



*Leading the Way*

**CIVIL SERVICE COMMISSION  
CITY OF KENNEWICK**

Tuesday, November 15, 5:30 PM – Regular Meeting Agenda

**1. CALL TO ORDER**

**2. APPROVAL OF AGENDA:** November 15, 2022

**3. APPROVAL OF MINUTES:** October 18, 2022

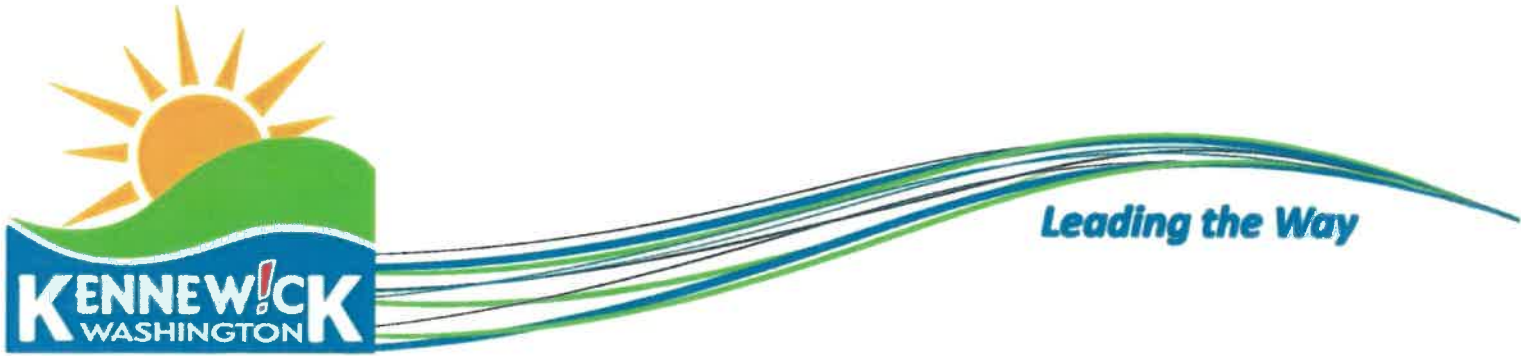
**4. VISITORS**

**5. UNFINISHED BUSINESS**

- a. Request to Remove Names from the Public Safety Testing (PST) Police Officer Eligibility List
  - i. Did not respond to the request
    - 1. Ethan Farkas, Julian Mercado, Anthony Alexander, Alfonso Gonzalez, Edgar Castillon
  - ii. Does not meet department standards
    - 1. Emmanuel Gomez, Andres Reyes, Austin Sherman, Joel Legard
- b. Request to Approve the Public Safety Testing (PST) Police Officer Eligibility List
- c. Request to Approve the In-State Lateral Police Officer Eligibility List
- d. Request to Remove Names from the National Testing Network (NTN) Firefighter/EMT Eligibility List
  - i. Did not respond to request
    - 1. Nicholas Cooper
  - ii. Per candidates request
    - 1. Alan Chung, Travis Blue
  - iii. Does not meet department standards
    - 1. Kailee Garrison-Ehredt, Cassandra Kalina, Riley Long, Joel Hernandez, Trevor Childears, Daniel Kondikoff, Christopher Helms, Nicholas White, Samuel Adams
- e. Request to Approve the National Testing Network (NTN) Firefighter/EMT Eligibility List

**6. NEW BUSINESS**

- a. Requesting to Change Lateral Police Officer Employment Qualifications
  - i. Staff recommends changing the lateral police officer employment qualifications to allow experienced out-of-state police officers to apply without participating in entry-level police officer testing. Additional documentation attached.
- b. Staff Updates
  - i. Police Department
  - ii. Fire Department



**CIVIL SERVICE COMMISSION  
CITY OF KENNEWICK**

Tuesday, October 18, 2022, 5:30 pm – Regular Meeting Minutes

**Commissioners Present:** Mike Rader, Ron Mabry

**Staff Members Present:** Chad Michael, Trevor White, Corey Osborn, Erika Villasante

**1. CALL TO ORDER**

Commissioner Rader called the meeting to order at 5:30 pm.

