



**Civil Service Commission Meeting Agenda
Tuesday, February 10, 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

MINUTES TO BE APPROVED

- [1.](#) January 13, 2026 Civil Service Commission Meeting Minutes

MEETING ITEMS

- [2.](#) 2026 Police Entry Level Officer Hiring Eligibility List
Presenter: Tina Jones, Police Chief
- [3.](#) Civil Service Rules and Regulations revisions for 2027 Planning
Presenter: Steven Jeffries, Civil Service Secretary

OTHER ITEMS

REPORTS

CLOSE OF MEETING



**Civil Service Commission Special Meeting Minutes -
Draft
January 13th, 2026, 5:00 P.M.
Camas Police Department, 2100 NE 3rd Ave**

NOTE: Please see the published Agenda Packet for all item file attachments

CALL TO ORDER

The meeting was called to order at 5:00 p.m.

PUBLIC COMMENT

No one from the public wished to speak.

ROLL CALL

Present: Martin Burrows, Paul McBride and Gary Perman

Staff: Jennifer Gorsuch, Cliff Free, Steven Jeffries and Tina Jones

MINUTES TO BE APPROVED

1. December 10th, 2025 Regular Meeting Minutes

It was moved by Perman, and seconded, that the December 10th, 2025 meeting minutes be approved. The motion carried unanimously.

MEETING ITEMS

2. Fire Department Entry and Lateral Request to Test (Rule 6.02.2)
Presenter: Cliff Free, Fire Chief

Chief Free explained the request to test.

It was moved by Perman, and seconded, that the request to test be approved. The motion carried unanimously.

3. Request for Civil Service Commission Rule Change for the Police Department
Presenter: Tina Jones, Police Chief

Chief Jones explained the proposed Police Department rule change to section 7.03 – The Time in Grade Requirement.

It was moved by Perman, and seconded, to approve the rule change as presented. The motion carried unanimously.

- 3a. Chief Jones and Officer Jeffries presented the Commission with information on Officer Jeffries waiver request for the Sergeant examination.

It was moved by Perman, and seconded, to approve the waiver request. The motion carried unanimously.

4. Commission Input on Weight of Each Segment of Examination for Sergeant Promotion (Rule 7.01)
Presenter: Tina Jones, Police Chief

Chief Jones explained the process of the upcoming Sergeant examination and asked the Commission for their input. Discussion ensued.

It was moved by Burrows, and seconded, to approve the Sergeant examination as presented. The motion carried unanimously.

5. Commission Input on Weight of Each Segment of Examination for Lieutenant Promotion (Rule 7.01)
Presenter: Tina Jones, Police Chief

Chief Jones explained the process of the upcoming Lieutenant examination and asked the Commission for their input. Discussion ensued.

It was moved by Perman, and seconded, to approve the Lieutenant examination as presented. The motion carried unanimously.

OTHER ITEMS

There were no other meeting items.

CLOSE OF MEETING

The meeting was closed at 5:40 p.m.



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

Police Entry Level Conditional Hiring List

<u>Rank</u>	<u>Name</u>
1.	Kayla Edwards
2.	Zach Stroehler
3.	William Whetzel
4.	Gustavo Mendes
5.	Miguel Cruz
6.	Cameron O'Halloran
7.	Luke Williams

Martin Burrows

Paul McBride

Gary Perman

Certification Date: 02/10/2026
Expiration Date: 02/10/2027

2026 Police Entry Level List Testing Process

Initial testing of applicants via Public Safety Testing Written Test

207 questions over 4 sections that test for Behavioral Characteristics and attitudes, Cognitive Ability, and Situational Judgement – Given 3.25 hour time limit.

Initial testing of applicants via Public Safety Testing for Physical Ability Test;

Event 1- Push up's in 90 seconds – 20 rep's

Event 2- Sit-up's in 90 seconds – 25 rep's

Event 3- Squat Thrusts in 3 minutes – 35 reps'

Applicants who pass both phases of PST test's and elect to have their score's forwarded to the Camas Police Department. Of those, CPD reaches out to applicants starting from the highest received scores and continues to contact applicants down the list of interested applicants until enough applicants have responded and agreed to participate in the Oral Panel Interview.

The January Oral Interview Panel was conducted over January 12th and 13th of 2026.

X-102 Initial Applicants – Those who submitted PST Written & PAT Scores to CPD

X-54 Top Applicants – Those who were contacted by CPD for an Oral Panel Interview

X-18 Applicants who replied willing to come in for the Oral Panel Interview

X-8 Applicants – who had Oral Panel passing scores

X-1 Applicant was disqualified due to an automatic disqualifier that was presented during both the panel and command interviews.

X-7 Applicants passed all tests and have made the Entry Level list for Certification by the Civil Service commission.