



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, September 10, 2026
5:30 PM**

1. Call to Order
2. Roll Call
3. Changes to Agenda
4. Approval of Minutes
 - a. Approval of August 13, 2026 Civil Service minutes
5. Status of Eligibility List Update
6. Approval of Firefighter Lateral Exam Plan
7. Approval of Entry Level Police Officer Eligibility List
8. Approval of Certified Police Officer Eligibility List
9. Approval of Lateral Police Officer Eligibility List
10. Approval of Firefighter to Firefighter Paramedic Promotional List
11. Updates
12. Next Meeting Date - 10/08/2026
13. 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/88996173831?pwd=rLFedt9Vmscnn8FKqO363GB0K3d5Hk.1>

Listen by Telephone

Call (253) 215-8782, listen for the prompts and enter the Webinar ID 889 9617 3831 and Passcode 859173.

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

August 13, 2026



- CONVENE:** 5:30 p.m.
- PRESENT:** Commissioner Chair Blake Chard, Commissioners Pat Schneider and Wendy Moudy
- Staff: Chief Examiner Michelle Sutherland, Acting Deputy Police Chief Ken Driver, Fire Chief Brian Hurley, and Deputy Fire Chief Shawn Crimmins
- CHANGES TO AGENDA:** No changes were noted.
- APPROVAL OF MINUTES:** Commissioner Schneider moved, seconded by Commissioner Chard, to approve the minutes of July 9, 2026, as presented. A voice vote approved the motion unanimously.
- STATUS OF ELIGIBILITY LISTS:** Chief Examiner Sutherland reviewed the status of the eligibility lists. Active continuous lists for police and fire remain effective.
- APPROVAL OF PROMOTIONAL EXAM PLAN:** Chief Examiner Sutherland requested to approve the Promotional Exam plan from Firefighter to Firefighter Paramedic.
- MOTION:** Commissioner Schneider moved, seconded by Commissioner Moudy, to approve the Promotional Exam Plan as presented. Motion carried unanimously.
- APPROVAL OF CERTIFIED POLICE OFFICER ELIGIBILITY LIST:** Chief Examiner Sutherland requested to approve the Certified Police Officer Eligibility List.
- MOTION:** Commissioner Schneider moved, seconded by Commissioner Moudy, to approve the Certified Police Officer Eligibility List as presented. Motion carried unanimously.

**APPROVAL OF
DEPUTY POLICE
CHIEF EXAM PLAN:**

Chief Examiner Sutherland requested approval for the Deputy Police Chief Exam Plan.

MOTION:

Commissioner Chard moved, seconded by Commissioner Schneider, to approve the Deputy Police Chief Exam Plan. Motion carried unanimously.

**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. Motion carried unanimously.

**APPROVAL OF
LATERAL POLICE
OFFICER
ELIGIBILITY LIST:**

Chief Examiner Sutherland requested to approve the Lateral Level Police Officer Eligibility List.

MOTION:

Commissioner Chard moved, seconded by Commissioner Moudy, to approve the Lateral Level Police Officer Eligibility List. Motion carried unanimously.

**APPROVAL OF
PARAMEDIC
FIREFIGHTER EXAM
PLAN:**

Chief Examiner Sutherland requested to approve the Paramedic Firefighter Exam Plan.

MOTION:

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

UPDATES:

Updates were presented by Deputy Fire Chief Crimmins and Acting Deputy Police Chief Driver.

ADJOURNMENT:

With there being no further business, Commissioner Chard adjourned the meeting at 5:53 p.m.

Prepared by Michelle Sutherland, Chief Examiner.



STATUS OF CIVIL SERVICE ELIGIBILITY LISTS – September 2026

Name of List (Fire)	Date Established	Date Renewed	Date of Expiration
Administrative Assistant	No List		
Deputy Fire Chief	No List		
Battalion Chief	May 2026		May 2027
Fire Capt. Promotional	No List		
Fire Lt. Promotional	February 2025	February 2026	February 2027
Captain-MSO Promotional	No List		
Firefighter/ Paramedic	November 2025		November 2026
Firefighter (Entry)	March 2026		March 2027
Lateral Paramedic Firefighter	November 2025		November 2026
MSO Battalion Chief	No List		
Paramedic Lieutenant	February 2025	February 2026	February 2027
Fire Training Lt.	No List		
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	No List		
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	March 2026		March 2027
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	June 2026		June 2027
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	No List		
Police – Executive Assistant	May 2026		May 2027

**Tumwater Fire Department
Lateral Firefighter Exam Plan and Process**

Posting 9/11/2026 — Closing 10/02/2026 at 5:00 p.m.

Phase 1 – Application Review by Subject Matter Experts for minimum qualifications.