**2. APPROVAL OF AGENDA**

Commissioner Mabry made a motion to approve the agenda as presented. Commissioner Rader seconded. **MOTION CARRIED.**

**3. APPROVAL OF PREVIOUS MEETING MINUTES**

Commissioner Mabry made a motion to approve the minutes from the September 27, 2022 meeting as presented. Commissioner Rader seconded. **MOTION CARRIED.**

**4. VISITORS**

None.

**5. UNFINISHED BUSINESS**

a. Request to Remove Names from the Public Safety Testing (PST) Police Officer Eligibility List

i. Did not respond to request

1. Oliver Hackler

Commissioner Mabry made a motion to remove the presented name for not responding to the request. Commissioner Rader seconded. **MOTION CARRIED.**

ii. Per candidate request

1. Sean Johnson

Commissioner Mabry made a motion to remove the presented names per candidate request. Commissioner Rader seconded. **MOTION CARRIED.**



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iii. Does not meet department standards

1. Junior Sereno, Mark Ramirez-Maldonado, Owen Miller, Gerald Hein, Daigro Gonzalez, Christian Zamora, Trevor Miller

Commissioner Mabry made a motion to remove the presented names for not meeting department standards. Commissioner Rader seconded. **MOTION CARRIED.**

b. Request to Approve the Public Safety Testing (PST) Police Officer Eligibility List

Commissioner Mabry made a motion to approve the Public Safety Testing (PST) Police Officer eligibility list as presented. Commissioner Rader seconded. **MOTION CARRIED.**

c. Request to Approve the Police Sergeant Eligibility List

Commissioner Mabry made a motion to approve the Police Sergeant Eligibility List as presented. Commissioner Rader seconded. **MOTION CARRIED.**

d. Request to Remove Names from the Firefighter/EMT Eligibility List

i. Did not respond to request

1. Nathan Kindell

Commissioner Mabry made a motion to remove the presented name for not responding to the request. Commissioner Rader seconded. **MOTION CARRIED.**

e. Request to Approve the National Testing Network (NTN) Firefighter/EMT Eligibility List

Commissioner Mabry made a motion to approve the National Testing Network (NTN) Firefighter/EMT eligibility list as presented. Commissioner Rader seconded. **MOTION CARRIED.**

f. Request to Approve the Fire Captain Eligibility List

Commissioner Mabry made a motion to approve the Fire Captain Eligibility List as presented. Commissioner Rader seconded. **MOTION CARRIED.**

## 6. NEW BUSINESS

a. Staff Updates

i. Police Department

- 17 Police Officer vacancies, with five conditional job offers pending
- Police Sergeant promotional testing went well; we expect at least one near-term promotion from the new eligibility list
- Five Police Cadet vacancies
- Looking into lateral police officer hiring opportunities



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ii. Fire Department

- Five Fire Fighter vacancies
- Three Fire Captain vacancies; one more expected in December
- Fire Captain promotional testing went well; we expect four immediate promotions from the new eligibility list

Commissioner Rader adjourned the meeting at 5:47 pm.

The next meeting will be Tuesday, November 15, 2022 at 5:30 P.M.

