

CITY OF LYNNWOOD
CIVIL SERVICE COMMISSION
MEETING MINUTES • CITY HALL, CONFERENCE ROOM 4

1 **10. Call to Order:** The Special meeting was called to order at 5:32pm on July 27, 2016 by
2 Vice Chair Dos Remedios.

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4 **20. Roll Call:**

5 Commissioner Vice Chair Ed dos Remedios
6 Commissioner Gary Liming
7 Interim Secretary/Chief Examiner Lori Charles
8 Interim Police Chief Stanifer
9 Police Commander Steichen
10 Police Commander Deppa
11 Police Commander Cohnheim
12 Police Sergeant Byrd
13 Sarah Hale – Summit Law Group
14

15 **30. Approval of Minutes:**

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17 **40. Public Comments:** No public comments.

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19 **50. Staff Update:** No Updates
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21 **60. New Business:**

22 **60.1 Approve the Provisional Appointment of Interim Police Chief**

23 Interim Police Chief Stanifer explained that he was stepping down as Interim Police
24 Chief and returning to his previously held Deputy Chief position which leaves the
25 position of Police Chief vacant. The City asked the Commissioners to approve a
26 provisional appointment of an Interim Police Chief for up to 18 months to give the
27 department some stability during upcoming Police Department efficiency
28 study/audit and implementation of the study results.
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30 Commander Steichen advised that he was not opposed to the provisional
31 appointment however he believed that up to 18 months was an unreasonably long
32 time. Commander Steichen advised the Commission that he believed that the
33 Police Chief recruitment process will not take 18 months and that it should not be
34 delayed until the completion of the efficiency study/audit. When Commissioner
35 Liming asked what the down side to delaying the process was, Commander
36 Steichen stated that the department not knowing what was going to happen was
37 hard and that the department needs stability. Commander Steichen also stated that
38 regardless of the outcome of the study, the department would still need a Police
39 Chief and therefore, the recruitment process should begin immediately.
40 Commander Steichen went on to advise the Commission that they could demand
41 that the City begin the process and provide the Commission with a recruitment plan.
42 Interim Chief Stanifer advised that demanding the timing and design of a
43 recruitment process is encroaching on Executive rights.
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45 Commissioner Liming asked why the City needed 18 months. There was discussion
46 about the fact that the Police Department efficiency study/audit is to begin soon and

1 that the Mayor and her office want the results of the study before starting the
2 recruitment process for Police Chief and that that it will be important for the
3 community to participate in the recruitment/hiring process for this position. Because
4 of these two items, the City believed that it would need up to 18 months to recruit,
5 vet and hire a new Police Chief. The City stated that the goal was to have the
6 process completed before 18 months but that the process may take that long. It
7 was also noted that the Mayor will be up for re-election and depending on the
8 outcome, her tenure as Mayor could end 12/2017.
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10 Sergeant Byrd asked who would be filing the provisional appointment and Interim
11 Police Chief Stanifer advised that it would be Tom Davis from Snohomish County.
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13 There was further discussion about the length of other department directors hiring
14 processes and what the Commissioners believed would be a reasonable length of
15 time for the Police Chief recruitment process.
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17 Commissioner Liming moved to approve the provisional appointment of an interim
18 Police Chief for 12 months. Commissioner dos Remedios seconded the motion
19 and the motion passed.
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24 **70. Old Business: None**

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26 **80. Comments for the Good of the Order:**
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28 **90. Adjournment:** Meeting adjourned at 6:02pm.
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30 **Approved:**
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36 Commission Chair/Vice Chair
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36 Commission Secretary/Examiner