



Leading the Way

**CIVIL SERVICE COMMISSION MEETING
CITY OF KENNEWICK
Tuesday, December 16, 2025 - 5:30 PM
Meeting Minutes**

Commissioners Present: Ron Mabry, Joe Lusignan, Mike Rader

Staff Members Present: Police Chief Chris Guerrero, Fire Chief Michael Heffner, Senior HR Generalist/Civil Service Chief Examiner Cristina Templeton, HR Generalist/Civil Service Secretary Susan Price, Executive Services Director Chad Crouch

1. CALL TO ORDER

Commissioner Mabry called the meeting to order at 5:30PM.

2. APPROVAL OF AGENDA

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

3. APPROVAL OF MINUTES: November 18, 2025

Commissioner Rader made a motion to approve the minutes from the November 18, 2025 meeting as presented. Commissioner Mabry 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. Hired: Noah Sawyer

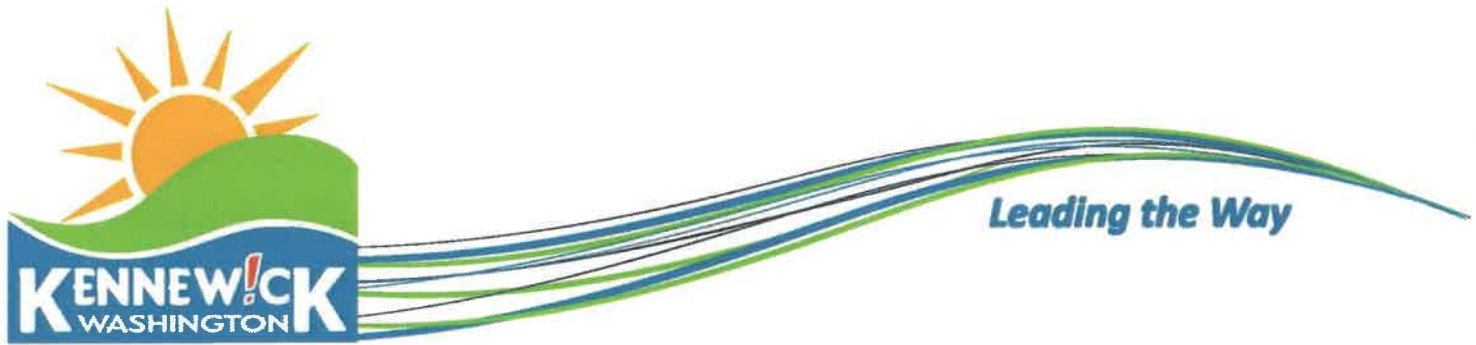
Commissioner Mabry made a motion to remove the presented name due to being hired. Commissioner Lusignan seconded. **MOTION CARRIED.**

ii. Do Not Meet Department Standards: Brian Mader, Tristan Deruyter, Josue Hernandez

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

iii. Requested to be Removed: Clayton Rice

Commissioner Mabry made a motion to remove the presented name per the candidate's request. Commissioner Lusignan seconded. **MOTION CARRIED.**



- iv. Did Not Respond to the Request: Hermelinda Contreras, Adan Maciel, Carlos Montero, Mariano Placido Barajas, Javier Lopez, Simon Williamson, Grayson Oliva, Gage Miller, Adam Wolfersberger, Timothy Hall

Commissioner Lusignan made a motion to remove the presented names due to not responding to the request. Commissioner Mabry 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 Lusignan seconded. **MOTION CARRIED.**

- c. Request to Remove Names from the National Testing Network (NTN) Police Officer Eligibility List.

- i. Did Not Respond to the Request: Kyle Earl, Gerardo Machain, Kyle Taylor, Kevin March

Commissioner Lusignan made a motion to remove the presented names due to not responding to the request. Commissioner Mabry seconded. **MOTION CARRIED.**

- d. Request to Remove Names from the Lateral Police Officer Eligibility List.

- i. Did Not Meet Department Standards: Joseph Pagani

Commissioner Mabry made a motion to remove the presented name due to not meeting department standards. Commissioner Lusignan seconded. **MOTION CARRIED.**

- e. Request to Approve the Lateral Police Officer Eligibility List.

