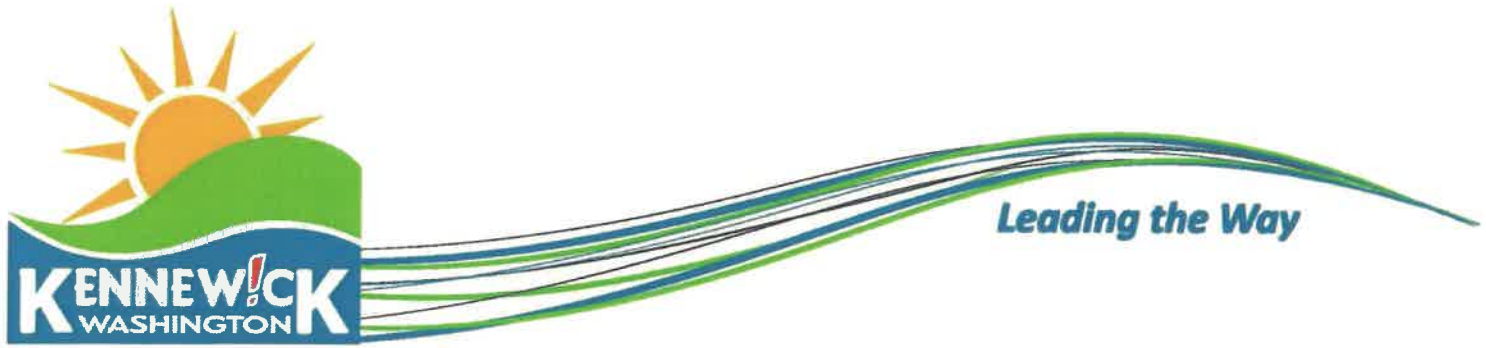




**CIVIL SERVICE COMMISSION MEETING
CITY OF KENNEWICK
Tuesday, June 16, 2026 - 5:30 PM
Meeting Minutes**

Commissioners Present: Ron Mabry, Mike Rader, Joe Lusignan

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

1. CALL TO ORDER

Commissioner Rader called the meeting to order at 5:31PM.

2. APPROVAL OF AGENDA

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

3. APPROVAL OF MINUTES: April 21, 2026

Commissioner Mabry made a motion to approve the minutes from the April 21, 2026 meeting as presented. Commissioner Lusignan 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: Deric Moore, Nicholas Huddleson

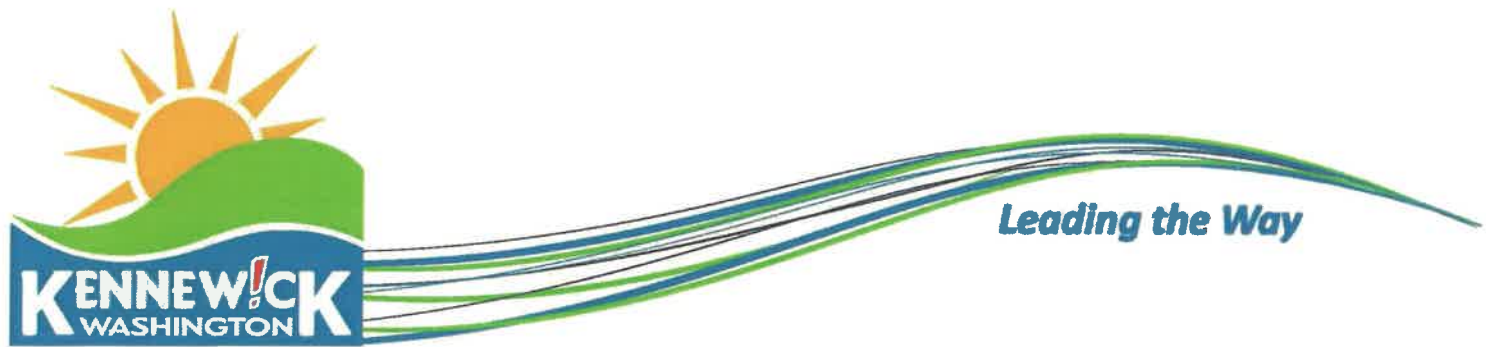
Commissioner Lusignan made a motion to remove the presented names due to being hired. Commissioner Mabry seconded. **MOTION CARRIED.**

ii. Requested to be Removed: Jason Ryan, Ryan Palmer, Joshua Marks

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

iii. Did Not Respond to the Request: Andrew Benavidez, Bingnan Xu, Paul Jackson, Jacob Howard, Zachary Wing, Kyle Saueressig

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



- iv. Expired: Carson Robison, Jordyn Wells, Chevy-Lee Olson, Timothy Hammack, Alex Long, Levi Hardin, Cassandra Moreno

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

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

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

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

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

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

- i. Did Not Meet Department Standards: Jaedon Hall

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

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

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

- f. Request to Approve the Police Support Specialist Eligibility List.

