL OF THE AGENDA:

Commission Chair Vey motioned to approve the November 4, 2024, agenda as published, was moved by Commission Mark Brown and seconded by Chair Vey and passed unanimously by the Commission.

APPROVAL OF THE MEETING MINUTES:

Commission Chair Amanda Vey motioned to approve the August 5, 2024, meeting minutes as published, was moved by Commissioner Mark Brown, seconded by Commission Chair Vey and passed unanimously by the commission.

BUSINESS:

Command Staff Quarterly Report (Quarter 3 July 1-September 30)

Police Chief Robert Almada reported that in this past quarterly period (July 1-September 30), there were 33 applications, of which there were 29 entry level applicants and 4 lateral applicants who entered into the recruitment cycle for Lacey Police Officer positions. Of the entry level applicants, 10 were disqualified in the application stage, and 7 entry level applicants were disqualified at the oral board stage due to insufficient scoring, and two disqualified in guardian process. Of the remaining applicants two (2) withdrew, none were disqualified by Chief interview, five (5) remain on the eligible list and three (3) are in backgrounds. Of the lateral applicants, we failed three (3) at the oral board stage, and one (1) went to the eligible list. Note that one applicant on the lateral posting was a rehire, and is being processed through a rehire set of steps. Police Chief Almada stated is positioned to potentially be fully staffed soon. Of the 72 positions in the Department 70 are filled and two (2) are in the recruitment stages. We have been evaluating our hiring process and streamlined where we can. We have implemented a hiring mentor to

help explain the process, and to demystify the steps. Guardian is a new technology we are using that is used for background and references. Thanks to our instructor connections the academy dates are streamlined. We also offer attractive pay, benefits, and tactic training and an incentive program for laterals that is appreciated. In addition we have a robust training program with overlap Fridays and our trainings are built on to each other. Last we have a community that is supportive of the PD. We are out performing de-escalation, homeless outreach, proactive, less lethal work, and using community resources. We anticipate having all 72 positions filled by December and through FTO by next year. We have one (1) IA to report which was for public conduct and sustained allegation result was assigned to remedial training. Commissioner Mark Brown asked about budget and any new positions coming in 2025. Chief Almada also noted no new positions authorized in the upcoming budget. There had been discussion on future years however we will review mid-year how things are going in 2025. City is facing a structural deficit.

B. Reinstatement Language

Leialani Su'e Human Resources Director stated at this time no official changes to the language. Updating the Civil Service rules section to bring more clarity on what it means to resign and separate and what to come back. There is a small paragraph in the rules about reinstatement but it is unclear what happens in that process. Ultimately, we want to capture what we have provided for the officers that returned and make sure rules are clear and have consistency. Commissioner Chair Vey asked where it has this language, and Leialani Su'e directed the commissioner where to find the rule. Commissioner Mark Brown asked what the issue was specifically what is missing. Leialani Su'e explained that we have had two (2) employees retire and separate who asked to be rehired or came back through the lateral process. All it says right now, is that the person can be reinstated to a vacant position. At a minimum they should be getting what a lateral might get, but there is not much more in terms of clarity under the other available rules like City policy. Commissioner Mark Brown asked whether we negotiated the benefits and Leialani Su'e confirmed that they had a discussion with the Union however prior to the actual date of hire, the former employee is not a Union member so not technically a union position. The City looked historically at what is being provided for laterals, what we also looked at what the City may provide in the non-rep realm. What benefits were determined for the first one was more difficult but the second one was easier, they just got what the first person did. Leialani Su'e wanted to place hold they are researching the rules to be more clear. Police Chief Almada said if we are going to reinstate somebody it should mean left under good auspices, what is the best way to make that person whole again absent the period of time that they were gone. If they are coming back, less than a year I see it as something different than one year or more they come back as a new hire. We want to attract good people back, sometimes they realize grass is not greener or transfers happen due to a variety of scenarios. We want to bring them back and make them whole and want to make sure there is equity in what we offer. Commissioner Mark Brown asked if the CBA has language, and the Chief said no this is not covered under the Union. Leialani Su'e explained the difference in terms being used, rehire is the action of bringing someone back and the 'reinstatement' term is a reference to the benefits. In the HR realm, rehire is the action of coming back and reinstatement is a point towards what is given back as a part of that action. Chief Almada stated a point of contention right now and we are looking into this with our comparable cities, is whether or not vacation accrual rate should be reinstated.

C. Land Acknowledgement

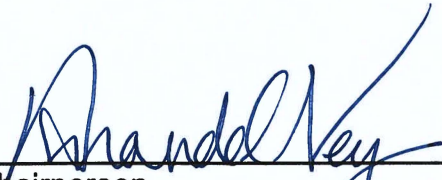
Amanda Vey Commission Chair stated at this time she would table the conversation to the next scheduled meeting to give additional time to discuss and review the language options provided. With Commissioner White absent, they would not have full consideration of the commission and would table until February 2025 meeting. Commissioner Mark Brown mentioned for the record that it is Native American History Month.

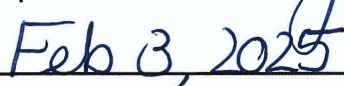
NEW BUSINESS

Commissioner Mark Brown stated in future it would be great if there are events that are appropriate to invite commissioners to, such as ground breaking for the new Police Station, he would love to be invited to something like that.

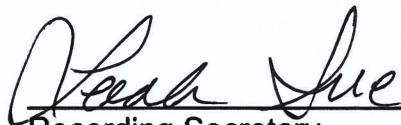
The meeting adjourned at 12:22 pm.

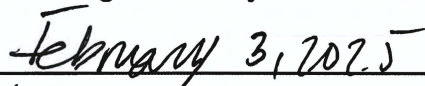
The next Commission Meeting will be held on February 3, 2025 @ 12:15pm (in person and virtually via Zoom).



Chairperson


Date



Recording Secretary


Date