



Civil Service Commission Meeting Agenda

Refer to the bottom of the agenda for meeting information.

Monday, May 4, 2026

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. Approve the Minutes of February 2, 2026

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 1 Report**

Police Chief Robert Almada

Deputy Police Chief Robert Hollis

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_xiaUHUFVRgqOkJEttsk0NQ

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

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

YouTube: <https://www.youtube.com/watch?v=C0ztho2PCGM>

Cable: Channel 77 with your local cable provider

Phone: (888) 788-0099 or (877) 853-5247 (Webinar ID 853 8712 5066)

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_xiaUHUFVRgqOkJEttsk0NQ

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

02/02/2026

In Person and via Zoom

MEMBERS PRESENT:

Amanda Vey, Commission Chair

Madelin 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:

Human Resources Analyst/Civil Service Examiner, Izzy Uong, called to order the February 02, 2026, Civil Service Commission meeting. The meeting started at 12:00 pm.

LAND ACKNOWLEDGEMENT:

Human Resources Analyst/Civil Service Examiner Izzy Uong read the tribal land acknowledgement to open the meeting.

OFFICER ELECTION:

Civil Service Examiner Izzy Uong opens the floor for the nomination of the 2025 Chair.

Commissioner Amanda Vey nominates Commissioner White.

Commissioner White consents to the nomination for the Civil Service Commission Chair.

Civil Service Examiner Izzy Uong motion to elect nominee as Chair.

Commissioner Vey seconds.

Commissioner Chair White passed unanimously by Commission.

APPROVAL OF THE AGENDA:

Commission Chair Madelin White moved to approve the February 2, 2026, agenda as published, which was seconded by Commissioner Amanda Vey. The agenda passed unanimously.

APPROVAL OF THE MEETING MINUTES:

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

PUBLIC COMMENT

No public comment.

BUSINESS:

A. Command Staff Quarterly Report (Quarter 4 October - December 2025)

Police Chief Robert Almada reported that in the past quarter (October 1st, 2025 – December 31st, 2025) there were 71 applications, of which there were 62 entry level applications and 9 lateral level applications. 16 made it to the entry level eligibility list, of the 16, 3 withdrew, 5 were disqualified, and 4 made went onto Chief’s interview. 4 made it to the lateral level eligibility list, 1 withdrew, 1 was disqualified, and 2 made it to the Chief’s interview. 6 conditional offers were handed out. Of the 6, 2 have completed backgrounds, 1 was disqualified, 3 are currently in backgrounds. And at the time, we had two officers in the academy pending graduation. We now have 5 in the academy, of the 5 we anticipate 2 graduating at the end of this month (February, 2026). Commissioner Chair White asks how many does that make now. Chief Almada we have one opening, we are still in the process of searching for the right candidate. Chief Almada swore in a lateral officer this morning, this is a precursor to our next meeting. The Chief reported on discipline, accepted one resignation in lieu of termination after an investigation of finding of misconduct that rose to the level of potential termination. Commissioner Chair White asks the Chief is there are any applications from Seattle. The Chief has hired officers from Seattle. Commissioner Chair White asks if the officers receive the same pay as Seattle. The Chief, they get the pay commiserate with the City of Lacey at their level of experience.

Commission Chair Madelin White adjourned the meeting at 12:05 PM.

The next Commission Meeting will be held on May 4, 2026, at 12:00 PM (in person and virtually via Zoom).

Chairperson

Recording Secretary

Date

Date