



Civil Service Commission Meeting Agenda
Wednesday, April 08, 2026, 5:00 PM
Camas Police Department, 2100 NE 3rd AVE

NOTE: The City welcomes public meeting citizen participation. TTY Relay Service: 711. In compliance with the ADA, if you need special assistance to participate in a meeting, contact the City Clerk's office at (360) 834-6864, 72 hours prior to the meeting so reasonable accommodations can be made (28 CFR 35.102-35.104 ADA Title 1)

CALL TO ORDER

PUBLIC COMMENTS

MINUTES TO BE APPROVED

- [1.](#) March 11th, 2026 Civil Service Meeting Minutes

MEETING ITEMS

- [2.](#) 2026 Fire Marshal Paperwork Correction
Presenter: Steve Jeffries / Chief Examiner
Error in the title of original signed document. Updated official document for Commission Signatures and records purposes.
- [3.](#) 2026 Fire Entry/Lateral Level Hiring Eligibility List
Presenter: Cliff Free, Fire Chief
- [4.](#) Clarification Request for Rule of 3.
Presenter: Tina Jones, Police Chief
- [5.](#) 2026 Police Entry Lieutenant Eligibility List
Presenter: Tina Jones, Police Chief
6. 2026 Police Sergeant Promotion Eligibility List
Presenter: Jennifer Gorsuch, Administrative Services Director
7. Request to Test for Entry Level Police Officer
Presenter: Tina Jones, Police Chief
8. Request to Test for Lateral Police Officer
Presenter: Tina Jones, Police Chief

OTHER ITEMS

9. Civil Service Rules and Regulations updates and revisions for 2027
Presenter: Chief Examiner, Steve Jeffries

REPORTS

CLOSE OF MEETING



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CALL TO ORDER

The meeting was opened at 5:00 P.M.

PUBLIC COMMENTS

MINUTES TO BE APPROVED

1. February 10, 2026 Civil Service Commission Meeting Minutes.
It was moved by McBride, and seconded, that the February 10th, 2026 meeting minutes be approved. The Motion carried unanimously.

MEETING ITEMS

2. 2026 Fire Department Fire Marshal Conditional Hiring List
Presenter: Cliff Free, Fire Chief
It was moved by Perman, and seconded, that the Fire Marshal Conditional Hiring List be approved and certified. The motion carried unanimously.

OTHER ITEMS

3. Civil Service Rules and Regulations updates for 2027
Presenter: Civil Service Examiner, Steve Jeffries
The commissioners received hard copies of the working draft of the Commission Rules and Regulations. The group discussed the most effective approach for reviewing revisions, including the option of establishing a predetermined number of sections to be addressed between each meeting.

REPORTS

CLOSE OF MEETING

The meeting was closed at 5:22 P.M.



Camas Civil Service Commission

2100 NE 3rd Ave, Camas, WA 98607

Item 2.

Martin Burrows Chairman
Gary Perman Commissioner
Paul McBride Commissioner

Steve Jeffries Secretary / Chief Examiner

Fire Marshal Conditional Hiring List

- | <u>Rank</u> | <u>Name</u> |
|-------------|-----------------|
| 1. | Kevin Bergstrom |
| 2. | Cale Baker |
| 3. | LeMont Lucas |
| 4. | David Smith |

Martin Burrows, Chairman

Gary Perman

Paul McBride

Certification Date: March 11, 2026
Expiration Date: March 11, 2027



Camas Civil Service Commission

Item 3.

2100 NE 3rd Ave, Camas, WA 98607

Martin Burrows	Chairman
Gary Perman	Commissioner
Paul McBride	Commissioner

Steve Jeffries	Secretary / Chief Examiner
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Entry Level Firefighter/Paramedic Conditional Hiring List

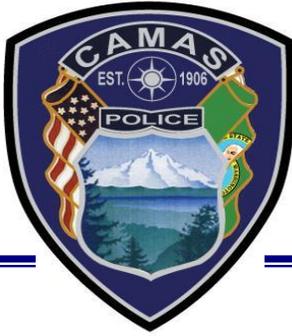
- | <u>Rank</u> | <u>Name</u> |
|-------------|-----------------|
| 1. | Dannon Hausler |
| 2. | Russel Mitchell |
| 3. | Colin Hozack |
| 4. | Andrew Fox |
| 5. | Devin DaCunha |
| 6. | Jerry Morales |

Martin Burrows, Chairman

Gary Perman

Paul McBride

Certification Date: April 8th, 2026
Expiration Date: April 8th, 2027



CAMAS POLICE DEPARTMENT

MEMORANDUM

To: Civil Service Commission
From: Chief Tina Jones
Date: March 27, 2026
Subject: **Clarification Requested for Rule of 3**

Section 9.03 Certification from Eligibility List in the Civil Service Rules outlines the rule of three as follows, "If the requisition is for a promotional position the Commission shall certify to the appointing authority the names of the top three (3) persons from the appropriate eligibility list, and the appointing authority shall select one (1) of the three persons certified to fill the position." The Civil Service Commission approved new language recently to allow individuals to participate in the testing process but with delayed eligibility.

With this change, I seek confirmation from the Board that anyone with delayed eligibility would not be considered in the "rule of three" until such time that individual is eligible based upon the previously agreed upon terms. The language in the rules does not cover this circumstance and I want to make appropriate decisions in alignment with the Civil Service Board's expectations.

2026 CPD Lieutenant Testing

X1 – Internal Applicant

X4 – External Applicants

X2 - External Applicants elected to drop- out of the process prior to Testing

X1 – External Applicant did not score a passing score on the Command Assessment Test

X1 -Internal Applicant and x1 – External Applicant passed the Command Assessment Test and their names have been added to the list for certification.



Camas Civil Service Commission

2100 NE 3rd Ave, Camas, WA 98607

Martin Burrows	Chairman
Gary Perman	Commissioner
Paul McBride	Commissioner
Steve Jeffries	Secretary / Chief Examiner

Camas Police Lieutenant Position List

<u>Rank</u>	<u>Name</u>
1.	John Birkinbine
2.	Stefan Hausinger

Martin Burrows

Paul McBride

Gary Perman

Certification Date: 04/08/2026
Expiration Date: 04/08/2028