



CITY OF
TUMWATER

**CIVIL SERVICE COMMISSION
MEETING AGENDA**

**Online via Zoom and In Person at
Tumwater City Hall, Sunset Room, 555
Israel Rd. SW, Tumwater, WA 98501**

**Thursday, November 13, 2025
5:30 PM**

1. Call to Order
2. Roll Call
3. Changes to Agenda
4. Approval of Minutes
 - a. Approval Civil Service Minutes October 9, 2026
5. Status of Eligibility List Update
6. Approval of Entry Level Police Eligibility List
7. Approval of Lateral Paramedic Firefighter Eligibility List
8. Approval of Paramedic Firefighter Eligibility List
9. Request to Extend Fire Candidate Eligibility
10. Updates
11. Next Meeting Date - 12/11/2025
12. Adjourn

Meeting Information

All commission members will be attending remotely. The public are welcome to attend in person, by telephone or online via Zoom.

Watch Online

<https://us02web.zoom.us/j/84502023796?pwd=OVDik6lnJJHmvgMRgSPYUhwBeuayeA.1>

Listen by Telephone

Call (253) 215-8782, listen for the prompts and enter the Webinar ID 845 0202 3796 and Passcode 572444.

Public Comment

The public may submit comments by sending an email to calmon@ci.tumwater.wa.us, no later than 4:00 p.m. the day of the meeting. Comments are submitted directly to the Commission members and will not be read individually into the record of the meeting.

Post Meeting

Video of this meeting will be recorded and posted on our City Meeting page: <https://tumwater->

wa.municodemeetings.com.

Accommodations

The City of Tumwater takes pride in ensuring that people with disabilities are able to take part in, and benefit from, the range of public programs, services, and activities offered by the City. To request an accommodation or alternate format of communication, please contact the City's ADA Coordinator directly, call (360) 754-4129 or email ADACoordinator@ci.tumwater.wa.us. For vision or hearing impaired services, please contact the Washington State Relay Services at 7-1-1 or 1-(800)-833-6384.

MEETING MINUTES

TUMWATER CIVIL SERVICE COMMISSION
OCTOBER 9, 2025



- CONVENE:** 5:30 p.m.
- PRESENT:** Chair Blake Chard, Commissioners Wendy Moudy and Pat Schneider
- Staff: Secretary/Chief Examiner Michelle Sutherland, Deputy Police Chief Carlos Quiles, Fire Chief Brian Hurley and Deputy Fire Chief Shawn Crimmins
- APPROVAL OF MINUTES:** **Commissioner Chard moved, seconded by Commissioner Moudy, to approve the minutes of September 11, 2025, as presented. A voice vote approved the motion.**
- STATUS OF ELIGIBILITY LISTS:** Chief Examiner Sutherland reviewed the status of the eligibility lists. Active continuous lists for police and fire remain effective. There were no other changes to the lists.
- APPROVAL OF ENTRY LEVEL POLICE OFFICER ELIGIBILITY LIST:** Chief Examiner Sutherland requested to approve the Entry Level Police Officer Eligibility List.
- MOTION:** **Commissioner Schneider moved, seconded by Commissioner Moudy, to approve the Entry Level Police Officer Eligibility List as presented. Motion carried unanimously.**
- APPROVAL OF POLICE SERVICES SPECIALIST I LIST:** Chief Examiner Sutherland requested to approve the Police Services Specialist I eligibility list.
- MOTION:** **Commissioner Schneider moved, seconded by Commissioner Moudy, to approve the Police Services**

Specialist I Eligibility List as presented. Motion carried unanimously.

**APPROVAL OF
POLICE
LIEUTENANT EXAM
PLAN:**

Chief Examiner Sutherland requested to approve the Police Lieutenant Exam Plan.

MOTION:

Commissioner Schneider moved, seconded by Commissioner Moudy, to approve the Police Lieutenant Exam Plan. Motion carried unanimously.

**APPROVAL OF
POLICE
LIEUTENANT CLASS
SPECIFICATION:**

Chief Examiner Sutherland requested to approve the update to the Police Lieutenant Class Specification.

MOTION:

Commissioner Schneider moved, seconded by Commissioner Moudy, to approve the Police Lieutenant Class Specification. The commission requested a copy of the prior Class Specification to be emailed to the Commissioners.

**NEXT MEETING
DATE:**

The next meeting is scheduled on Thursday, November 13, 2025.

UPDATES:

Updates on their respective departments were given by Police Deputy Chief Quiles and Fire Chief Hurley.

ADJOURNMENT:

With there being no further business, Chair Chard adjourned the meeting at 5:54 p.m.

Prepared by Michelle Sutherland, Secretary/Examiner.



STATUS OF CIVIL SERVICE ELIGIBILITY LISTS – November 2025

Name of List (Fire)	Date Established	Date Renewed	Date of Expiration
Administrative Assistant	No List		
Deputy Fire Chief	No List		
Battalion Chief	February 2024	February 2025	February 2026
Fire Capt. Promotional	No List		
Fire Lt. Promotional	February 2025		February 2026
Captain-MSO Promotional	No List		
Firefighter/ Paramedic	November 2025		November 2026
Firefighter (Entry)	March 2025		March 2026
Lateral Paramedic Firefighter	November 2025		November 2026
MSO Battalion Chief	February 2024	February 2025	February 2026
Paramedic Lieutenant	February 2025		February 2026
Fire Training Lt.	March 2025		March 2026
Lateral Firefighter	November 2025		November 2026
Voluntary Transfer	No List		
FF / Paramedic to FF	No List		
Fire Department Assistant II	No List		
Fire Prevention Officer	July 2025		July 2026
Name of List (Police)	Date Established	Date Renewed	Date of Expiration
Police Deputy Chief	September 2025		September 2026
Police Lt. Promotional	No List		
Police Sgt. Promotional	June 2025		June 2026
Police Management Analyst	No List		
Police Officer (Entry)	Active Continuous		Active Continuous
Police Officer (Lateral)	Active Continuous		Active Continuous
Police Officer (Certified)	Active Continuous		Active Continuous
Police Admin. Manager	No List		
Police Records Clerk	No List		
Department Assist. II	No List		
Police Svc Specialist I	September 2025		September 2026
Police Svc Specialist II	No List		
Police Records Supervisor	July 2025		July 2026



