



# Meeting Agenda

## Civil Service Commission

City Hall  
601 4th Avenue E  
Olympia, WA 98501

Contact: Telli Norton  
360.709.2775

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**Tuesday, June 16, 2026**

**8:30 AM**

**Room 112**

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In person or via Zoom:<https://us06web.zoom.us/j/89590024094>

**1. CALL TO ORDER**

**1.A ROLL CALL**

**2. APPROVAL OF AGENDA**

**3. APPROVAL OF MINUTES**

[26-0477](#) Approval of May 19,2026 Civil Service Commission Meeting Minutes

**Attachments:** [May 19, 2026 Meeting Minutes](#)

**4. PUBLIC COMMENT**

*During this portion of the meeting, community members may address the Advisory Committee or Commission regarding items related to City business, including items on the Agenda. In order for the Committee or Commission to comply with Public Disclosure Law for political campaigns, speakers will not be permitted to make public comments before the Committee or Commission where the speaker promotes or opposes a candidate for public office or a ballot measure.*

**5. ANNOUNCEMENTS**

**6. BUSINESS ITEMS**

[26-0478](#) Approval of Lateral Firefighter-Paramedic Register

**Attachments:** [Lateral Firefighter-Paramedic Register 6.16.26](#)  
[EEO Stats Form - Lateral Firefighter-Paramedic 6.16.26](#)

**7. REPORTS**

[26-0479](#) Hiring Register Updates

**Attachments:** [Entry Level Register 6.16.26](#)  
[Entry-Level Firefighter-Paramedic Register 6.16.26](#)

**8. OTHER TOPICS**

## 9. ADJOURNMENT

### Accommodations

*The City of Olympia is committed to the non-discriminatory treatment of all persons in employment and the delivery of services and resources. If you require accommodation for your attendance at the City Advisory Committee meeting, please contact the Advisory Committee staff liaison (contact number in the upper right corner of the agenda) at least 48 hours in advance of the meeting. For hearing impaired, please contact us by dialing the Washington State Relay Service at 7-1-1 or 1.800.833.6384.*



City Hall  
601 4th Avenue E.  
Olympia, WA 98501  
360-753-8244

**Civil Service Commission**  
**Approval of May 19,2026 Civil Service**  
**Commission Meeting Minutes**

**Agenda Date: 6/16/2026**  
**Agenda Item Number:**  
**File Number:26-0477**

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**Type:** decision **Version:** 1 **Status:** In Committee

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**Title**

Approval of May 19,2026 Civil Service Commission Meeting Minutes



# Meeting Minutes

## Civil Service Commission

City Hall  
601 4th Avenue E  
Olympia, WA 98501

Contact: Telli Norton  
360.709.2775

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**Tuesday, May 19, 2026**

**8:30 AM**

**Room 112**

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In person or via Zoom:<https://us06web.zoom.us/j/89590024094>

**1. CALL TO ORDER**

Meeting was called to order at 8:36am.

**1.A ROLL CALL**

Linda Villegas Bremer - Commission Chair, Reiko Callner - Commissioner, Telli Norton, Senior HR Generalist/Chief Examiner, Nicole Anderson - HR Generalist, and Ray Brady - Deputy Chief of Police

**2. APPROVAL OF AGENDA**

Commissioner Reiko Callner moved to approve. Approval was seconded by Commission Chair Linda Villegas Bremer. No questions or comments. All voted aye. The agenda was approved.

**3. APPROVAL OF MINUTES**

Approval of April 28, 2026 Civil Service Commission Meeting Minutes

Commissioner Reiko Callner moved to approve. Approval was seconded by Commission Chair Linda Villegas Bremer.

Discussion: Commissioner Reiko Callner noted the detail of the minutes and thanked Telli for her work on these.

All voted aye. The April 28, 2026 meeting minutes were approved.

**4. PUBLIC COMMENT**

No public comment was received.

**5. ANNOUNCEMENTS**

No announcements.

