

CIVIL SERVICE COMMISSION SPECIAL MEETING AGENDA



City of Lake Stevens Vision Statement

By 2030, we are a sustainable community around the lake with a vibrant economy, unsurpassed infrastructure and exceptional quality of life.

November 17, 2022 - 3:30 PM

Hybrid Meeting: [attend via Zoom](#) or in person at Lake Stevens Police Department, 1825 S. Lake Stevens Rd.

1. **Call to Order**
2. **Roll Call**
3. **Action Items**
 - A. Approve Minutes of November 3, 2022 Civil Service Commission Special Meeting
 - B. Approve Entry Level Police Officer Continuous Testing Eligibility List
 - C. Approve Lateral Police Officer Continuous Testing Eligibility List
4. **Staffing and Recruiting Update**
 - A. Staffing and Recruiting Update
 - B. Police Officer Disqualifiers
5. **New Business**
6. **Adjourn**

THE PUBLIC IS INVITED TO ATTEND

The City of Lake Stevens strives to provide accessible opportunities for individuals with disabilities. Please contact Human Resources, City of Lake Stevens ADA Coordinator, (425) 622-9400, at least five business days prior to any City meeting or event if any accommodations are needed. For TDD users, please use the state's toll-free relay service, (800) 833-6384, and ask the operator to dial the City of Lake Stevens City Hall number.

**CITY OF LAKE STEVENS
CIVIL SERVICE COMMISSION
SPECIAL MEETING MINUTES**

November 3, 2022

Hybrid meeting via Zoom and in-person at City Hall

Call to Order:

The meeting was called to order at 3:31 p.m.

Roll Call:

Commission members Brian McManus and Joshua Wilson; Deputy Police Chief Young; Senior Human Resources Specialist and Civil Service Chief Examiner/Secretary Good.

Commission member Ray Mitchell was excused.

Action Items:

MOTION by Brian McManus to approve Minutes of the September 1, 2022 Civil Service Commission Special Meeting. Motion seconded by Joshua Wilson. Motion passed unanimously.

MOTION by Brian McManus to certify the Lateral Police Officer Continuous Testing Eligibility List. Motion seconded by Joshua Wilson. Motion passed unanimously.

Staffing and Recruiting Update:

Examiner Good provided a recap of the recent recruiting events and efforts. Commission member McManus will contact Everett Naval Station regarding any upcoming recruiting opportunities.

New Business:

None.

Adjourn:

MOTION by Brian McManus to adjourn the meeting. Motion seconded by Joshua Wilson. Motion passed unanimously. The meeting was adjourned at 3:41 p.m.

Respectfully Submitted:

Julie Good
Civil Service Commission Chief Examiner/Secretary

Approved By:

Brian McManus
Civil Service Commission Vice Chairperson



**Entry Level Police Officer
Continuous Testing Eligibility List**

The following names were certified by the Lake Stevens Civil Service Commission for the position of Entry Level Police Officer:

Rank	Applicant	Score	Date Certified	Date Eligibility Expires	Status
1	Vaughn Barkhurst	84.17%	11/17/2022	11/16/2023	
2	Charles Alford	80.56%	11/17/2022	11/16/2023	
3	Derek Price	70.56%	9/1/2022	8/31/2023	
4	Nathan Taylor	70.00%	11/17/2022	11/16/2023	
5	Diego Dos Santos	70.00%	11/17/2022	11/16/2023	

Approved by: _____
Ray Mitchell
Civil Service Commission
Chairperson

Date: _____

Attested by: _____
Julie Good
Civil Service Commission
Chief Examiner/Secretary

Date: _____



**Lateral Police Officer
Continuous Testing Eligibility List**

The following names were certified by the Lake Stevens Civil Service Commission for the position of Lateral Police Officer:

Rank	Applicant	Score	Date Certified	Date Eligibility Expires	Status
1	Jesse Picard	84.72%	6/14/2022	6/13/2023	
2	Jess Brecht	83.06%	11/17/2022	11/16/2023	
3	Nicolas Wood	82.65%	11/3/2022	11/2/2023	In process
4	Robert Kendrick	77.78%	7/19/2022	7/18/2023	
5	Evander Garcia	77.00%	8/25/2022	8/24/2023	
6	Jennifer Gallina	71.11%	9/1/2022	8/31/2023	

