



Civil Service Commission Meeting Agenda

Refer to the bottom of the agenda for meeting information.

Monday, November 3, 2025

12:00 PM

Council Chambers and Online

1. Call to Order

2. Roll Call

3. Land Acknowledgement

We, the City of Lacey, are on the ancestral land of the Tribal People of the Treaty of Medicine Creek, including the Nisqually Indian Tribe and Squaxin Island Tribe. We acknowledge and remember those Tribal People not recognized today who were absorbed or relocated into other tribes for survival. We recognize the ancestors and their descendants who are still here. We recognize and respect the Tribal People of the Treaty of Medicine Creek as the traditional stewards of this land since time immemorial and their role today in taking care of these lands in perpetuity. We recognize and have the responsibility to call attention to the histories of dispossession, forced removal, and abridged treaty rights that allowed our nation, state, and city to develop as they have today. We recommend that community members read the Medicine Creek Treaty of 1854.

4. Approval of the Agenda

5. Approval of Minutes

A. August 4, 2025

6. Public Comment

Refer to the bottom of the agenda for instructions on how to provide public comment.

7. Agenda Items

A. **Command Staff Quarter 3 Report**

Chief Robert Almada

8. Adjourn

Attendance and Public Comment

Attend Remote or In-Person

The public may attend the meeting in-person, or you may view or listen to the meeting using one of the following platforms:

In-Person Council Chambers at Lacey City Hall
420 College Street SE, Lacey, WA 98503

Zoom: https://us02web.zoom.us/webinar/register/WN_bTOJhX48RXq8b39B05N-zA
Website: <https://cityoflacey.org/government/public-meetings/>
Facebook: <https://www.facebook.com/cityoflacey>
YouTube: <https://www.youtube.com/watch?v=fy35rRoPCsQ>
Cable: Channel 77 with your local cable provider
Phone: (888) 788-0099 or (877) 853-5247 (Webinar ID 867 7186 7560)

Verbal Public Comment

Each speaker is limited to three minutes. Comments are welcome on matters connected to City business or specific agenda items.

Prior to starting your comments, please provide your:

- a. Name
- b. City of residence or connection to the City
- c. Topic or subject matter of your comments.

Those wishing to provide verbal public comment may do so in-person, or by Zoom:

In-Person: Use the sign-up sheet located in the meeting room.
Zoom: Preregister using the following Zoom link no later than two hours prior to the meeting:
https://us02web.zoom.us/webinar/register/WN_bTOJhX48RXq8b39B05N-zA

Instructions and access details will be provided once registration is complete.

Written Public Comment

Please email written public comments to CivilServiceCommission@cityoflacey.org. The comment period will close two hours before the meeting time. Commissioners will receive all written public comments provided by this deadline. Comments may not be addressed during the meeting. All comments are part of the official record.



LACEY CIVIL SERVICE COMMISSION

Meeting Minutes

08/04/2025

In Person and via Zoom

MEMBERS PRESENT:

Amanda Vey, Commission Chair
Mark Brown, Commissioner
Madeline White, 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 August 4, 2025, Civil Service Commission meeting. The meeting started at 12:15 pm.

LAND ACKNOWLEDGEMENT:

Commission Chair Amanda Vey reads tribal land acknowledgement to open the meeting.

APPROVAL OF THE AGENDA:

Commissioner Madeline White motioned to approve the August 4th, 2025, agenda as published, was seconded by Mark Brown. Agenda passed unanimously by the Commission.

APPROVAL OF THE MEETING MINUTES:

Commission Chair Amanda Vey motioned to approve the May 5th, 2025, meeting minutes as published, was moved by Commissioner Madeline White, seconded by Commissioner Brown. Meeting minutes passed unanimously by the Commission.

PUBLIC COMMENT

No public comment.