**6. BUSINESS ITEMS**

### Approval of Lateral Police Officer Register

**Commissioner Reiko Callner moved to approve. Approval was seconded by Commission Chair Linda Villegas Bremer. Telli Norton walked through the staff report and register.**

**Discussion: Commissioner Reiko Callner asked where the applicant was a lateral from. Deputy Chief Ray Brady shared that the applicant is a lateral from Colorado Springs and that Sgt Sean O'Brien was currently there working on final stages of his background.**

**Discussion: Commission Chair Linda Villegas Bremer asked about how long after they are approved would they start working. Deputy Chief Ray Brady shared that lateral applicants typically start a couple weeks after they accept their offer.**

**All voted aye. The Lateral Police Officer Register was approved.**

## **7. REPORTS**

### Hiring Register Updates

**Telli Norton shared registers that have had recent changes and noted that a couple applicants were removed from a register due to failing assessments with one applicant expressing interest in appealing the decision. Telli Norton also shared in these updates that Police Lieutenant Bryan Wyllie has retired from OPD.**

**Discussion: Commissioner Reiko Callner asked if the appeal came before the Commission. Telli Norton explained that the appeal would first be reviewed and a decision would be made by her as the Chief Examiner. She would then share the outcome with the applicant and the Commission and the applicant would then have the opportunity to appeal her decision and come before the board.**

## **8. OTHER TOPICS**

**No other topics.**

## **9. ADJOURNMENT**

**The meeting was adjourned at 8:44am.**

**Accommodations**





## Civil Service Commission

### Approval of Lateral Firefighter-Paramedic Register

**Agenda Date:** 6/16/2026  
**Agenda Item Number:**  
**File Number:**26-0478

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**Type:** decision **Version:** 2 **Status:** In Committee

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#### **Title**

Approval of Lateral Firefighter-Paramedic Register

#### **Recommended Action**

##### **Staff Recommendation:**

Move to approve the certification of the Lateral Firefighter-Paramedic Register effective June 16, 2026

#### **Report**

##### **Staff Contact:**

Hillary Flowers, Interim Fire Chief, Olympia Fire Department, 360.753.8300  
Telli Norton, Senior Human Resources Generalist/Chief Examiner, 360.709.2775

##### **Background:**

Based on Civil Service Rule V, Registers, Initial Eligibility Lists, initial eligibility lists were established with candidates who successfully met the qualifications of Lateral Firefighter-Paramedic and applied through Workday. Four (4) candidates applied, three (3) candidates are being evaluated for qualifications and one (1) was invited to interview. One (1) candidate participated, one (1) candidate passed the interview, and proceeded to the Chief's Interview. One (1) candidate passed the chief's interview. One (1) candidate has been placed on the register.

One (1) candidate was male and one (1) candidates was White/Caucasian. The interview panel consisted of OFD Paramedic Lieutenant Wade Glenn, OFD Fire Lieutenant Derek Johnson, OFD Firefighter/Paramedic Elliott Townsend, and OFD Firefighter Troy Churchwell. The chief's interview panel consisted of OFD Acting Deputy Fire Chief, Chad Boulay and OFD Assistant Fire Chief of EMS, Kevin Maltz.

##### **Findings:**

One (1) candidate successfully met the qualifications, passed the oral board, and passed the chief's interview. One (1) candidate has been placed on the register in accordance with a score of 93.78.

##### **Policy Reference:**

- RCW 41.12.040(9), Organization of Commission-Secretary-Powers and Duties of Commission
- Civil Service Rules, Rule IV, Examinations
- Civil Service Rules, Rule V, Registers

Lateral Firefighter-Paramedic Eligible Lists

Generated By: Telli Norton 6.8.26

Number of records: 1

Date range: 06/01/25 - current

Eligible List Name	Candidate Name	Total Score	Rank Active	step in hiring process	Register Expiration
Lateral Firefighter-Paramedic	Alex Frost	93.78%	1	Background/Assessments	6/8/2027



**AGENCY: Olympia Fire Department**

June 4, 2026

**Lateral Firefighter-Paramedic**

<u>4 Candidates</u>	African American/ Black	American Indian/ Alaskan Native	Asian/ Pacific Islander	Hispanic/ Latino	White/ Caucasian	Other/ 2 or More Races	Unknown	TOTAL
<b>Invited to Interview</b>								
Male					3			3
Female								0
Unknown							1	1
							<b>TOTAL</b>	<b>4</b>
<b>Declined/No Response to Interview Invite/Pending Review</b>								
Male					2			2
Female								0
Unknown							1	1
							-	3
<b># Fail Interview</b>								
Male					1			1
Female								0
Unknown					1			1
							-	2
<b>Invited to Chief's Interview</b>								
Male								0
Female								0
Unknown								0
							<b>TOTAL</b>	<b>0</b>
<b># Fail Chief's Interview</b>								
Male								0
Female								0
Unknown								0
							-	0
<b># On Register</b>								
Male								0
Female								0
Unknown								0
							-	0
							<b>TOTAL ON REGISTER</b>	<b>0</b>



## Civil Service Commission Hiring Register Updates

**Agenda Date:** 6/16/2026  
**Agenda Item Number:**  
**File Number:**26-0479

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**Type:** information **Version:** 1 **Status:** In Committee

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### Title

Hiring Register Updates

### Details:

The following are updates for active hiring registers that have had candidates removed for various reasons, including but not limited to, being hired/promoted, candidate withdrawal, and/or disqualification.

