



## Civil Service Commission Meeting Agenda

Refer to the bottom of the agenda for meeting information.

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Monday, February 2, 2026

12:00 PM

Council Chambers and Online

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**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. Officer Election**

A. 2026 Commission Chair

**5. Approval of the Agenda**

**6. Approval of Minutes**

A. Approval of the Minutes of November 3, 2025

**7. Public Comment**

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

**8. Agenda Items**

A. **Command Staff Quarter 4 Report**

Chief Robert Almada

**9. Adjourn**

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**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\\_u3nglfipTdi6aE4jPW7hlg](https://us02web.zoom.us/webinar/register/WN_u3nglfipTdi6aE4jPW7hlg)

Website: <https://cityoflacey.org/government/public-meetings/>

Facebook: <https://www.facebook.com/cityoflacey>

YouTube: <https://www.youtube.com/watch?v=-isTZVbTciw>

Cable: Channel 77 with your local cable provider

Phone: (888) 788-0099 or (877) 853-5247 (Webinar ID 863 1294 8734)

### **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\\_u3nglfipTdi6aE4jPW7hlg](https://us02web.zoom.us/webinar/register/WN_u3nglfipTdi6aE4jPW7hlg)

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

### **Written Public Comment**

Please email written public comments to [CivilServiceCommission@cityoflacey.org](mailto: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

11/03/2025

In Person and via Zoom

### **MEMBERS PRESENT:**

Amanda Vey, Commission Chair

Madeline White, Commissioner

### **STAFF PRESENT:**

Izzy Uong, Human Resources Analyst, Civil Service Examiner

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 3, 2025, Civil Service Commission meeting. The meeting started at 12:00 pm.

### **LAND ACKNOWLEDGEMENT:**

Commissioner Madeline White read the tribal land acknowledgement to open the meeting.

### **APPROVAL OF THE AGENDA:**

Commission Chair Amanda Vey moved to approve the November 3, 2025, agenda as published, which was seconded by Commissioner Madeline White. The agenda passed unanimously.

### **APPROVAL OF THE MEETING MINUTES:**

Commission Chair Amanda Vey moved to approve the August 4, 2025, meeting minutes as published, which was seconded by Commissioner Madeline White. The meeting minutes passed unanimously.

### **PUBLIC COMMENT**

No public comment.

### **BUSINESS:**

#### **A. Command Staff Quarterly Report (Quarter 3 July - September 2025)**

Police Chief Robert Almada reported that in this past quarterly period (July 1 – September 30, 2025), there were 77 applications: 74 entry level and 3 laterals. Twenty made it to the entry eligible list. Of those, 3 withdrew, 5 were disqualified and 12 went on to chief interview. Four were provided conditional offers, 3 went into background checks and 1 was disqualified. Three have been hired and are currently in week 3 of the academy. That leaves one opening. Commission Chair Amanda Vey congratulated the Chief.

The Chief reported on discipline within the quarter: one significant complaint was sustained and a 42.7-hour suspension and formal reprimand were issued. In response to Commissioner White, the Chief reported it takes five and a half months to complete the academy. Deputy Chief Robert Hollis commented it is nineteen and a half weeks. The Chief added they do 4 days a week. In response to Commissioner White, the Chief noted the academy's location to the north and reminded the commissioners that Lacey would like to get a regional academy in its new training center.

**Commission Chair Amanda Vey adjourned the meeting at 12:05 PM.**

The next Commission Meeting will be held on February 2, 2025, at 12:00 PM (in person and virtually via Zoom).

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Chairperson

\_\_\_\_\_  
Recording Secretary

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date