



MINUTES

**REGULAR MEETING
ADMINISTRATION BUILDING
COMMISSIONER'S MEETING ROOM 303
TUESDAY FEBRUARY 10, 2026
2:00 P.M.
Executive Session: No**

The meeting opened at 2:00 pm.

Commissioners Present – Chair Patty Wilson, Vice Chair Delaney Tucker, and Evan Carlile

Commissioner Absent – none

Others in Attendance – Chief Examiner Devon Henry, Undersheriff Jon Law and Lieutenant Jason Erickson

Approval of Minutes for the January 13, 2026 Meeting

Vice Chair Tucker moved to approve the meeting Minutes as presented. Chair Wilson seconded and the motion carried.

Staffing Update and Certification of Eligibility Lists

The Commission was updated on the current vacancies, and the eligibility lists were certified at this time.

Rules Adoption

Chief Examiner Henry let the Commission know that the Civil Service Rules had been reviewed with no concerns by HR, the Sheriff's Office, legal, the guild and the union. And they are ready for adoption. She explained that the Sheriff's Office just recently brought up a concern with the Sergeant qualification. They are concerned that way it's written could disqualify corporals. Ms. Henry explained that the rules could be adopted now and the revision could be completed hopefully by the next meeting. And in the meantime, an exception post was drafted for the upcoming Sergeant Corporal test. Vice Chair Tucker moved to adopt rules as presented. Commissioner Carlile seconded. Motion carried. Commissioner Carlile moved to go forward with the revision and to use the exception draft. Vice Chair Tucker seconded. Motion carried.

Promotional Exam Approval

Chief Examiner Henry asked the Commission if they were able to review the promotional exams that were sent to them. Chair Wilson asked the other Commissioners if they had any questions. Vice Chair Tucker asked if the Evidence Tech exam was just an oral board. Lt. Erickson said yes, it was. Chair Wilson motioned to approve the Lt. Exam, Corporal/Sergeant Exam and Evidence Tech Exam as presented. Commissioner Carlile seconded. And the motion carried.

Public Comment

Chair Wilson asked for public comment and there was no response.

Setting of March Meeting

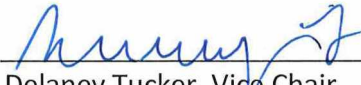
March 10th at 2:00 pm in Commissioner's Meeting Room 303.

Meeting Adjourned 2:17pm.

Approved this 10th day of March, 2026



Patty Wilson, Chair




Delaney Tucker, Vice Chair

Absent

Evan Carlisle, Commissioner

Attest:



Devon Henry, Chief Examiner



AGENDA

**REGULAR MEETING
ADMINISTRATION BUILDING
COMMISSIONERS' HEARING ROOM 303
FEBRUARY 10, 2026
2:00 P.M.
Executive Session: If Needed**

Call to Order

Regular Business:

- Approve minutes for January 13, 2026, Regular Meeting
- Current Vacancies
- Certification of Eligibility Lists

Old Business:

- Rules Adoption

New Business:

- n/a

Sheriff's Office Business:

- Evidence Technician Promotional Exam Approval
- Corporal/Sergeant Promotional Exam Approval
- Lieutenant Promotional Exam Approval

Public Comment

Setting of March Meeting

Adjournment



MINUTES

**REGULAR MEETING
ADMINISTRATION BUILDING
COMMISSIONER'S MEETING ROOM 303
JANUARY 13, 2026
2:00 P.M.
Executive Session: No**

The meeting opened at 2:00 pm.

Commissioners Present – Patty Wilson and Delaney Tucker

Commissioner Absent – Evan Carlile

Others in Attendance – Devon Henry & Lt. Jason Erickson

Civil Service Commission Housekeeping Items

Chief Examiner Henry let the Commission know that Vice Chair Tucker has asked if we can find a replacement on the Commission, as her new job won't be as accommodating. She is willing to stay until we find a new Commissioner or until summertime. Chief Examiner Henry let her know that the vacancy has been advertised, but no one has responded.

The two present commissioners voted on Chair and Vice Chair. Commissioner Tucker made a motion for Commissioner Wilson to be Chair and herself to be Vice Chair. Commissioner Wilson seconded. Motion passed.

Chief Examiner Henry passed around a sheet containing the contact information for the Commissioners to verify that it's up to date.

Approval of Minutes for the December 9, 2025 Regular Meeting

Chair Wilson moved to approve the meeting minutes as presents. Vice Chair Tucker seconded the motion. And the motion carried.

Staffing Update and Certification of Eligibility Lists

The Commission was updated on current vacancies, and the eligibility lists were certified at this time.

Rules Update

Chief Examiner Henry updated the Commission on where the Civil Service rules were in the update process. She explained that they have been reviewed by HR and the Sheriff's Office. They were currently being reviewed by legal, the Guild and Union and should be good to get approved by the next meeting.