Certified: 11/15/2022

  
Sandi Strawn, Commissioner

  
Ron Mabry, Commissioner

  
Mike Rader, Commissioner

## Kennewick Police Officer Eligibility List

### Public Safety Testing (PST)

	<b>Certified</b>	<b>First Name</b>	<b>Last Name</b>	<b>Expires</b>
1	6/14/2022	JOHNATHAN	CAMPOS	6/14/2023
2	7/19/2022	FRANCISCO	ESPINDOLA	7/19/2023
3	8/23/2022	DAVID	BURDICK	8/23/2023
4	8/23/2022	ANGEL	GRANADOS-CERVANTEZ	8/23/2023
5	8/23/2022	ISAIAH	SEBO	8/23/2023
6	8/23/2022	FABIAN	MORENO	8/23/2023
7	8/23/2022	JONATHAN	COX JR	8/23/2023
8	8/23/2022	NICHOLAS	GEISLER	8/23/2023
9	8/23/2022	RAMIRO	SOTO	8/23/2023
10	8/23/2022	TRENTON	BRAWDY	8/23/2023
11	9/27/2022	YOUSIF	YOUSIF	9/27/2023
12	9/27/2022	MAKINNA	BRUNS	9/27/2023
13	9/27/2022	JESUS	GUTIERREZ AGRAZ	9/27/2023
14	9/27/2022	ELLIOT	WEDDLE	9/27/2023
15	9/27/2022	ABEL	CAMPOS JR	9/27/2023
16	9/27/2022	KOLTEN	HESS	9/27/2023
17	9/27/2022	CASIMIRO	CEDILLO	9/27/2023
18	9/27/2022	DAVID	ROBISON	9/27/2023
19	9/27/2022	KYLE	GARRETT	9/27/2023
20	9/27/2022	RICARDO	ORTEGA	9/27/2023
21	9/27/2022	TOMAS	FERNANDEZ	9/27/2023
22	9/27/2022	GRAYSON	OLIVA	9/27/2023
23	9/27/2022	NICHOLAS	ALVAREZ	9/27/2023
24	9/27/2022	COOPER	SHELBY	9/27/2023
25	9/27/2022	FAUSTO	HERRERA	9/27/2023
26	9/27/2022	RYAN	WARREN	9/27/2023
27	9/27/2022	SERGIO	MORA	9/27/2023
28	9/27/2022	TYSON	ALVAREZ	9/27/2023
29	9/27/2022	BRENDAN	WEICHEL	9/27/2023
30	9/27/2022	NOAH	STOCKWELL	9/27/2023
31	10/18/2022	CHANCE	SIMPSON	10/18/2023
32	10/18/2022	JOSHUA	LIZZARRAGA	10/18/2023
33	10/18/2022	SIERRA	SIMMONS	10/18/2023
34	10/18/2022	KODIAK	ASHLEY	10/18/2023
35	10/18/2022	BRYAN	GRIMSTAD	10/18/2023
36	10/18/2022	TREVIN	TURNER	10/18/2023
37	10/18/2022	FRANCISCO	CRUZ	10/18/2023
38	10/18/2022	RODERICK	RAYMUNDO	10/18/2023

39	10/18/2022	RYAN	SULLIVAN	10/18/2023
40	10/18/2022	LAQUAN	PHIPPS	10/18/2023
41	11/15/2022	JESUS	ALVAREZ	11/15/2023
42	11/15/2022	LOGAN	BURRUP	11/15/2023
43	11/15/2022	EMRAH	REBIHIC	11/15/2023
44	11/15/2022	ISLAMUNDDIN	SHIRZAD	11/15/2023
45	11/15/2022	TREVOR	SALLEE	11/15/2023
46	11/15/2022	ALEJANDRO	PEREZ-CAMACHO	11/15/2023
47	11/15/2022	KIERAN	SCHOEN	11/15/2023
48	11/15/2022	RYAN	GARENT	11/15/2023

**Certified: 11/15/2022**



**Sandi Strawn, Commissioner**



**Ron Mabry, Commissioner**



**Mike Rader, Commissioner**

**Kennewick In-State Lateral Police Officer**

**Eligibility List**

	<b>Certified</b>	<b>First Name</b>	<b>Last Name</b>	<b>Expires</b>
1	10/19/2021	JAKE	LEDGERWOOD	10/19/2022
2	06/14/2022	DARRELL	JONES	06/14/2023
3	11/15/2022	CORY	WADLEY	11/15/2023
4	11/15/2022	SAMUEL	STEINER	11/15/2023

