



Des Moines
WATERLAND CITY

AGENDA
DES MOINES CIVIL SERVICE COMMISSION
MEETING

City Council Chambers
21630 11th Avenue S, Suite C
Des Moines, Washington
Tuesday, February 24, 2026 - 3:30 PM

CALL TO ORDER

AGENDA ITEMS

- Item 1. **Approval of Minutes from January 27, 2026**
Motion: "I move to approve the minutes from the Civil Service Commission Regular Meeting held on January 27, 2026."
- Item 2. **Recruitment Status**
- Item 3. **Eligibility Lists**
- Item 4. **Staffing Updates**

NEXT MEETING DATE

March 24, 2026

ADJOURNMENT



**MINUTES
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

Commissioner Nadya Curtis called the meeting to order at 3:33 PM.

ROLL CALL

Present:

Commissioners: Nadya Curtis, Bruce Blair

Police Department Representatives: Asst. Chief Cory Stanton, Sergeant Eddie Ochart, Civil Service Commission Chief Examiner/Secretary: Alexandra Reyes

Absent:

Commissioner: April Chavarria

Police Department Representatives: Chief Ted Boe, Asst. Chief Kevin Penney

AGENDA ITEMS

Item 1. **Approval of Minutes**

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

Direction/Action

Motion made by Commissioner Nadya Curtis to Approve, seconded by Commissioner Bruce Blair.

Motion passed 2-0.

Item 2. **Recruitment Status - Community Engagement Officer/CSO Status**

A. Community Engagement Officer/CSO

1. As of 1/27/26, we had 84 applicants. The first round of application review was 12/30/2025. We have narrowed the pool to 11 applicants who will be

interviewed.

2. The oral Board panel will consist of two DMPD representatives, two City staff members, and one community member. Oral boards will be scheduled for the first week of February.

B. Lateral Officer

1. The City's hiring page only lists in-state lateral transfers. The Chief Examiner will work with Human Resources to broaden the application to include In-State and Out-of-State applicants.

Item 3. **Eligibility Lists Status**

A. Entry Level

1. E. Nelson – Remove, hired by another agency

B. Academy Grad

1. D. Sumpter – on hold due to medical
2. A. Martinez-Deluna – Sgt. Ochart is in communication with the applicant.
3. P. Sood – expires 2/2026

C. Lateral

1. C. Metzger – expires 5/2026

Item 4. **Staffing Updates**

A. New Hires

1. We have two officers in the academy, M. Medlock & J. Gasporra, who will graduate March 4, 2026. From there, the officers will be on FTO.
2. We have three officers in FTO (16-week program).
 - i. O. Rivas – Cortez (Acad Grad)
 - ii. W. Lund (Entry)
 - iii. C. Jones (Acad Grad)

3. DMPD has three current vacancies

B. Resignations

1. A. Muriuki
2. T. Jedidi

C. Retirements

1. T. Seaberry

D. Promotions

1. S. LaMarsh was promoted from Patrol Officer to Patrol Sergeant.

2. E. Morris was promoted from Patrol Officer to Patrol Sergeant.
3. DMPD will hold corporals' interviews in the upcoming quarter.

E. Leaves

1. Military Leave: B. Brown will be back in May 2026

NEXT MEETING DATE

February 24, 2026

ADJOURNMENT

Commissioner Bruce Blair adjourned the meeting at 4:13 PM



DES MOINES CIVIL SERVICE COMMISSION

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

MEMO

Date: February 20, 2026
To: Katherine Caffrey, City Manager
 Ted Boe, Chief of Police
From: Alexandra Reyes, Chief Examiner/Secretary
 Des Moines Civil Service Commission
Subject: Community Engagement Officer 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 Community Engagement Officer (formerly Community Service 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. This Community Engagement Officer Eligibility List shall remain in effect for one year or until revoked by the Civil Service Commission. Candidates removed from prior Community Engagement Officer 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	Expiration Date
1	Luis Rosales	02/10/2027
2	Nicole Savini	02/10/2027
3	Josiah Bjorke	02/10/2027
4		
5		

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: February 20, 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
1	Christopher Coubertier	05/06/2025
2	Ryan Palmer	11/12/2025
3	Daniel Cox	02/17/2026
4	Christopher Lefau	06/23/2025
5	Justin Powell	04/02/2025
6	Neil Bickford	05/20/2025
7	Connor Plett	06/04/2025
8	Dean Matthew Rey	02/10/2026
9		
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

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

MEMO

Date: February 20, 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	Expiration Date
1	Joshua Patrick	02/17/2027
2	Casey Metzger	05/07/2026
3		
4		
5		

*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