Evidence Tech Announcement Exception

Lt. Erickson asked the Commission for an exception to remove the 3 year service requirement qualification for the Evidence Tech position. Chief Examiner Henry explained that they had posted with the qualifications in the rules, but the only applicant didn't meet the service requirement. Lt. Erickson went on to explain that their department doesn't have the tenure to meet the current qualifications. Chair Wilson moved to allow the exception to remove the service requirement from the qualifications. Vice Chair Tucker seconded and the motion carried.

Lieutenant Promotional Exam

Lt. Erickson spoke to the Commission about the upcoming Lieutenant promotional exam. It should take place at the end of February – still getting things planned and examiners arranged. He should have the test ready to be approved by the next meeting.

Public Comment

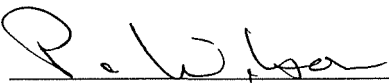
Chair Wilson asked if there was public comment and there was no response.

Setting of February Meeting

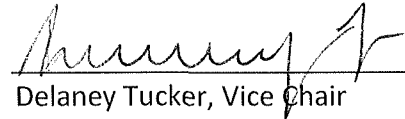
February 10th at 2:00 pm in Commissioner's meeting room 303

Meeting Adjourned 2:18 pm.

Approved this 10th day of Feb, 2026



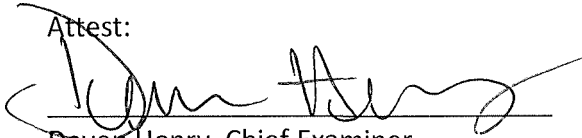
Patty Wilson, Chair



Delaney Tucker, Vice Chair

~~Approved Virtually~~
Evan Carlisle, Commissioner

Attest:



Devon Henry, Chief Examiner

BENTON COUNTY CIVIL SERVICE ELIGIBILITY LIST- ENTRY LEVEL DEPUTIES (UPDATED PST TESTING)

FEBRUARY 10, 2026

							1 OPENING
Rank	First Name	Last Name	Score Certified Date	Written	Gender	Vet Pref	Notes
1	Jacob	Howard	12/22/2025	97.21	Male	Yes	Documentation received 1/12/26
2	Jeff	Cravens	11/24/2025	96.36	Male	Yes	Docs received 12/8/25
3	Maximus	Mertell	8/2/2025	96.34	Male	Yes	Documentation received 8/13/25 -Sent 10/10
4	Austin	Sherman	1/6/2026	96.04	Male	Yes	Documentation received 1/12/26
5	Jay	Aoyama	9/20/2025	94.78	Male	Yes	
6	Juan	Castillo	10/16/2025	92.00	Male	Yes	Documentation received
7	Justin	Douglas	9/21/2025	91.89	Male	Yes	
8	Alexandra	Hatcher	8/20/2025	91.86	Female	Yes	Documentation received 9/16/25 - Sent 10/13
9	Dillon	Grimes	11/15/2025	90.33	Male	No	
10	Ernest	Allard	8/2/2025	89.41	Male	Yes	Documentation received 8/13/25 - Sent 10/13
11	Gildardo	Rincon Nunez	1/10/2026	88.48	Male	Yes	Documentation received 1/12/26
12	Rafael	Berry	12/2/2025	87.92	Male	Yes	Docs received 12/8/25
13	Chase	LaZelle	8/7/2025	87.20	Male	No	
14	Nicholas	Tvrdik	12/30/2025	86.85	Male	Yes	Documentation expected after discharge 02/26
15	Hermelinda	Contreras	9/27/2025	86.19	Female	No	
16	Jonathan	Wiershke	8/2/2025	85.87	Male	No	
17	Daniel	Faggard	9/23/2025	85.76	Male	No	
18	David	Ehlers	10/20/2025	85.57	Male	No	
19	William	Hayes	12/1/2025	85.45	Male	No	
20	Nicole	Darlow	7/26/2025	85.40	Female	No	
21	Tramayne	Johnson	8/2/2025	85.13	Male	No	
22	Blanca	Valle	1/3/2026	85.07	Female	No	
23	Leonardo	Gallardo	8/2/2025	84.81	Male	No	
24	Eriberto	Garcia Ceballos	7/2/2025	84.80	Male	No	
25	Freddy	Peregrino-Bravo	10/28/2025	84.78	Male	No	
26	Daniel	Cruz	4/19/2025	84.71	Male	No	
27	Martin	Gonzalez	6/2/2025	84.67	Male	No	
28	Derek	Ball	8/2/2025	84.44	Male	No	