**Certified:** 11/15/2022

  
**Sandi Strawn, Commissioner**

  
**Ron Mabry, Commissioner**

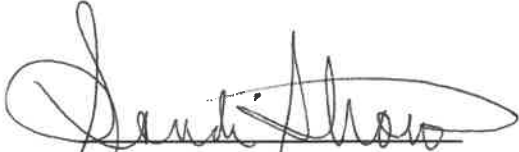
  
**Mike Rader, Commissioner**

## Kennewick Firefighter/EMT Eligibility List

### National Testing Network (NTN)

Certified	First Name	Last Name	Expires
1	1/18/2022	LEON FURAN	1/18/2023
2	4/19/2022	KENT HAGEN	4/19/2023
3	4/19/2022	ISAAC PLACZEK	4/19/2023
4	9/27/2022	TYLER LLOYD	9/27/2023
5	9/27/2022	NADIA MEDVINSKY	9/27/2023
6	9/27/2022	CONNER KENNEDY	9/27/2023
7	9/27/2022	TYLER COCHRAN	9/27/2023
8	10/18/2022	AARON MYNATT	10/18/2023
9	10/18/2022	MARIO VALLE	10/18/2023
10	10/18/2022	BLAKE HILARY	10/18/2023
11	10/18/2022	RACHEL DAVISON	10/18/2023
12	10/18/2022	EFRAIN CABALLERO BARAJAS	10/18/2023
13	10/18/2022	JUSTIN HANSEN	10/18/2023
14	11/15/2022	CHRISTOPHER HELMS	11/15/2023
15	11/15/2022	RYAN ENGLEDDOW	11/15/2023
16	11/15/2022	CONNER BUDZECK	11/15/2023
17	11/15/2022	JACOB BOLOPUE	11/15/2023

Certified: 11/15/2022

  
Sandi Strawn, Commissioner

  
Ron Mabry, Commissioner

  
Mike Rader, Commissioner





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## MEMORANDUM

### KENNEWICK POLICE DEPARTMENT

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**TO:** Kennewick Civil Service Commissioners  
**FROM:** Trevor White, Commander  
**SUBJECT:** Streamlining the Lateral Police Officer Hiring Process  
**DATE:** NOVEMBER 3, 2022

The Kennewick Police Department respectfully requests consideration to change the current Lateral Police Officer hiring process.

Currently KPD has two pathways for prospective lateral officers to attempt employment with KPD. In state certified laterals can apply directly without testing with Public Safety Testing (PST). This process has proven to be extremely efficient and very effective. Certified Laterals from outside Washington State are currently required to test with PST just like an entry level applicant. This process creates challenges that can be remedied by merging both processes into one that exactly resembles the current in-state application process.

I have attached a document from the Washington State Criminal Justice Training Commission outlining all the states who possess basic law enforcement training viewed as equivalent by Washington State. All out of state applicants who possess certifications from accepted states could apply as the same way current Washington certified laterals are allowed. States not recognized, which are very few, would still require the applicant to test with PST.

This proposed change would improve our ability to recruit qualified experience officers from outside our state, allowing us to compete with other local law enforcement agencies in our region for qualified laterals.

cc: Chief Guerrero

**For the purposes of attending the Basic Equivalency Academy, WAC 139-05-210 states:**

3. Participation in the equivalency process is limited to:
  - a. Fully commissioned peace officers of a city, county, or political subdivision of the state of Washington, who otherwise are eligible to attend the basic law enforcement academy; or
  - b. Fully commissioned peace officers who have attained commissioned law enforcement status by completing a basic training program in this or another state. For this purpose, the term "basic training program" does not include any military or reserve training program or any federal training program not otherwise approved by the commission; or
  - c. Persons who have not attained commissioned peace officer status but have successfully completed a basic law enforcement academy recognized as a full equivalent to the Washington state basic law enforcement academy by the commission and within twelve months of the date of completion been made a conditional offer of employment as a fully commissioned peace officer in Washington state; or
  - d. Persons whose peace officer certification, commission, and/or licensing has lapsed because of a break in service as a full-time, fully commissioned peace officer in this or any other state or territory for more than twenty-four months but less than sixty months and who are required to attend the equivalency.

For more information about other state academies, please visit <https://www.iadlest.org/POSTPortal.aspx>

