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**CIVIL SERVICE COMMISSION MEETING  
CITY OF KENNEWICK**

Tuesday, January 20, 2026 - 5:30 PM  
Meeting Minutes

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

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

**1. CALL TO ORDER**

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

**2. APPROVAL OF AGENDA**

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

**3. APPROVAL OF MINUTES:** December 16, 2025

Commissioner Rader made a motion to approve the minutes from the December 16, 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: Katia Hernandez, Erlberto Garcia Ceballos

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

ii. Did Not Meet Department Standards: Reide Adams, Andrew Escamilla, Chad Purdy, Camden Garza, Christopher Burk

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

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

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



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

Commissioner Rader made a motion to approve the National Testing Network (NTN) Police Officer Eligibility List as presented. Commissioner Mabry seconded. **MOTION CARRIED.**

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

- i. Hired: Brayden Freitag, John Kutrowski, Jared Hugh

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

- ii. Expired: Katarina Yo, Dane Greger, Yuriy Misyuk, Emma Davis, Casey Cramer, Isaac Lundy, Paris Estes, Marty Salgado, Talan Hemans, James Rubinstein, Connor Overson, Jacob Nelson, Corbin McClaughry, Calvin Stephens

Commissioner Mabry made a motion to remove the presented names due to being expired. 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 Remove Names from the National Testing Network (NTN) Firefighter/Paramedic Eligibility List.

- i. Hired: Brendan Silkey

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

- g. 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 Rader seconded. **MOTION CARRIED.**

## 6. NEW BUSINESS

- a. Staff Updates:

- i. Police Department

- Current staffing update: six vacancies; eight recruits graduated from the academy, with three resignations post-graduation.
- Two officers are scheduled to start on February 1, with four additional recruits preparing for academy placement in the second week of February. Potential placement opportunities may also be available through the Spokane academy in May.
- Approval has been received for the Assistant Police Chief position with subsequent promotional movement anticipated.



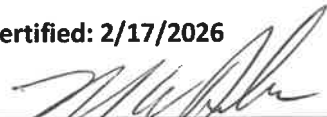
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- Ongoing implementation of new technology systems, including associated training and deployment planning.
- ii. Fire Department
  - Current staffing includes two vacancies, including two Deputy Fire Chief positions. Recent academy class has reduced firefighter vacancies; next academy begins February 9.
  - Two firefighters have completed Firefighter/Paramedic training and are now serving as paramedics on shift. Additional personnel are currently in training, with further candidates expected to enter the pipeline.
  - Deputy Fire Chief promotional exam scheduled for February 11; assessors have been confirmed.
  - Department is revisiting the Peer Support Team structure, with collaboration and support from the Police Department and inclusion of a mental health professional.

Meeting adjourned at 5:43PM.

**Next Regular Meeting: February 17, 2026**

**Certified: 2/17/2026**

  
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Mike Rader, Commissioner

  
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Ron Mabry, Commissioner

  
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Joe Ltsignan, Commissioner