



# CITY OF LAKE FOREST PARK CIVIL SERVICE COMMISSION MEETING

**Monday, April 27, 2026 at 10:00 AM**

Meeting Location: Virtual / Zoom

17425 Ballinger Way NE Lake Forest Park, WA 98155

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## **INSTRUCTIONS FOR PARTICIPATING IN THIS MEETING VIRTUALLY:**

Join Zoom Webinar: <https://us06web.zoom.us/j/86115483566>

Call into Webinar: 253-215-8782 | Webinar ID: 861 1548 3566

## **AGENDA**

1. **CALL TO ORDER: 10:00 A.M.**
2. **APPROVE MINUTES**
  - A. Meeting Minutes March 11, 2026
3. **REPORTS AND COMMUNICATIONS**
4. **OLD BUSINESS**
  - A. Entry Level and Lateral Police Officer Civil Service List - Removal of Names
5. **NEW BUSINESS**
  - A. Certify Promotional Sergeant Eligibility List
6. **ANNOUNCEMENTS / SCHEDULE OF EVENTS**
7. **ADJOURN**

*Any person requiring a disability accommodation should contact city hall at 206-368-5440 by 12:00 p.m. one business day before the meeting for more information.*



**City of Lake Forest Park  
CIVIL SERVICE COMMISSION  
March 11, 2026  
MINUTES**

**Commission Members Present:** Chair John Olson, Vice Chair Kim Anderson, Cmr. Silje Sodal

**Absent Commission Members:** N/A

**Staff Present:** Secretary/Chief Examiner Shannon Moore, HR Specialist Christine Bray, Chief Harden

Chair Olson called the meeting to order at approximately 9:02 am. The meeting took place via Zoom.

**Approve Minutes**

- A. **December 22, 2025 Civil Service Commission Minutes:** Chair Olson made a motion to approve the December 22, 2025, meeting minutes. Cmr. Sodal seconded the motion. Meeting minutes were unanimously approved.

**Reports and Communications**

Secretary Moore introduced Christine Bray, HR Specialist. She is in training for Civil Service Secretary. Secretary Moore also discussed the topic of updating the Municipal Code to meet current practices.

**Old Business**

- A. **Entry Level Civil Service List - Removal of Names:** Chair Olson made a motion to remove the entry level names as presented by Chief Harden. Vice Chair Anderson seconded the motion. Motion carried unanimously.

**New Business**

- A. **Certify Entry Level and Exceptional Level Police Officer Eligibility List:** Vice Chair Anderson made a motion to approve the Entry Level and Exceptional Level Police Officer eligibility list as presented. Chair Olson seconded the motion. Motion carried unanimously.

**Announcements/Schedule of Events**

Secretary Moore shared that a Lateral Level Oral Board Interview has been scheduled for March 12, 2026. As such, additional communication will be sent to the group to schedule a Civil Service Special Commission meeting following the oral board interview.

**Adjournment**

A motion was made and seconded to adjourn the meeting . Motion carried unanimously and the meeting adjourned at 9:17 am.

SUBMITTED:

APPROVED:

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Shannon Moore, Secretary/Chief Examiner

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Chair John Olson

Draft

Administration

Chief of Police  
Michael L. Harden

17425 Ballinger Way NE  
Lake Forest Park, WA 98155-5556  
Telephone: 206-364-8216  
Fax: 206-361-8156  
E-mail: police@cityofflp.gov



Patrol Operations Division Commander  
Cmdr. Diego Zanella  
Support Services Division Commander  
Cmdr. Ross Adams

NEMCO Emergency Manager  
Kevin Lowery

## POLICE DEPARTMENT

April 22, 2026

Lake Forest Park Civil Service Commission  
17425 Ballinger Way NE  
Lake Forest Park, WA 98155

Commission,

The following individuals should be removed from the Lake Forest Park Police Department's March 11, 2026 Entry Level Police Officer Eligibility List and December 22, 2025 Lateral Level Police Officer Eligibility List:

**Entry Level:**

- Matthew Sham (did not pass background check process)
- Michael LeClair (did not pass background check process)
- Aaron Orbeck (withdrew from consideration)

**Lateral Level:**

- Victor Ando (did not pass background check process)

Sincerely,

*Mike Harden*

Mike Harden  
Chief of Police  
Lake Forest Park Police Department  
206-957-2851  
[mharden@cityofflp.gov](mailto:mharden@cityofflp.gov)

This letter was electronically sent

**City of Lake Forest Park Police Department**

**Promotional – Sergeant Position**

Certified: April 27, 2026

<u>Ranking</u>	<u>Name</u>	<u>Expires</u>
1.	Austin Gutwein	April 27, 2027
2.	Brandon Carlsrud	April 27, 2027
3.	Frankie Montague	April 27, 2027

Proposed