



AGENDA
DES MOINES CIVIL SERVICE COMMISSION
MEETING

City Council Chambers
21630 11th Avenue S, Suite C
Des Moines, Washington
Tuesday, January 27, 2026 - 3:30 PM

CALL TO ORDER

ROLL CALL

AGENDA ITEMS

- Item 1. **Approval of Minutes**
Motion: "I move to approve the minutes from the Civil Service Meeting held on September 23, 2025."
- Item 2. **Recruitment Status - Community Engagement Officer/CSO Status**
- Item 3. **Eligibility Lists Status**
- Item 4. **Staffing Updates**

NEXT MEETING DATE

February 24, 2026

ADJOURNMENT

**Civil Service Commission
AGENDA ITEM**

BUSINESS OF THE CIVIL SERVICE COMMISSION
City of Des Moines, WA

SUBJECT: Approval of Minutes

ATTACHMENTS:

1. Draft September 23, 2025 Civil Service Meeting Minutes

FOR AGENDA OF:

January 27, 2026

DEPT OF ORIGIN:

Administration

DATE SUBMITTED:

January 21, 2026

CLEARANCES:

Purpose and Recommendation

The purpose of this agenda item is for Civil Service Commissioners to review the minutes from the September 23, 2025 Civil Service meeting.

Suggested Motion:

Motion: "I move to approve the minutes from the Civil Service Meeting held on September 23, 2025."

Background

The Civil Service Secretary has prepared action-format meeting minutes for Commissioners' consideration.

Discussion

Alternatives

The Commissioners may make corrections to errors and approve the meeting minutes as amended.

Financial Impact

Recommendation

Commissioners approve the meeting minutes as presented.

CIVIL SERVICE COMMISSION REGULAR MEETING AGENDA

September 23, 2025, 3:30 PM

South Conference Room, City Hall, 21630 11th Avenue S., Des Moines, WA 98198

CALL TO ORDER

April called to order the regular meeting of the Des Moines Civil Service Commission at 3:35 PM on September 23, 2025.

ROLL CALL

Present: Commissioners - Bruce Blair, April Chavarria, Nadya Curtis; DMPD Staff – A/C Kevin Penney, Sergeant Eddie Ochart; Chief Examiner/Secretary – Alexandra Reyes

Absent: A/C Cory Stanton, Chief Ted Boe

Guest(s): N/A

NEW BUSINESS

- I. Sergeant List Scoring (A/C Penney)**
 - a. The Command Staff is requesting approval for Command staff not have access to sergeant test scores due to the department’s small size. Applicants will be assessed by PST which includes using a Work Performance Rating. Rule of 5 will be used in the eligibility process, however, Command staff is requesting the eligibility list be in alphabetical order with no test scores included.
 - i. Motion to approve by April, Seconded by Bruce
- II. Recruitment Status**
 - a. **Police Sergeant**
 - i. Opened: 9/11/25
 - ii. Closed: 9/21/25
 - iii. HR request to extend the Police Sergeant recruitment period an additional three days (re-opening 9/23/25 and closing 9/26/25) to allow for all internal staff to apply.
 1. Motion approved by April, seconded by Nadya.
- III. Staffing Update:**
 - i. Weston Lund – in academy at CJTC and will graduate from the academy on 11/15/25
 - b. **New Hires:**
 - i. Jonathan Gasporra – 10/1/25
 1. Will leave for academy on 10/21/25
 - c. **Pending offers:**
 - i. Alex Murikui – 10/1/25
 1. Alex is an Academy Graduate
 - ii. Melanie Medlock – 10/1/25
 1. Will leave for academy on 10/21/25
 - d. **Retirements:**

- i. Sgt. Scott Oak – 10/31/25
- ii. Dave Shields – 8/15/25
- iii. Pending – Tonya Seaberry will be retiring in February 2026, DMPD is currently working on updating the job description for Community Service Officer

IV. Other Items for Discussion

- a. Conference attendance
 - i. Nadya will attend both days of the conference
 - ii. April would like the recap notes
 - iii. Bruce will attend one of the sessions on October 21st

NEXT MEETING DATE

October 28, 2025

ADJOURNMENT

April adjourned the meeting at 4:07 PM.

Minutes submitted by: Chief Examiner/Secretary, Alexandra Reyes.



