

**MINUTES  
OF A REGULAR MEETING OF  
LAKEWOOD CIVIL SERVICE COMMISSION  
MAIN AUDITORIUM  
TUESDAY, APRIL 21, 2026  
5:00 P.M.**

Meeting called to order at 5:02 p.m.

- I. Present: Commissioners John Mills, Nathaniel Szep, Terry Vincent, and Secretary James Motylewski.

Also present: Assistant Law Directory Jennifer Swallow, Chief Ryan Fairbanks, and Chief Kevin Fischer.

- II. Reading and disposal of the minutes from the regular and special Civil Service Commission Meetings, held on March 16<sup>th</sup> and March 24<sup>th</sup>, 2026, without the necessity of reading.

Motion by John Mills, second by Terry Vincenty, to approve the minutes of the regular and special Civil Service Commission meetings held on March 16<sup>th</sup> and March 24<sup>th</sup>, 2026, without necessity of reading.

Ayes: 3

Nays: 0

Motion: Passed unanimously.

- III. Old Business: None

- IV. New Business:

1. Review and approve the 2026 Fire Captain Promotion Announcement and Reading Material List. If approved, the application process will commence on April 24, 2026.

There were no questions from the Commission or from Chief Fairbanks.

Motion by Terry Vincent, second by Nathaniel Szep, to approve the 2026 Fire Captain Promotion Announcement and Reading Material List.

Ayes: 3

Nays: 0

Motion: Passed unanimously.

2. Review and certify the 2026 Police Captain Eligible List. If approved and certified on this date, the eligible list will be scheduled to expire on 4/21/2028. In accordance with Civil Service Rules and Regulations Article 5, Section 502(B).

There were no questions from the Commission or from Chief Fischer.

Motion by John Mills, second by Terry Vincent, to certify the 2026 Police Captain Promotion Eligible List, which will take effect on April 21, 2026, and will expire on April 21, 2028. In accordance with Civil Service Rules and Regulations Article 5, Section 502(B).

Ayes: 3

Nays: 0

Motion: Passed unanimously.

3. Review and certify the 2026 Police Lieutenant Eligible List. If approved and certified on this date, the eligible list will be scheduled to expire on 4/21/2028. In accordance with Civil Service Rules and Regulations Article 5, Section 502(B).

There were no questions from the Commission or from Chief Fischer.

Motion by John Mills, second by Terry Vincent, to certify the 2026 Police Lieutenant Promotion Eligible List, which will take effect on April 21, 2026, and will expire on April 21, 2028. In accordance with Civil Service Rules and Regulations Article 5, Section 502(B).

Ayes: 3

Nays: 0

Motion: Passed unanimously.

4. Review protested questions from the 2026 Police Sergeant Written Examination held on April 13, 2026. The following eight questions received protest submissions; question numbers for appeal are question numbers 1, 6, 30, 36, 40, 115, 121, and 144.

Upon review of the eight protested questions, Paul Michalko with Personnel Selection Services (PSS), is recommending denying the protests for question numbers 1, 6, 30, 36, 40, 121, and 144, stating the answers marked in the answer key were taken directly from the source materials. Regarding question number 115, PSS requests to amend the answer key to show that "B" is the only correct answer.

The Commission reviewed each protested question and heard from Chief Kevin Fischer, who provided comments on each of protested questions. After discussion, the Commission ruled the following.

Motion by Nathaniel Szep, second by John Mills, to deny the protest to **question numbers 1, 6, and 144** and ruled to maintain the answer key answer as the only correct response to the Police Sergeant Written Examination.

Ayes: 3

Nays: 0

Motion: Passed unanimously.

Motion by Nathaniel Szep, second by Terry Vincent, to uphold the protest to **question number 40** and ruled to amend the answer key to reflect "C" as the only correct answer to the Police Sergeant Written Examination.

Ayes: 3

Nays: 0

Motion: Passed unanimously.

Motion by John Mills, second by Nathaniel Szep, to uphold the protest to **question number 115** and to amend the answer key to reflect "B" as the only correct answer to the Police Sergeant Written Examination.

Ayes: 3

Nays: 0

Motion: Passed unanimously.

Motion by Nathaniel Szep, second by Terry Vincent, to uphold the protest to **question number 121** and ruled to amend the answer key to reflect "A" as the only correct answer to the Police Sergeant Written Examination.

Ayes: 3

Nays: 0

Motion: Passed unanimously.

Motion by John Mills, second by Nathaniel Szep, to strike protested **question numbers 30 and 36** in its entirety from the Police Sergeant Written Examination and score accordingly.

Ayes: 3

Nays: 0

Motion: Passed unanimously.

5. Request to remove the following three (3) entry-level police officer candidates, after each candidate were passed over three times without receiving a condition offer from the Lakewood Police Department. In accordance with Article 6, Section 601(H) of the City of Lakewood Civil Service Rules and Regulations.

**Brian Dillon**

**Randy McLaughlin**  
**Skylar Army**

On April 9, 2026, I received an email from Captain William Albrecht informing the Commission that Chief Fischer has decided to remove the above three candidates from the eligibility list, as the department has no intention of continuing on with the hiring process with the candidates. It should be noted, Camil Croft was originally listed as one of the candidates to remove, however, this candidate withdrew from our eligible list on 4/15/2026.

Motion by John Mills, second by Terry Vincent, to approve removing the aforementioned three (3) entry-level police officer candidates from the eligible list, after being passed over 3 time without receiving a conditional offer. In accordance with Article 6, Section 601(H).

Ayes: 3

Nays: 0

Motion: Passed unanimously.

V. Adjournment:

Motion by Terry Vincent, second by John Mills, to adjourn the meeting.

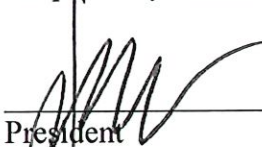
Ayes: 3

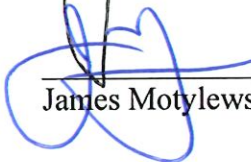
Nays: 0

Motion: Passed unanimously.

Meeting adjourned at 5:53 p.m.

Respectfully submitted,

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
James Motylewski, Secretary

5-19-26  
Date