**BENTON COUNTY CIVIL SERVICE ELIGIBILITY LIST- ENTRY LEVEL DEPUTIES (UPDATED PST TESTING)
FEBRUARY 10, 2026**

Rank	First Name	Last Name	Score Certified Date	Written	Gender	Vet Pref	Notes
29	Dixie	Sefton	6/7/2025	84.25	Female	No	
30	Pablo	Maldonado	8/2/2025	84.15	Male	No	
31	Simon	Williamson	9/2/2025	84.14	Male	No	
32	Ramon	Mendoza Garcia	8/19/2025	83.97	Male	Yes	Vet pref points will be applied after honorable discharge Dec 2025
33	Jazmin	Amador	12/22/2025	83.84	Female	No	
34	Conner	Howard	8/22/2025	83.68	Male	No	
35	Kiezer	Cochran	12/24/2025	83.67	Male	No	
36	Michael	Schmidtke	10/28/2025	83.54	Male	No	
37	Benjamin	Lee	12/24/2025	83.43	Male	No	
38	Adrian	Alvarez	12/12/2025	83.34	Male	No	
39	Blanca	Valle	5/12/2025	83.27	Female	No	
40	Aaron	Gomez	12/24/2025	83.25	Male	No	
41	Jordan	Ruggles	7/31/2025	83.24	Male	No	
42	Caleb	Zedwick	7/14/2025	83.24	Male	No	
43	Adrian	Lopez Martin	1/17/2026	83.21	Male	No	
44	Kimberly	Tanomoto	1/5/2026	83.18	Female	No	
45	Christopher	Burk	8/9/2025	83.13	Male	No	
46	Jonathan	Wells	4/13/2025	83.06	Male	No	
47	Adam	Wolfsberger	10/31/2025	82.99	Male	No	
48	Ethan	Szathmary	11/15/2025	82.86	Male	No	
49	Maria	Nava-Garcia	11/15/2025	82.85	Female	No	
50	Scott	Artzer	9/6/2025	82.85	Male	No	
51	Camden	Garza	9/20/2025	82.82	Male	No	
52	Deric	Moore	9/30/2025	82.72	Male	No	
53	Ricardo	Valdovinos	1/26/2026	82.69	Male	No	
54	Kenneth	Genack	4/15/2025	82.64	Male	No	
55	Sage	Brustad	12/1/2025	82.42	Female	No	
56	Francisco	Olivera	1/10/2026	82.40	Male	No	
57	Tazmyn	Rodriguez	3/18/2025	82.40	Male	No	
58	James	Grogan	3/17/2025	82.34	Male	No	

**BENTON COUNTY CIVIL SERVICE ELIGIBILITY LIST- ENTRY LEVEL DEPUTIES (UPDATED PST TESTING)
FEBRUARY 10, 2026**

Rank	First Name	Last Name	Score Certified Date	Written	Gender	Vet Pref	Notes
59	Jared	Salsbury	1/10/2026	82.33	Male	No	
60	Coleton	Johnston	1/6/2026	82.33	Male	No	
61	Philip	Severson	12/13/2025	82.32	Male	No	
62	Angel	Perez-Olmos	8/20/2025	82.31	Male	No	
63	Gage	Miller	9/19/2025	82.24	Male	No	
64	Sean	Bruso	8/2/2025	82.21	Male	No	
65	Timothy	Hall	4/23/2025	82.19	Male	No	
66	Adan	Maciel	10/10/2025	82.06	Male	No	
67	Chad	Purdy	8/2/2025	81.96	Male	No	
68	Natasha	Lynch	3/17/2025	81.95	Female	No	
69	Nicholas	Huddleson	5/18/2025	81.90	Male	No	
70	Jakob	Kochenauer	8/2/2025	81.82	Male	No	
71	Ernesto	Rivas	3/14/2025	81.82	Male	No	
72	Tallin	King	12/6/2025	81.81	Male	No	
73	Pablo	Maldonado	12/17/2025	81.77	Male	Yes	Documentation requested 1/12/26
74	Audiel	Maya	11/15/2025	81.74	Male	Yes	Waiting on documentation
75	Dillon	Driesen	9/18/2025	81.71	Male	No	
76	Jakob	Mulholland	8/20/2025	81.70	Male	No	
77	Buck	Castro	4/19/2025	81.70	Male	No	
78	Benjamin	Ascher	6/17/2025	81.63	Male	No	
79	Austin	Pichette	12/14/2025	81.55	Male	No	
80	Humberto	Barajas	7/19/2025	81.54	Male	No	
81	Cyrus	Stanley	11/15/2025	81.49	Male	No	
82	Luis	Sabino	9/19/2025	81.47	Male	No	
83	Jessica	Comstock	12/29/2025	81.45	Female	No	
84	Pedro	Morfin	7/26/2025	81.39	Male	No	
85	Samuel	Salas Garcia	5/18/2025	81.35	Male	No	
86	Jacob	Hebert	4/13/2025	81.32	Male	No	
87	Brandon	Mitchell	9/12/2025	81.24	Male	No	
88	Matthew	Chambers	9/30/2025	81.08	Male	No	