Commissioner Lusignan made a motion to Approve the Police Support Specialist Eligibility List as presented. Commissioner Mabry seconded. **MOTION CARRIED.**

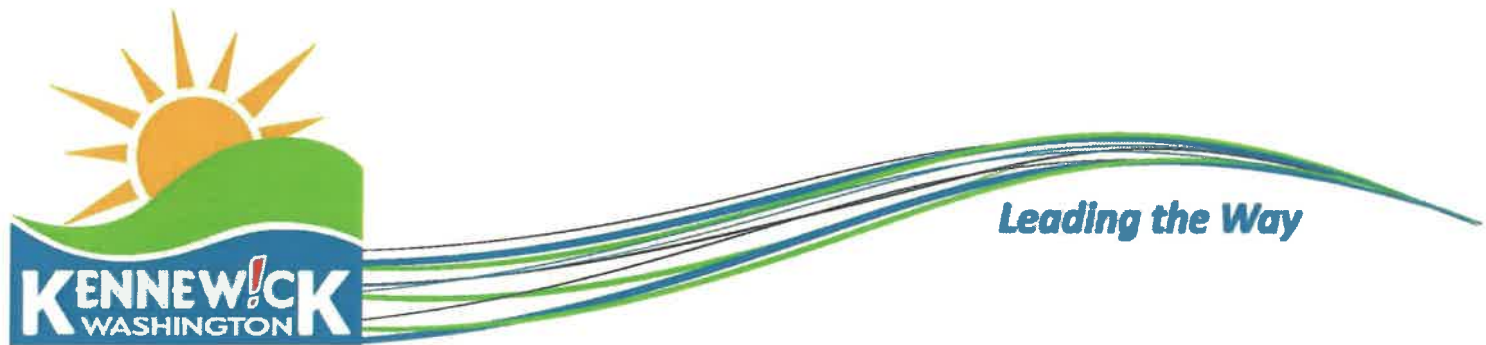
- g. Request to Remove Names from the Metro Administrative Assistant Eligibility List

- i. Did Not Meet Department Standards: Maricela Elizondo, Eric Davis, Tami Collins, Julia Flores-Campos

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

- ii. Requested to be Removed: Nora Cardenas

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



- iii. Did Not Respond to the Request: Noemi Figueroa, Courtney Oldford, Caitlin Owen, Nichole Stephens, Emily Baumgarten, Nicole Marie Melichar, Kacy Anderson, Rayven Kilmer

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

- h. Request to Approve the METRO Administrative Assistant Eligibility List.

Commissioner Mabry made a motion to approve the METRO Administrative Assistant Eligibility List as presented. Commissioner Lusignan seconded. **MOTION CARRIED.**

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

- i. Expired: Colin Dempsey, Dean Reed, Weston Henderson, Benjamin Lawrence, Ian Isherwood, Matthew Wallen, Nicholas Filippi, Edward Slupachik, Jackson Berg, Jonathan Wells, Mason Smith, John Thomas, Garrett Mottio, Dayne Winters, Bailey Waller, Casey Cannon, Ethan Schnug, Caleb Alvarez, Nicholas Fletcher, Preston Young, Mitchell Nass, Noah McLean, Nathan Franceschina, Nathanael Forrar, Casey Drake, Kathleen Pearson, Jacob Sturgill, Evan Livsey, Colin Richardson, Ryan Hollingsworth, Michael Johnson

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

- j. 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.**

- k. Request to Remove Names from the Deputy Fire Chief Eligibility List

- i. Hired: Jake Van Horn

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

- l. Request to Approve the Fire Captain Eligibility List

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



Leading the Way

6. NEW BUSINESS

a. Staff Updates:

i. Police Department

- The department currently has eight vacancies and anticipates a ninth vacancy at the end of June due to the retirement of Officer Juan Dorame.
- One lateral police officer began employment with the City on June 16, 2026.
- Four officers graduated from the academy on June 16, 2026.
- Three officers are currently attending the Spokane Police Academy.
- The next academy class begins in Pasco in August 2026, with at least two Kennewick officers expected to attend.
- The department is currently implementing and deploying Axon equipment.
- Effective July 1, 2026, Chief Guerrero will assume the dual role of Police Chief and Acting Deputy City Manager.
- Assistant Chief Jason Kiel has been selected as the City's next Police Chief.

ii. Fire Department

- Four new firefighters graduated from the academy at the end of May 2026, including three Firefighter/EMTs and one Firefighter/Paramedic.
- The Memorandum of Understanding regarding provisional appointments expires this month, resulting in three Battalion Chief vacancies. Subsequent Captain vacancies are anticipated following Battalion Chief promotions.
- The department currently has two Firefighter vacancies.
- A Captain retirement is anticipated in October 2026.

Meeting adjourned at 6:01PM.

Next Regular Meeting: July 21, 2026

Certified: 7/21/2026

ABSENT
Mike Rader, Commissioner


Ron Mabry, Commissioner


Joe Lusignan, Commissioner