State	Recognized	Conditions
Alaska, Arizona, Arkansas, California, Colorado, Connecticut, Georgia, Idaho, Illinois, Indiana, Iowa, Kansas, Louisiana, Maine, Maryland, Michigan, Minnesota, Mississippi, Missouri, Montana, Nebraska, Nevada, New Hampshire, New Jersey, New Mexico, New York, North Carolina, North Dakota, Ohio, Oklahoma, Pennsylvania, Rhode Island, Tennessee, Virginia, Wisconsin, Wyoming.	Conditional	Successful completion of <u>field</u> training in that State & WAC 139-05-210 (3)(b)
Alabama, Delaware, Kentucky, Massachusetts, Oregon, South Carolina, South Dakota.	Yes	Successful completion of <u>basic</u> training & WAC 139-05-210 (3)(b)or(c)
Florida	Conditional	Must have completed Florida SOCE, field training in that State, & WAC 139-05-210 (3)(b)
Hawaii – These 5 academies w/conditions	Conditional	~ <b>Honolulu PD</b> – 1032-hrs; <b>Maui County PD</b> – 1301-hrs; <b>Kaua’i County PD</b> – 1036-hrs; <b>TSD LERC</b> – 960 hrs: <ul style="list-style-type: none"> <li>• Successful completion of <u>field</u> training &amp; WAC 139-05-210 (3)(b)</li> </ul> ~ <b>Hawai’i County PD</b> - 960 hour Academy: <ul style="list-style-type: none"> <li>• Successful completion of <u>field</u> training &amp; WAC 139-05-210 (3)(b), &amp; <b>may</b> be required to attend WA State 40-Hour EVOC at WA State LE Agency's expense</li> </ul>
Texas	Conditional	Successful completion of <u>field</u> training in that State, & WAC 139-05-210 (3)(b), & <b>may</b> be required to attend WA State 40-Hr EVOC at the WA State LE Agency's expense
Utah	Conditional	Successful completion of <u>field</u> training in that State, & WAC 139-05-210 (3)(b), & <b>may</b> be required to attend WA State 40-Hr EVOC at the WA State LE Agency's expense.
Vermont	Conditional	Successful completion of <u>basic</u> training & served as a Level III officer in that state.

If you need further clarification of eligibility to attend the WSCJTC Equivalency Academy, contact Tisha Jones @ [tjones@cjtc.wa.gov](mailto:tjones@cjtc.wa.gov)

\* Updated 11/13/19

Please note, we do not recognize all FLETC courses as equivalent; therefore, please see the list below. If the course is not listed, we have not reviewed the training. If a LE agency would like us to review a course, the LE agency must submit the course syllabus along with the desired outcomes. We will not accept requests from applicants, nor will the course schedule suffice for review.

Indian Police Academy (BPOTP)	79 days	Conditional	Graduated; continuous work in the capacity of a LE Officer Break in service – less than 5 years	Graduates from Up to 2010
Land MGT Police Training (LMPT)	79 days	Conditional	Graduated; continuous work in the capacity of a LE Officer Break in service – less than 5 years	Graduates from 2007-2013
Rural Police Officer Training Program (RPOT)	74 days	Conditional	Graduated; continuous work in the capacity of a LE Officer Break in service – less than 5 years	Graduates from 2013-2016
Indian Country Police Officer Training Program (ICPOTP) 632.5 hours	79 days	Conditional	Graduated; continuous work in the capacity of a LE Officer Break in service – less than 5 years	Graduates beginning 2017
DC Metropolitan Police Department Recruit Officer Training Program (ROTP) 916 hours	114.5 days	Conditional	Graduated; continuous work in the capacity of a LE Officer Break in service – less than 5 years	
Criminal Investigator Training Program (CITP)	56 days	No	Review Completed in 2013	Denied
Customs and Border Patrol/Protection Academy	117 days	No	Review Completed in 02/2019	Denied
Federal Air Marshal Training Program (A_FAMTP)	36 days	No	Review Completed in 12/2014	Denied
Field Operation Officer Basic	89 days	No	Review Completed in 07/2014	Denied
Immigration/Customs Enforcement (ICE D)	80 days	No	Curriculum Requested from FLETC FLETC Denied Request	Denied
National Park Service (NPS-SLET) Seasonal Law Enforcement Training Program	85 days	No	Review Completed in 02/2019	Denied
Uniform Police Training	60 days	No	Review Completed in 03/2019	Denied
Parks Law Enforcement Academy (PLEA)	90 days	No	Review Completed in 08/2014	Denied
Uniformed Division Training Course (DHS)	68 days	No	Review Completed in 12/2016	Denied
VA Basic Police Officer Training Course	40 days	No	Review Completed in 04/2015	Denied

US Territory	Hours	Recognized	Conditions
Guam Police Training (College)	9 months	Conditional	Successful completion of field training & WAC 139-05-210 (3)(b)

If you need further clarification of eligibility to attend the WSCJTC Equivalency Academy, contact Tisha Jones @ [tjones@cjtc.wa.gov](mailto:tjones@cjtc.wa.gov)

\* Updated 11/13/19