Candidates on these registers have already been approved in prior Civil Service Commission meetings.

Eligible Lists  
Generated By: Telli Norton 5.19.26  
Number of records: 4  
Date range: 01/2025 - current

Eligible List Name	Candidate Name	Total Score	Rank Active	step in hiring process	Register Expiration
Entry Level Police Officer	Nyria Hernandez Manzano	87.82%	1	Background	4/28/2027
Entry Level Police Officer	Hadden Sorter	82.22%	2	Background	4/28/2027
Entry Level Police Officer	Timothy TenKley	79.27%	3	Background	4/28/2027

Previous Entry Level Candidates

Candidate Name	Total Score	Inc. Rank	Active step in hiring process	Original Register	
				Expiration	Updates from CJTC/candidate communication
Bowers, Alan	81.61%			9/14/2024	Hired Elsewhere
Seidenstucker, Albert	93.20%		1 Hired	9/14/2024	
Modesto, Lance	83.15%		2	12/5/2023	No answer to email sent on 11/14/23, expired
Fernandez, Eddy	80.13%		4	12/5/2023	Expired
Iverson, Nathan	80.55%		3 background	9/14/2024	failed background
Doyle, Wayne	80.14%		1 Background sent on 1/23/25	1/23/2025	Accepted conditional offer with Lacey
Vahey, David	79.56%		2 Background sent on 1/31/25	9/14/2024	Accepted Conditional offer with TCSO
Heath, Stephen	78.95%		3 Background - Failed	9/14/2024	Chief Allen did not pass 1/30/24
James, Trevor Thomas	74.46%		1 Expired	4/10/2024	
Nicholson, Serena	74.02%		2 Hired	1/23/2025	Hired - started 5/16/24
John Major	85.98%		2 Background	7/11/2025	failed background
Chad Davis	84.70%		3	7/11/2025	Hired - starts 7/16
Sage Prengel	78.32%		5	7/11/2025	failed background
Robert Smith	75.10%		7 Background	7/18/2025	failed background - removed from register 7/22/24
Jashaun Williams	76.03%		6 Background	7/18/2025	failed background - removed from register 7/22/24
Taylor Briscoe	88.95%		3 Background	7/18/2025	failed background - removed from register 8/5/24
Cody Burke	93.45%		1 Conditional Offer	4/16/2025	Conditional - Offer pending - applicant has interview with WDFW - applicant removed - no longer responding to correspondance
Daniel Sullivan	83.74%		3 Background	8/1/2025	Failed Background - removed from register 9/26/24
Abraham Avila-Martinez	79.38%		6 Background	7/18/2025	Hired - started 9/16/24
Brayden Johnston	93.32%		1 Background	9/26/2025	Hired - started 10/23/24 - removed from register 10/23/24
Isaiah Loucks	91.50%		3 Background	9/26/2025	Hired - started 10/31/24 - removed from register 10/23/24
Andrew Reynolds	92.02%		2 Background	7/18/2025	Failed background - removed from register 10/23/24
Jeffrey Waldon	82.73%		5 Conditional Offer	8/1/2025	Hired - starts 11/18/24 - removed from register 11/14/24
Luis (Juan) Rodriguez	83.28%		4 Conditional Offer	9/26/2025	Hired - starts 12/2/24 - removed from register 11/14/24
Nathanael Hammond-Kunke	86.79%		2 Conditional	10/23/2025	Withdrew - removed from register 11/22/24
Jonathan Behrens	84.55%		3 Background	10/23/2025	Failed Background - removed from register 11/22/24
Hunter Valentine	82.42%		4 Background	8/1/2025	Failed Background - removed from register 11/22/24
Ryan Young	78.17%		4	9/26/2025	Accepted another offer - removed from register 12/10/24
Devon Larios	78.96%		2	5/6/2025	Unable to contact - removed from register & notified on 12/19/24
Donald Ragsdale	88.37%		1 Chief's Int. / Conditional	10/23/2025	Candidate withdrew
Robert Cruz	77.83%		3 Background	8/1/2025	Failed Background
Jake Pennese	91.46%		1 Final Offer	1/21/2026	Hired - starts 3/3/25 - removed from register 2/28/25
Robbie Perry	83.76%		3 Background	1/21/2026	Withdrew - hired by Tacoma PD - removed from register 2/28/25
Bobbi-Jo Smith	78.76%		2	10/23/2025	Hired by TCSO as CO - removed from register 3.20.25
Dong Zhang	84.56%		4	3/13/2026	Failed background - removed and notified 4.3.25
Bryan McMillan	88.17%		1 Hired	1/21/2026	Hired - started 4.16.25 - removed from register 4.16.25
Gage Comstock	80.29%		4 Hired	3/13/2026	Hired - started 5.19.25 - removed from register 5.19.25
Patrick McMeel	85.65%		3 Hired	3/13/2026	Hired - started 5.19.25 - removed from register 5.19.25
Arianna Bush	88.06%		2	3/13/2026	Candidate withdrew
Matthew McAlpine	96.68%		1 Background	6/26/2026	Candidate withdrew
Kayzon Stovall	90.33%		1 Background	6/26/2026	Failed background
Gabriela Sotolongo	82.54%		6 Hired	6/26/2026	Hired - starts 9/2/25
Zach Sawyer	89.58%		3 Hired	6/26/2026	Hired - starts 8/22/25
Gan-Erdene Ganzorig	82.30%		7 Background	6/26/2026	Hired - starts 9/5/25
Jordan Jackson	89.11%		4 Background	7/17/2026	Unable to contact - removed from register & notified on 8/25/25
Victor Pio	89.84%		2 Background	7/17/2026	Unable to contact - removed from register & notified on 8/25/25
Jacob McClughen	76.38%		6 Background	6/26/2026	Failed Background
Matthew Parlier	86.07%		2	8/21/2026	Failed Background
Dylan Paganini	79.02%		4	8/21/2026	Failed Polygraph
Alex Hughes	80.18%		4	8/21/2026	Hired - starts 11/17/25
Bailey Hodgson	93.07%		1	8/21/2026	Hired - starts 11/3/25
Erin Correa	82.34%		2 Background	11/18/2026	Failed Background
Zinoviyy Senishin	81.71%		2 Offer	8/21/2026	Hired - starts 2/2/26
Joshua Forster	88.33%		1 Background	10/21/2026	Failed background - removed 12/22/25
Josh Pahls	86.59%		1 Final Offer	1/20/2027	Hired - started 2/23/26
Daniel Cox	77.96%		3 Background	1/20/2027	Failed background - removed 2/13/26
Emily Stancil	89.15%		1 Background	3/31/2027	Failed background - removed 4/23/26
Cody Kuss	82.67%		2 Background	3/31/2027	Candidate withdrew
Caleb Causey	81.26%		3 Background	1/20/2027	Hired - starts 6/16