CIVIL SERVICE COMMISSION
POLICE OFFICER – ENTRY LEVEL

Examination Date: Continuous
Approval Date: November 2025
Expiration Date: Continuous

RANK	NAME	EXAM SCORE	APPROVAL DATE	EXPIRATION DATE
1	Nicholas Borgens	98.38	July 2025	July 2026
2	Michael Campbell	98.08	November 2025	November 2026
3	Mason Quinones	91.15	November 2025	November 2026
4	Lukas Lovett	90.29	August 2025	August 2026
5	Caitlin Palecki	89.41	September 2025	September 2026
6	Patrick Mazulli	86.68	October 2025	October 2026
7	Remington Cochran	86.65	December 2024	December 2025
8	Manuel Salcido	85.83	April 2025	April 2026
9	Joshua Cofield	83.07	October 2025	October 2026
10	Cole Williams	81.04	August 2025	August 2026
11	Cheick Toure	80.60	April 2025	April 2026
12	Ella Cruz	79.68	June 2025	June 2026
13	Evander Canton	79.10	June 2025	June 2026
14	Jonathan Rivera	79.06	February 2025	February 2026
15	Jacob Miller	78.90	May 2025	May 2026
16	Marques Reese	78.25	August 2025	August 2026
17	Daniel Cox	77.01	October 2025	October 2026
18	Ciara Egan	76.65	September 2025	September 2026
19	Kowary Laboy	76.64	November 2025	November 2026
20	Ralph Charles	76.22	October 2025	October 2026
21	Colin Gilbert	78.04	January 2025	January 2026
22	Joshua Stolz	77.37	February 2025	February 2026
23	Chandler McCoy	76.04	July 2025	July 2026
24	Tracy Wilridge	75.68	April 2025	April 2026
25	Garrett Gee	75.60	February 2025	February 2026
26	Samuel Ruvalcaba	73.66	February 2025	February 2026
27	Bobbi-Jo Smith	73.50	February 2025	February 2026

APPROVED:

CHAIR

DATE



Added to the list:

- Michael Campbell
- Mason Quinones
- Kowary Laboy

Removed from List:

- Joel Martinez: FCI



CIVIL SERVICE COMMISSION
Lateral Paramedic Firefighter

Examination Date: Continuous
 Approval Date: November 2025
 Expiration Date: Continuous

RANK	NAME	EXAM SCORE	APPROVAL DATE	EXPIRATION DATE
1	Roberto Lopez	90	November 2025	November 2026
2	Roman Kirkov	87	November 2025	November 2026
3	Robert Niles	83	November 2025	November 2026
4	Makenna Solberg	76	November 2025	November 2026
5	Kai Takaoka	74	November 2025	November 2026

APPROVED:

 CHAIR

 DATE

Added to the list:

- Roberto Lopez
- Roman Kirkov
- Robert Niles
- Makenna Solberg
- Kai Takaoka

Removed from List:



CIVIL SERVICE COMMISSION

Paramedic Firefighter

Examination Date:

October 2025

Approval Date:

November 2025

Expiration Date:

November 2026

RANK	NAME	EXAM SCORE	APPROVAL DATE	EXPIRATION DATE
1	Andrew Shweky	90.00	November 2025	November 2026
2	Taylor Rock	88.75	December 2024	December 2025
3	Joshua Avery	77.92	December 2024	December 2025
4	Timothy Joyce	75.00	November 2025	November 2026
5	Michael Bacon	70.00	December 2024	December 2025
6	Daniel Hellebore	70.00	November 2025	November 2026
7	Ryder Kowalski	70.00	November 2025	November 2026

APPROVED:

CHAIR

DATE

Added to the list:

- Andrew Shweky
- Timothy Joyce
- Daniel Hellebore
- Ryder Kowalski

Removed from List:

- Aurelia Buhler-Flores: Hired
- Noah Layton: Hired
- Kelly Cloudsdale: Hired
- Keyen O'Connell: OBQ



Civil Service Commision: November 13, 2025

Discussion Item:

- Request to extend eligibility for candidates on our current eligibility list for Firefighter and Paramedic Classifications

Background:

- The City of Tumwater previously transitioned from a continuous application process for the following classifications:
 - Lateral Firefighter
 - Lateral Paramedic
 - Entry-Level Paramedic

During the continuous process, numerous candidates applied and were placed on eligibility lists. Many of these candidates remain qualified and available for consideration.

Request:

We request that the Civil Service Commission approve extending the eligibility period for these candidates to **November 2026**, up to an additional **11 months**, so that:

- We can continue to consider these candidates for upcoming vacancies.
- All lists will expire at the same time, ensuring consistency and fairness in our hiring process.

This extension aligns with our transition plan to move to a once-yearly recruitment cycle for these classifications.