



# Meeting Agenda

## Civil Service Commission

City Hall  
601 4th Avenue E  
Olympia, WA 98501

Contact: Nicole Camus  
360.753.8213

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Wednesday, March 26, 2025

8:30 AM

Room 112

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Zoom: <https://us02web.zoom.us/j/89053523259?pwd=QbQAQxQckrppve78ENlwROwg6LEqoC.1>

1. CALL TO ORDER

1.A ROLL CALL

2. APPROVAL OF AGENDA

3. APPROVAL OF MINUTES

[25-0279](#) Approval of February 18, 2025 Civil Service Commission Meeting Minutes

Attachments: [2.18.25 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

[25-0277](#) Approval of Fire Assistant Chief MSO Register

Attachments: [Assitant Fire Chief MSO Register 3.4.25](#)  
[EEO Stats Form - Assistant Chief MSO 3.4.25](#)

[25-0278](#) Approval of Entry Level Police Officer Register

Attachments: [Police Entry Level Register 3.13.25](#)  
[EEO Stats Form - ELPO 3.13.25](#)

7. REPORTS

**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 February 18, 2025 Civil Service Commission Meeting Minutes

**Agenda Date:** 3/26/2025  
**Agenda Item Number:**  
**File Number:**25-0279

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

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**Title**

Approval of February 18, 2025 Civil Service Commission Meeting Minutes



# Meeting Minutes

## Civil Service Commission

City Hall  
601 4th Avenue E  
Olympia, WA 98501

Contact: Nicole Camus  
360.753.8213

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Tuesday, February 18, 2025

8:30 AM

Room 112

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Zoom Link: <https://us02web.zoom.us/j/89053523259>

1. **CALL TO ORDER**

1.A **ROLL CALL**

2. **APPROVAL OF AGENDA**

The agenda was approved.

3. **APPROVAL OF MINUTES**

Approval of January 16, 2025 Civil Service Commission Meeting Minutes

The minutes were approved.

4. **PUBLIC COMMENT - None**

5. **ANNOUNCEMENTS**

6. **BUSINESS ITEMS**

Approval of Entry Level Police Officer Register

Commissioner Callner moved, seconded by Chair Villegas Bremer, to approve the certification of the Entry Level Police Officer Register effective January 1, 2025. The motion carried by the following vote:

Approval of Police Lieutenant Promotional Register

Commissioner Callner moved, seconded by Chair Villegas Bremer, to approve the certification of the Police Lieutenant Register effective February 18, 2025. The motion carried by the following vote:

7. **REPORTS - None**

8. **OTHER TOPICS**

**9. ADJOURNMENT**



## Civil Service Commission

### Approval of Fire Assistant Chief MSO Register

**Agenda Date:** 3/26/2025  
**Agenda Item Number:**  
**File Number:**25-0277

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

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#### **Title**

Approval of Fire Assistant Chief MSO Register

#### **Recommended Action**

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

Move to approve the certification of the Fire Assistant Chief MSO Register effective March 4, 2025

#### **Report**

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

Matt Morris, Fire Chief, Olympia Fire Department, 360.753.8300

Nicole Camus, Deputy HR Director, 360.753.8213

##### **Background:**

Based on Civil Service Rule V, Registers, Initial Eligibility Lists, initial eligibility lists were established with candidates who applied through Workday and met position qualifications. Seven (7) candidates applied. Four (4) did not meet qualifications and three (3) candidates were invited to interview. Three (3) candidates participated in the interview and three (3) candidates passed. Three (3) have been placed on the register.

One (1) candidate was Male and two (2) candidates were Female. Three (3) candidates were White/Caucasian. Two (2) candidates were external and one (1) candidate was internal. The interview panel consisted of OFD Chief Matt Morris, OFD Deputy Chief Mark Schreck, OFD Acting MSO Captain Troy Churwell, OFD Firefighter Craig Meyer, and Community Member Bev Miller-Todd.

##### **Findings:**

Three (3) candidates have successfully passed the interview and have been placed on the register in accordance with scores of 82.10-91.45.

