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, October 08, 2026
5:30 PM

1. Call to Order
2. Roll Call
3. Changes to Agenda
4. Approval of Minutes
   a. Approval of September 10, 2026 Minutes
5. Status of Eligibility List
6. Approval of Certified Police Eligibility List
7. Approval of Deputy Chief Promotional List
8. Approval of Entry Level Police Eligibility List
9. Approval of Lateral Police Eligibility List
10. Approval of Paramedic Firefighter Eligibility List
11. Approval of Entry Level Firefighter Exam Plan
12. Updates
13. Next Meeting Date - 11/12/2026
14. 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
SEPTEMBER 10, 2026

CONVENE:	5:30 p.m.
PRESENT:	Commissioner Chair Blake Chard, Commissioners Pat Schneider and Wendy Moudy Staff: Chief Examiner Michelle Sutherland, Police Chief Carlos Quiles, Fire Chief Brian Hurley, Assistant Fire Chief Shawn Crimmins.
CHANGES TO AGENDA:	Change in the agenda to reflect approval of the August 13, 2026, minutes.
APPROVAL OF MINUTES:	**Commissioner Chard moved, seconded by Commissioner Schneider, to approve the minutes of August 13, 2026, as presented. A voice vote approved the motion unanimously.**
STATUS OF ELIGIBLITY LISTS:	Chief Examiner Sutherland reviewed the status of the eligibility lists. Active continuous lists for police and fire remain effective.
APPROVAL OF LATERAL FIREFIGHTER EXAM PLAN:	Chief Examiner Sutherland requested to approve the Lateral Firefighter Exam Plan.
MOTION:	**Commissioner Schneider moved, seconded by Commissioner Moudy, to approve the Lateral Firefighter Exam Plan as presented. 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 Chard, to approve the Entry Level Police Officer Eligibility List as presented. Motion carried unanimously.**
APPROVAL OF CERTIFIED POLICE OFFICER ELIGIBILITY LIST:	Chief Examiner Sutherland requested approval of the Certified Police Officer Eligibility List.
MOTION:	**Commissioner Chard moved, seconded by Commissioner Moudy, to approve the Certified Police Officer Eligibility List. Motion carried unanimously.**
APPROVAL OF LATERAL POLICE OFFICER ELIGIBILITY LIST:	Chief Examiner Sutherland requested to approve the Lateral Police Officer Eligibility List.
MOTION:	**Commissioner Schneider moved, seconded by Commissioner Moudy, to approve the Lateral Police Officer Eligibility List. Motion carried unanimously.**
APPROVAL OF FIREFIGHTER TO FIREFIGHTER PARAMEDIC EXAM PLAN:	Chief Examiner Sutherland requested to approve the Firefighter to Firefighter Paramedic Exam Plan.
MOTION:	**Commissioner Chard moved, seconded by Commissioner Moudy, to approve the Firefighter to Firefighter Paramedic Exam Plan. Motion carried unanimously.**
UPDATES:	Updates were presented by Fire Chief Hurley and Police Chief Quiles.
ADJOURNMENT:	**With there being no further business, Commissioner Chard adjourned the meeting at 5:49 p.m.**
	Prepared by Michelle Sutherland, Chief Examiner.

CITY OF TUMWATER

STATUS OF CIVIL SERVICE ELIGIBILITY LISTS – October 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	October 2026		October 2026
Firefighter (Entry)	March 2026		March 2027
Lateral Paramedic Firefighter	No List		No List
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	September 2026		September 2027
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 2026		September 2027
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	No List		
Police Svc Specialist II	No List		
Police Records Supervisor	No List		
Police – Executive Assistant	May 2026		May 2027

CIVIL SERVICE COMMISSION
Certified Police Officer Eligibility List

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

RANK	NAME	WA Academy Score: Date Received	APPROVAL DATE	EXPIRATION DATE
1	Brayden Johnston	95.75: 9/11/26	October 2026	October 2027
2	Neveah Arthun	95.70: 9/13/26	October 2026	October 2027
3	Tom Binder	94.37: 5/13/2026	June 2026	June 2027
4	Jonathan Crandall	94.08: 4/30/2026	June 2026	June 2027
5	Chad Cook	94.03: 7/10/2026	August 2026	August 2027
6	Robbie Perry	93.48: 4/30/2026	June 2026	June 2027
7	Dakota Johnson	Out of State: 6/4/2026	July 2026	July 2027
8	Jailynn Theisen	Out of State: 9/1/2026	September 2026	September 2027

APPROVED:

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CHAIR DATE

Added to the list:
- Brayden Johnston
- Neveah Arthun

Removed from List:
- Melanie Medlock: FCI

CIVIL SERVICE COMMISSION

Deputy Chief Promotional Eligibility List

RANK	NAME	APPROVAL DATE
1	Ken Driver	September 2026

APPROVED:

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CHAIR DATE

CIVIL SERVICE COMMISSION

POLICE OFFICER – ENTRY LEVEL ELIGIBILITY LIST

Examination Date: Continuous
Approval Date: October 2026
Expiration Date: Continuous

RANK	NAME	EXAM SCORE	APPROVAL DATE	EXPIRATION DATE
1	Dwight Donaldson *	95.08	August 2026	August 2027
2	Anthony Orsillo *	83.83	August 2026	August 2027
3	Alexander de Wolff	83.05	October 2026	October 2027
4	Joshua Schrodt	82.53	October 2026	October 2027
5	Trevor Nicholson	81.51	October 2026	October 2027
6	Kith Rattanak	85.55	July 2026	July 2027
7	Micah Dally	79.66	September 2026	September 2027
8	Austin Kerr	79.01	July 2026	July 2027
9	Alyssa Six	78.74	September 2026	September 2027
10	Kaci Osborne-Hansen *	78.54	April 2026	April 2027
11	Kyler Wallen	77.73	May 2026	May 2027
12	Riley Owen	77.55	March 2026	March 2027
13	Daniel Cox *	77.01	October 2025	October 2026
14	Isaac Morgan	76.83	May 2026	May 2027
15	Ethan Weisenfeld	76.67	June 2026	June 2027
16	Hayden McClelland	76.52	September 2026	September 2027
17	Jarod Humphrey	76.50	March 2026	March 2027
18	Jase Marcott	76.49	February 2026	February 2027
19	Mikay Ye	76.48	September 2026	September 2027
20	Daniel Sea	76.34	July 2026	July 2027
21	Olivia Deckard	76.31	October 2026	October 2027
22	Hunter Kleinhoff	75.51	February 2026	February 2027
23	Michael Childress	74.95	May 2026	May 2027
24	Joshua Mackie	74.73	September 2026	September 2027

APPROVED:

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CHAIR DATE

Added to the list:

- Alexander de Wolff
- Joshua Schrodt
- Trevor Nicholson
- Olivia Deckard

Removed from List:

- Yuniba Huerta: FCI
- RJ Wheeler: FCI

CIVIL SERVICE COMMISSION
Lateral Police Officer Eligibility List

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

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

APPROVED:

_____ _____
CHAIR DATE

Added to the list:
- Ryan Deville

Removed from List:
- Jacob Ashburn: DBG

CIVIL SERVICE COMMISSION
Paramedic Firefighter Eligibility List

Examination Date: September 2026
Approval Date: October 2026
Expiration Date: October 2027

RANK	NAME	Exam Score	APPROVAL DATE	EXPIRATION DATE
1	Emily Sorenson	93.75	October 2026	October 2027
2	Darci Kudrna	88.75	October 2026	October 2027
3	Sarah Norman	81.25	October 2026	October 2027
4	Connor Hansen	80.63	October 2026	October 2027
5	Garren Smith	71.88	October 2026	October 2027

APPROVED:

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CHAIR DATE

Added to the list:

- Emily Sorenson
- Darci Kudrna
- Sarah Norman
- Connor Hansen
- Garren Smith

Removed from List:

Tumwater Fire Department
Entry Level Fire Fighter Exam Plan

Posting 10/1/2026 — Closing 1/29/2027 at 5:00 p.m.
Top candidates with passing score of 80% or above from public safety testing within in twelve previous months will be invited to Phase 1. **(Written 40% weight)**

Phase 1 - Speed Interviews – February (Ranking – P/NP)

- Interviews are nine (9) minutes each –three (3) questions, no follow-up
- Dimensions Rated:
  - Motivation/Interest
  - Compassion/Service Orientation
  - Working with the Public
- Three (3) panels – consensus scoring
- Evaluators trained on scoring and avoiding common biases and rating errors
- 70% minimum passing score

Phase 2 – Oral Board – March (Oral Board 60% weight)

- Top candidates invited to oral board interview – 30 minutes each, ten (10) questions, follow-up allowed
- Three (3) interviewers per panel, two (3) panels – consensus scoring
- Dimensions Rated:
  - Communication Skills
  - Inclusivity and Relationship Building
  - Critical Thinking/Problem Solving
  - Mechanical Aptitude
- 70% minimum passing score
- Candidates ranked on eligibility list: 40% written exam and 60% oral board score
- Veteran's Preference Points added to final score

Civil Service Commission – April

Chief's Interview – As needed based on openings

Conditional Offers as needed to follow Chief's Interview