



**MINUTES
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

Commissioner Chavarria called the meeting to order at 3:30 PM.

Present:

Commissioner: Nadya Curtis, Bruce Blair, April Chavarria

Police Department: Assistant Chief Cory Stanton

Chief Examiner/Secretary: Alexandra Reyes

Absent:

Police Department: Chief Ted Boe, Assistant Chief Kevin Penney, Sergeant Eddie Ochart

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."

Direction/Action

Motion made by Commissioner Curtis to approve, seconded by Commissioner Blair.

Motion 3-0.

For: Commissioners Curtis, Blair, Chavarria

Against: None

- Item 2. **Recruitment Status**

Community Engagement Officer/CSO - A total of 99 applicants applied for the Community Engagement Officer position. The process included an initial application, followed by an essay for those who passed the initial screening. The essays were

reviewed by Assistant Chief Stanton. Applicants who passed the essay portion were then invited to an oral board on February 6th. Three candidates were moved to the eligibility list. A second round of applicants were conducted. 11 applicants were asked to submit an essay, which was due February 24th. As of 2pm, we've received six essays. Assistant Chief Stanton will review them. To support the department, CSO Seaberry will be available for training until April 6, 2026.

Item 3. **Eligibility Lists**

During the month of February we have held three oral boards. The Chiefs received an updated eligibility list on February 24, 2026.

Item 4. **Staffing Updates**

Open Positions:

As of February 26th, the department will have five open positions. Currently, there are three officers in Field Training (FTO) with plans to complete the FTO program by April 1st.

Upcoming Officer Graduation:

On March 5th, two officers will graduate from the CJTC Academy. These officers will then begin their 16-week FTO program.

Conditional Offers:

Two candidates have received conditional offers and are currently undergoing background checks.

Resignations:

Officer J. Eshom's last day with the department will be February 25, 2026.

Promotions:

Sergeant E. Morris will begin his new role as Patrol Sergeant in March. The Chief has posted criteria for internal Corporal positions. Corporals are an at-will position and are not part of the Civil Service process.

Inter-Departmental Transfers:

Sergeant J. Cripe will transfer to the Special Operations Unit in March.

Return from Leave:

Officer B. Brown is scheduled to return from leave in March 2026.

Other Topics:

Shift bids pilot program will begin May 1st with official shift bids in 2027.

NEXT MEETING DATE

March 24, 2026

March 24, 2026

ADJOURNMENT

Direction/Action

Motion made by Commissioner Chavarria to adjourn; seconded by Commissioner Curtis.

Motion passed 3-0.

The meeting adjourned at 4:12 PM.