BUSINESS:

A. Command Staff Quarterly Report (Quarter 2 April - June 2025)

Police Chief Robert Almada reported that in this past quarterly period (April 1st 2025 – June 30th, 2025), during past quarter 80 application, 78 entry level 2 lateral. 13 made it to the entry eligible list, of that 1 withdrew, 3 disqualified and 9 made to chief interview. Of that 4 were provided conditional offer, put into

background, 3 in process. 1 withdrew from background. I have 2 openings with retirement of officer Michael Aalbers, and for next report out, may have a trainee withdrawn from service. May be a CSO. HB2015 update, didn't think we would move forward with grant, several meetings grant in effect July 1, had a meeting with WCIA, CJTC and WASPIC, it appears we can move forward with grant application. Several caveats, attempt to move forward, make presenting to council in future. Some work by council to pass levy .001% Public Safety Tax to qualify for the grant, 2 training components not yet put out by CJTC, and when put that out we can meet all criteria. Need co-responder program, and 3rd tier is we need staffing. CM and I have had discussions applying for 4 police officer positions, and out of the retail sales tax, hoping for a Public Records specialist. Lots of BWC content. Only 1 staff to redact and fill PDR and all else helps out. Lot of work, redact and review, need to add another person to that. Pay for increasing cost of Public Defense as well possibly. Indigent defense, requiring us to limited workload of public defense, so trying to find funding sources. Commissioner Mark Brown, do we draw much out of cops federal program? Chief we draw money out of Ballistic Vest Program, however the other programs that conditions in WA may affect grant status. Yet to be decided. Commission Mark Brown, reading in WASPIC crime stats seen social medial posts from Sheriff, about trends generally seem to be favorable, dialing down to Lacey how does it look here. Chief report to council at beginning of September. 9.4% down in overall crime, 26% arrests are up. Commissioner Madeline White, 78 people apply and only 1 to hire, did I understand that right? Chief ran through numbers again, and emphasized that 3 made it through conditional offer and backgrounds. Chief discusses hiring process, and that it is a lot about fit. Community based policing, very much about getting to better outcomes and applying right tools for right aspect. Chief is careful in selecting folks that have stake in community, and will be successful in organization and this community. Chair Vey congratulates Chief Almada for appointment for vehicle task force by Governor's office.

B. Finalize Civil Service Rules Updates

Human Resources Director Leialani Su'e

HR has made some changes in the rules for the Commissions consideration. The first small change in the rules is a change in Section 2, adjusting the time start of the Commission meetings to 12:00PM, rather than the current 12:15PM. There is a limitation in the zoom technology that makes the 12:15PM time burdensome, so the change would take effect after the August 2025 meeting since the rules need to be officially approved at that date. The next change proposed is in the eligibility lists language, where we note all of the lists we maintain for the ranks in the Lacey Police Department. After 2025 the City will no longer have the rank of Commander, so making the update now. The LPSMA Union was asked if there were questions prior to this proposed change. Lieutenant will be replacing the rank of Commander. The last change in the Leaves and Resignations Rule, the term 'Reinstatement' is being replaced with "Rehire" due to the meaning granted to reinstatement with regards to the commissioned arbitration eligible staff. The term rehire makes this clearer, and there is built in language to cover what happens when benefits are reinstated. This language reflects what was given to the previous two rehires that were brought back in this past year. HR Director Su'e reads the full language change from this updated section of the Civil Service Rules (Attached with Agenda). HR Director Su'e notes that the rules would be sent to the Police Department staff next and brought forward to the Commission in August for final approval. The Commission approves that the draft be moved forward in the process, to be approved formally in August.

Motion was called to approve the updated Civil Service Rules by Chair Vey, and a Motion was made by Commissioner Madeline White to approved the rules as they are presented. Motion seconded by Commissioner Mark Brown. Commissioner Brown inquired into whether all police department staff were notified of the intended changes, and did we capture any feedback or concerns from that outreach effort?

HR Director Leialani Su'e stated that there were no comments or concerns. Motion was unanimously approved.

Commissioner Chair Amanda Vey moved to adjourn the meeting at 12:31PM.

The meeting adjourned at 12:30PM.

The next Commission Meeting will be held on November 3, 2025 @ 12:00PM (in person and virtually via Zoom).

Chairperson

Recording Secretary

Date

Date