##### **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

Entry-Level FF Eligible Lists  
Generated By: Telli Norton 3.20.25  
Number of records: 3  
Date range: 03/2025- Current

Eligible List Name	Candidate Name	Total Score	Rank Active	step in hiring process	Register Expiration
Assitant Fire Chief MSO	Hillory Flowers	91.45%	1	Background	3/4/2026
Assitant Fire Chief MSO	Kevin Maltz	85.13%	2		3/4/2026
Assitant Fire Chief MSO	Dani DeVos	82.10%	3		3/4/2026









## Civil Service Commission

### Approval of Entry Level Police Officer Register

**Agenda Date:** 3/26/2025  
**Agenda Item Number:**  
**File Number:**25-0278

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

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#### **Title**

Approval of Entry Level Police Officer Register

#### **Recommended Action**

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

Move to approve the certification of the Entry Level Police Officer Register effective March 13, 2025

#### **Report**

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

Sean O'Brien, Sergeant, Olympia Police Department, 360.753.8300

Nicole Camus, Deputy HR Director, 360.753.8213

#### **Background:**

Based on Civil Service Rule V, Registers, Initial Eligibility Lists, initial eligibility lists were established with candidates who passed the Public Safety Testing written and physical exams. Fifty-four (54) candidates were invited to the phase 1 suitability assessment. Twenty-eight (28) participated in the phase 1 suitability assessment, and ten (10) passed. Ten (10) candidates were invited to oral interview, one (1) candidate withdrew, two (2) did not respond to the invite, two (2) were unable to make the scheduled date and will be offered another opportunity, five (5) participated. Four (4) candidates passed the oral interview.

Three (3) candidates were Male and one (1) candidate was Female. Two (2) candidates were Two or More Races, one (1) candidate was Asian/Pacific Islander and one (1) was White/Caucasian. The interview panel consisted of OPD Sergeant Eric Henrichsen, OPD Officer Alex Watkins and Community Member Rance Leaders.

#### **Findings:**

Four (4) candidates passed the phase 1 suitability assessment and the oral interview and has been placed with the one (1) outstanding candidate on the register in accordance with scores of 80.29 - 88.17.

#### **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

Eligible Lists

Generated By: Telli Norton 3.20.25

Number of records: 5

Date range: 01/2025 - current

Eligible List Name	Candidate Name	Total Score	Inc. Rank Active	step in hiring process	Register Expiration
Entry Level Police	Bryan McMillan	88.17%	1	Background	1/21/2026
Entry Level Police	Arianna Bush	88.06%	2		3/13/2026
Entry Level Police	Patrick McMeel	85.65%	3		3/13/2026
Entry Level Police	Dong Zhang	84.56%	4		3/13/2026
Entry Level Police	Gage Comstock	80.29%	5		3/13/2026

Previous Entry Level Candidates

				Original Register	
Candidate Name	Total Score	Inc. Rank	Active step in hiring process	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 Bakground - 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

**AGENCY: Olympia Police Department**

March 13, 2025

**Entry-Level Police Officer**

<u>54 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 Phase 1</b>								
<b>Male</b>	4	2	3	8	24	8		<b>49</b>
<b>Female</b>			1		2	2		<b>5</b>
	<b>TOTAL</b>							<b>54</b>
<b>Declined/No Show/ Pending Phase 1</b>								
<b>Male</b>	1	2	1	5	13	2		<b>24</b>
<b>Female</b>			1		2			<b>3</b>
	-							<b>27</b>
<b>Failed Phase 1</b>								
<b>Male</b>	3		1	3	7	3		<b>17</b>
<b>Female</b>								<b>0</b>
	-							<b>17</b>
<b>Invited to Interview</b>								
<b>Male</b>			1		4	3		<b>8</b>
<b>Female</b>						2		<b>2</b>
	<b>TOTAL</b>							<b>10</b>
<b>Declined/No Show/ Unable to Attend Interview</b>								
<b>Male</b>					2	2		<b>4</b>
<b>Female</b>						1		<b>1</b>
	-							<b>5</b>
<b>Failed Interview</b>								
<b>Male</b>					1			<b>1</b>
<b>Female</b>								<b>0</b>
	-							<b>1</b>
<b># On Register</b>								
<b>Male</b>			1		1	1		<b>3</b>
<b>Female</b>						1		<b>1</b>
	-							<b>4</b>
	<b>TOTAL ON NEWLY ON REGISTER</b>							<b>4</b>