DES MOINES CIVIL SERVICE COMMISSION

21610 11th Avenue South, Des Moines, WA 98198 | 206-870-7623

MEMO

Date: January 21, 2026
To: Katherine Caffrey, City Manager
 Ted Boe, Chief of Police
From: Alexandra Reyes, Chief Examiner/Secretary
 Des Moines Civil Service Commission
Subject: PST Continuous Entry-Level Police Officer Eligibility List

I, Alexandra Reyes, Chief Examiner/Secretary of the Des Moines Civil Service Commission, hereby attest that the following PST Continuous Entry Level Police Officer Eligibility List for the City of Des Moines Police Department was legally prepared in accordance with Rule IX of the Des Moines Civil Service Commission Rules and Regulations and represents the relative rating of the names appearing hereon:

Rank	Name	Date Assigned to PD	Score (%)
1	Christopher Coubertier	05/06/2025	84.90
2	Eli Nelson	11/12/2025	84.77
3	Ryan Palmer	11/12/2025	83.48
4	Malcolm Lee	11/12/2025	79.56
5	Joseph Macri	11/12/2025	79.25
6	Christopher Lefau	06/23/2025	77.29
7	Justin Powell	04/02/2025	76.73
8	Neil Bickford	05/20/2025	76.62
9	Connor Plett	06/04/2025	75.87
10			

*Please note I have highlighted those who are newly added to the list.

This PST Continuous Entry Level Police Officer Eligibility List shall remain in effect for one (1) year from the respective List date or until revoked by the Civil Service Commission and is subject to a possible extension. The Rule of Five will apply to any appointment.

Attest & Certified:

Alexandra Reyes, Secretary/Chief Examiner
 Des Moines Civil Service Commission

**Date eligibility expires, unless candidate is removed, or List revoked or extended by the DMCS



DES MOINES CIVIL SERVICE COMMISSION

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MEMO

Date: January 21, 2026
To: Katherine Caffrey, City Manager
 Ted Boe, Chief of Police
From: Alexandra Reyes, Chief Examiner/Secretary
 Des Moines Civil Service Commission
Subject: Academy Graduate Eligibility List for Police Officer for WSCJTC & WSP Academy
 Certified Candidates

I, Alexandra Reyes, Secretary/Chief Examiner of the Des Moines Civil Service Commission, hereby attest that the following Academy Graduate Eligibility List for Police Officer for the City of Des Moines Police Department was legally prepared in accordance with Rule IX of the Des Moines Civil Service Commission Rules and Regulations. This Academy Graduate Eligibility List remains in effect for one year and may be revoked when the number of persons thereon still available for appointment is less than five (5) or otherwise revoked by the Civil Service Commission. Candidates removed from any prior Academy Graduate Eligibility List have been properly notified in compliance with Section 9.4, Rule IX, of the Des Moines Civil Service Commission Rules and Regulations.

Rank	Name	Score (%)	Expiration Date
1	D. Lee Sumpter	96%	11/12/2026
2	Omar Rivas-Cortez	93%	07/30/2026
3	Andy Martinez-Deluna	90%	05/07/2026
4	Paramvir Sood	83%	02/06/2026
5			
6			
7			
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9			
10			

Hired

*Please note I have highlighted those who are newly added to the list.

Attest & Certified:

Alexandra Reyes, Secretary/Chief Examiner
Des Moines Civil Service Commission



DES MOINES CIVIL SERVICE COMMISSION

21610 11th Avenue South, Des Moines, WA 98198 | 206-870-7623

MEMO

Date: January 21, 2026

To: Katherine Caffrey, City Manager
Ted Boe, Chief of Police

From: Alexandra Reyes, Chief Examiner/Secretary
Des Moines Civil Service Commission

Subject: Lateral Eligibility List for Police Officer for WSCJTC & WSP Academy Certified Candidates

I, Alexandra Reyes, Secretary/Chief Examiner of the Des Moines Civil Service Commission, hereby attest that the following Lateral Eligibility List for Police Officer - WSCJTC & WSP ACADEMY CERTIFIED CANDIDATES - for the City of Des Moines Police Department was legally prepared in accordance with Rule IX of the Des Moines Civil Service Commission Rules and Regulations. This Lateral Eligibility List shall remain in effect for one year or until revoked by the Civil Service Commission. Candidates removed from prior Lateral Eligibility Lists have been properly notified in compliance with Section 9.4, Rule IX, of the Des Moines Civil Service Commission Rules and Regulations.

Rank	Name	Score (%)	Expiration Date
1	Casey Metzger	86%	05/07/2026
2			
3			
4			
5			
6			
7			
8			
9			
10			

*Please note I have highlighted those who are newly added to the list.

Attest & Certified:

Alexandra Reyes, Secretary/Chief Examiner
Des Moines Civil Service Commission