Approved by: _____
Ray Mitchell
Civil Service Commission
Chairperson

Date: _____

Attested by: _____
Julie Good
Civil Service Commission
Chief Examiner/Secretary

Date: _____

As of: Nov. 17, 2022

Position	Authorized Positions	Vacant Positions	Eligibility List Candidates	Candidates in Process	Candidate Status
Police Officer:	34	6			
Entry Level			5	0	
Entry-Advanced Level			3	0	
Lateral			6	1	Pending polygraph, psychological exam and medical exam
Community Service Officer	1	0	0	0	
Police Records Supervisor	1	0	2	0	
Police Records Specialist	4	0	3	0	

Hiring Process:

1. Oral Board
2. Civil Service Commission Certification
3. Chief's Interview
4. Ride-alongs (2)
5. Polygraph*
6. Background check
7. Conditional job offer*
8. Psychological exam*
9. Physical exam*
10. Offer of employment

*Police officers only



CITY OF LAKE STEVENS

Lake Stevens Police Department

Jeffrey Beazizo, Chief of Police

1825 South Lake Stevens Road, Lake Stevens, Washington 98258
 Phone: 425.622.9401 * Fax: 425.334.9842 * Web: www.lakestevenswa.gov/police

Police Officer Disqualifiers

The following are automatic and potential disqualifiers. Applicants should not apply to our agency if they indicate any of the automatic disqualifiers. Potential disqualifiers will be considered on a case-by-case basis.

Driving	Automatic	Inability to obtain a Washington driver license.
	Automatic	One (1) or more traffic convictions in last five (5) years (i.e., DUI/DWI, suspended, reckless, etc.).
	Potential	One (1) or more traffic crime convictions in last ten (10) years (i.e., DUI/DWI, suspended, reckless, etc.).
Drug Usage	Automatic	Use of non-prescribed Adderall within the last year.
	Automatic	Any injection of any non-prescribed drugs regardless of timeframe (except Anabolic steroids, see Schedule III drug standards).
	Automatic	Any possession or recreational use of any non-prescribed Schedule I-V drug (except for Marijuana or Adderall) within the past three (3) years. This standard applies to synthetic versions of Schedule I and II drugs. Schedule I (RCW 69.50.204) – Examples could include: Heroin, Morphine, Ecstasy, LSD, Peyote, GHB, Methaqualone, mushrooms (Psilocybin). Schedule II (RCW 69.50.206) – Examples could include: Opium, Cocaine, Codeine, Hydrocodone, Oxycodone, Methadone, Methamphetamine, Amphetamine, Depressants, Hallucinogenic substances, etc. Schedule III (RCW 69.50.208) – Examples could include: Stimulants, Depressants, Ketamine, Anabolic steroids, Hallucinogenic substances, etc. Schedule IV (RCW 69.50.210) – Examples could include: Barbital, Diazepam, Fludiazepam, Halazepam, Lorazepam, Phenobarbital, etc. Schedule V (RCW 69.50.212)
	Automatic	Any illegal use of drugs after submitting an application with any law enforcement agency.
	Automatic	Any illegal use of drugs while employed by a law enforcement agency.

	Automatic	Any pattern of prescription drug abuse within the past five (5) years.
	Automatic	Any intentional inhalation (huffing) of any aerosol or substance (nitrous oxide, whippets, paint, glue, DXM, etc.) in the past three (3) years.
	Potential	Any other history or pattern of drug use outside these standards will be considered on a case-by-case basis.
Criminal Activity	Automatic	Any adult felony conviction.
	Automatic	Any misdemeanor while employed in a criminal justice capacity.
	Automatic	History of assaultive behavior within the past 5 years.
	Potential	Juvenile felony conviction will be carefully reviewed.
	Potential	Adult misdemeanor convictions will be carefully reviewed.
	Potential	Conviction of any crime under an enhancement statute to include (i.e., domestic violence, hate crime, firearm, etc.)
Employment	Automatic	Dishonorably discharged from the United States armed forces.
	Automatic	Falsified his or her application, personal history questionnaire, or any other forms during the hiring process.
	Automatic	Any deception during any stage of the application and/or hiring process (includes falsifying information on application, untruthfulness during interviews)
	Automatic	Revocation or denial of (CJTC/POST) certification status, or suspension of current (CJTC/POST) certification status.
	Potential	Work history that reflects incompetence, dishonesty, instability, dereliction of duty, or inability to get along with supervisors, co-workers, etc.
Financial	Automatic	Failure to pay income tax or child support.
	Potential	Current credit accounts, or unresolved accounts in collection will be carefully reviewed.
Other	Potential	Any pattern of activity or behavior which could bring discredit upon the applicant or the department (i.e., social media, personal conduct, etc.)