- Currently employed in a full-time, paid, Firefighter/EMT.
- Must have been employed with the current public safety employer for a period of no less than a period of 24 consecutive months as a Firefighter/EMT and must have successfully completed a probationary period.
- Currently possess a valid Washington State EMT Certification or a National Registered EMT Certification.
- Have successfully completed IFSAC Firefighter 1 and Firefighter 2 and have successfully completed an accredited fire academy.

Phase 2 – Oral Board – Week of October 19.

Qualified candidates invited to oral board interview – 30 minutes each, ten (10) questions.

- Three (3) interviewers – consensus scoring
- Dimensions Rated:
 - Communication Skills (25%)
 - Compassion/Service Orientation (25%)
 - Critical Thinking/Problem Solving (25%)
 - Working with the Public (25%)
- 70% minimum passing score
- Candidates ranked on eligibility list
- Veteran's Preference Points added to final score

Civil Service Commission – November 12, 2026.

Chief's Interview Planned Completion – TBD

Conditional Offers Planned By – TBD



CIVIL SERVICE COMMISSION
POLICE OFFICER – ENTRY LEVEL

Examination Date: Continuous
Approval Date: September 2026
Expiration Date: Continuous

RANK	NAME	EXAM SCORE	APPROVAL DATE	EXPIRATION DATE
1	Dwight Donaldson *	95.08	August 2026	August 2027
2	RJ Wheeler	86.58	September 2026	September 2027
3	Anthony Orsillo *	83.83	August 2026	August 2027
4	Kith Rattanak	85.55	July 2026	July 2027
5	Yuniba Huerta	80.39	September 2026	September 2027
6	Micah Dally	79.66	September 2026	September 2027
7	Austin Kerr	79.01	July 2026	July 2027
8	Alyssa Six	78.74	September 2026	September 2027
9	Kaci Osborne-Hansen *	78.54	April 2026	April 2027
10	Kyler Wallen	77.73	May 2026	May 2027
11	Riley Owen	77.55	March 2026	March 2027
12	Daniel Cox *	77.01	October 2025	October 2026
13	Isaac Morgan	76.83	May 2026	May 2027
14	Ethan Weisenfeld	76.67	June 2026	June 2027
15	Hayden McClelland	76.52	September 2026	September 2027
16	Jarod Humphrey	76.50	March 2026	March 2027
17	Jase Marcott	76.49	February 2026	February 2027
18	Mikay Ye	76.48	September 2026	September 2027
19	Daniel Sea	76.34	July 2026	July 2027
20	Hunter Kleinhoff	75.51	February 2026	February 2027
21	Michael Childress	74.95	May 2026	May 2027
22	Joshua Mackie	74.73	September 2026	September 2027

APPROVED:

CHAIR

DATE

Added to the list:

- RJ Wheeler

- Yuniba Huerta
- Micah Dally
- Alyssa Six

Removed from List:

- Robert Waldref: FCI
- Phillip Wray: FCI
- Tyreise Dean: FCI
- Kyle Taylor: Withdrew
- Jenai Burgin-Trinkley: In Background



CIVIL SERVICE COMMISSION
Certified Police Officer

Examination Date: Continuous

Approval Date: Continuous

Expiration Date: Continuous

RANK	NAME	WA Academy Score: Date Received	APPROVAL DATE	EXPIRATION DATE
1	Melanie Medlock	96.47: 7/27/26	August 2026	August 2027
2	Tom Binder	94.37: 5/13/2026	June 2026	June 2027
3	Jonathan Crandall	94.08: 4/30/2026	June 2026	June 2027
4	Chad Cook	94.03: 7/10/2026	August 2026	August 2027
5	Robbie Perry	93.48: 4/30/2026	June 2026	June 2027
6	Dakota Johnson	Out of State: 6/4/2026	July 2026	July 2027
7	Jailynn Theisen	Out of State: 9/1/2026	September 2026	September 2027

APPROVED:

 CHAIR

 DATE

Added to the list:

Removed from List:

- Cameron Brooks: Hired
- Dru Arndt: In Background: Hired
- Crystian Bean: FBG



CIVIL SERVICE COMMISSION
Lateral Police Officer

Examination Date: Continuous
 Approval Date: Continuous
 Expiration Date: Continuous

RANK	NAME	Exam Score	APPROVAL DATE	EXPIRATION DATE
1	Ryan DeVille	90.40	September 2026	September 2027

APPROVED:

 CHAIR

 DATE

Added to the list:

- Ryan DeVille

Removed from List:

- Jacob Ashburn: DBG



CIVIL SERVICE COMMISSION

Firefighter to Firefighter Paramedic Promotional List

RANK	NAME	APPROVAL DATE
1	Jennifer Lindstrom	September 2026

APPROVED:

CHAIR

DATE