Commissioner Lusignan made a motion to approve the Lateral Police Officer Eligibility List as presented. Commissioner Mabry seconded. **MOTION CARRIED.**

- f. Request to Remove Names from the Police Support Specialist Eligibility List.

- i. Expired: Justin Mitchell, Darlene Preciado, Brittany Clark, Bobby Garcia, Marlen Cano, Ruth Mendoza, Michelle Texley, Kaitlin Personett, Martha Basaca-Murray, Lelaina Alvarez, Miguel Guerrero, Teresa Marino, Sagi Golovatchev, Megann Tast, Ginger Ard, Ashlea Edwards, Katrina Bernal, Lawrence Kiharangwa

Commissioner Mabry made a motion to remove the presented names due to being expired. Commissioner Lusignan seconded. **MOTION CARRIED.**



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g. Request to Remove Names from the National Testing Network (NTN) Firefighter/EMT Eligibility List.

- i. Expired: Michaela Myers, Cale Dower, Fletcher Kenamer, Zachary Lekas, Grant Hoffsommer, Chultemsuren Enkhtur, Donald Ragsdale, Michael Stromberg, Joshua Lowers, Deklan Schoof, Jack Knighten, Christopher Torcaso, Jackson Copeland, Jacob Kvek, Michael Rodkinson, Carter Razey, Tyler Bragger, Anisa Daher, Isaac Shaw, Julian Hoffman, Mario Wesa, Joshua McBride, Jarrett Paullin, Mark Cook, Kyle Bazinet, Myles Pankey, Bray Antrim

Commissioner Lusignan made a motion to remove the presented names due to being expired. Commissioner Mabry seconded. **MOTION CARRIED.**

h. 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 Lusignan seconded. **MOTION CARRIED.**

i. Request to Remove Names from the National Testing Network (NTN) Firefighter/Paramedic Eligibility List.

- i. Did Not Meet Department Standards: David Page

Commissioner Lusignan made a motion to remove the presented name due to not meeting department standards. Commissioner Mabry seconded. **MOTION CARRIED.**

- ii. Requested to be Removed: Geoffrey Edlin

Commissioner Lusignan made a motion to remove the presented name per the candidate's request. Commissioner Mabry seconded. **MOTION CARRIED.**

- iii. Did Not Respond to the Request: Zane Anglin, Andrew Uria

Commissioner Lusignan made a motion to remove the presented names due to not responding to the request. Commissioner Mabry seconded. **MOTION CARRIED.**

j. Request to Approve the National Testing Network (NTN) Firefighter/Paramedic Eligibility List.

Commissioner Mabry made a motion to approve the National Testing Network (NTN) Firefighter/Paramedic Eligibility List as presented. Commissioner Lusignan seconded. **MOTION CARRIED.**

k. Request to Conduct an Examination for the Position of Deputy Fire Chief.

Commissioner Lusignan made a motion to approve of an examination for the position of Deputy Fire Chief. Commissioner Mabry seconded. **MOTION CARRIED.**



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6. NEW BUSINESS

a. Staff Updates:

i. Police Department

- Discussion of proposed state civil service legislation, including potential impacts to wages and collective bargaining; possible testimony noted.
- The department currently has five vacancies.
- Eight recruits recently graduated from the academy and will transition to training cars after the holidays; three are currently in training cars.
- A lateral interview and an additional entry-level interview are scheduled.
- Two new hires are scheduled to start January 1, 2026.
- The department continues progress toward full staffing, with five recruits anticipated to enter the academy early next year.
- The Axon contract has been approved and fully executed.

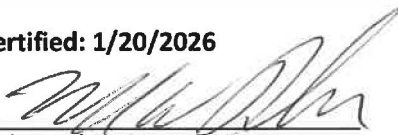
ii. Fire Department

- The department currently has six vacancies (two Deputy Fire Chief and four Firefighter positions).
- Three conditional offers have been extended, with anticipated start dates of January 16.
- The next Fire Academy begins February 9, with recruits expected to be on shift by early July.
- Staffing and operational changes include increased staffing per shift effective January 1 and transition to a 48/96 schedule effective January 4.

Meeting adjourned at 5:59PM.

Next Regular Meeting: January 20, 2026

Certified: 1/20/2026



Mike Rader, Commissioner



Ron Mabry, Commissioner

Absent

Joe Lusignan, Commissioner