Entry-Level Firefighter-Paramedic Eligible Lists

Generated By: Telli Norton 6.9.26

Number of records: 2

Date range: 06/01/25 - current

Eligible List Name	Candidate Name	Total Score	Rank Active	step in hiring process	Register Expiration
Entry-Level Firefighter-Paramedic	Henry Lohman	82.47%	1	Conditional Offer	3/31/2027
Entry-Level Firefighter-Paramedic	Reina Pineda	73.00%	2		2/13/2027

Previous Firefighter-Paramedic Candidates

Candidate Name	Total Score	Inc. Rank Active	step in hiring process	Register Expiration	Updates from CJTC/candidate communication
Janice Francisco	84.73%	1	Conditional Offer	6/4/2026	Hired - starts 7.23.25 - removed from register 7.17.25
Cristine Barnes	82.91%	1	Conditional Offer	6/4/2026	Failed CPAT - removed from register 7.22.25
Brittney Tran	70.47%	1	Background	6/4/2026	Hired - starts 9.3.25 - removed from register
Sienna Greenburg	95.00%	1		9/2/2026	Promoted 9.19.25
James Douglas	90.00%	2		9/2/2026	Promoted 9.19.25
Reina Pineda	85.00%	3		9/2/2026	Promoted 9.19.25 - did not pass medic exam - returned to FF position
Arturo Rael	94.67%	1		1/20/2027	Promotion pending - Attending medic program
Daniel Harris	86.50%	1		2/13/2027	Promotion pending - Attending medic program
Connor Guest	92.33%	1	Background	3/31/2027	Candidate withdrew 4/16/26
Graham McApline	82.14%	2	Background	3/31/2027	Hired - starts 7/1/26