**BENTON COUNTY CIVIL SERVICE ELIGIBILITY LIST- ENTRY LEVEL DEPUTIES (UPDATED PST TESTING)
FEBRUARY 10, 2026**

Rank	First Name	Last Name	Score Certified Date	Written	Gender	Vet Pref	Notes
89	Elijah	Halvorson	8/2/2025	81.02	Male	No	
90	Brian	Meier	5/28/2025	80.83	Male	No	
91	Christopher	Cardenas	1/6/2026	80.78	Male	No	
92	Rayden	Cozad	3/17/2025	80.77	Male	No	
93	Maria	Sacedo-Zapata	5/9/2025	80.75	Female	No	
94	Kyah	Johnson	12/16/2025	80.64	Male	No	
95	Ruben	Esquivel	5/18/2025	80.38	Male	No	
96	Ivan	Simerl	8/17/2025	80.32	Male	No	
97	James	Scherschligt	10/23/2025	80.29	Male	No	
98	Javier	Lopez	5/18/2025	80.29	Male	No	
99	Ramiro	Soto	3/17/2025	80.24	Male	No	
100	Gerald	Hein	5/18/2025	80.18	Male	No	
101	Austin	White	5/18/2025	80.08	Male	No	
102	Brenden	DiBiase	3/14/2025	80.02	Male	No	
103	Andrey	Ilin	8/2/2025	80.00	Male	No	
104	Alexander	Korotokov	3/17/2025	79.94	Male	No	
105	Cason	Robison	4/19/2025	79.89	Male	No	
106	Jamie	Wallingford	3/17/2025	79.70	Female	No	
107	Anthony	Sandoval	9/12/2025	79.63	Male	No	
108	Katia	Hernandez	3/22/2025	79.55	Female	No	
109	Nathan	Vader	2/4/2026	79.52	Male	No	
110	Chevy-Lee	Olson	4/19/2025	79.46	Male	No	
111	Arturo	Balदारas Ruesga	12/22/2025	79.30	Male	No	
112	Timothy	Hammack	4/13/2025	79.17	Male	No	
113	Coltin	Fox	8/29/2025	79.12	Male	Yes	Documentation requested 9/16/25
114	Cole	Tannahill	3/17/2025	79.11	Male	No	
115	Christean	White	10/12/2025	78.98	Male	No	
116	Arturo	Balderas Ruesga	9/20/2025	78.88	Male	No	
117	Francisco	Olivera	3/17/2025	78.64		No	
118	Riley	Brown	8/20/2025	78.57	Male	No	

**BENTON COUNTY CIVIL SERVICE ELIGIBILITY LIST- ENTRY LEVEL DEPUTIES (UPDATED PST TESTING)
FEBRUARY 10, 2026**

Rank	First Name	Last Name	Score Certified Date	Written	Gender	Vet Pref	Notes
119	Alejandro	J Perez	8/2/2025	78.57	Male	No	
120	Forest	Papajohn	9/19/2025	78.52	Male	No	
121	Noah	Sawyer	3/17/2025	78.19	Male	No	
122	Kyle	Clary	9/23/2025	77.67	Male	No	
123	Ilham	Sawess	11/15/2025	77.53	Male	No	
124	Trenton	Barnett	8/22/2025	75.43	Male	No	

This list has been certified by the Civil Service Chief Examiner in accordance with Benton County Civil Service

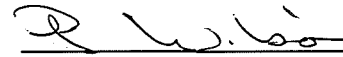
Rule 7.02

Dated this 10th day of February, 2026


Devon Henry, HR Specialist / Chief Examiner

This list has been certified by the Benton County Civil Service Commission in accordance with RCW # 41.14.060 and Benton County Civil Service Rules.

Dated this 10th day of Feb, 2026


Patty Wilson, Chair


Delaney Tucker, Vice Chair

Approved Virtually

Evan Carlisle, Commissioner

**BENTON COUNTY CIVIL SERVICE ELIGIBILITY LIST- ENTRY LEVEL DEPUTIES (OLD TEST)
 FEBRUARY 10, 2026**

1 OPENING

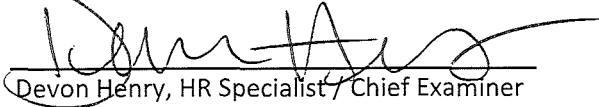
Rank	First Name	Last Name	Score Certified Date	Written	Gender	Vet Pref	Notes
1	Christopher	Freedman	5/9/2025	83.25	Male	No	
2	Thomas	Young	2/28/2025	80.46	Male	No	
3	Ryan	Klein	2/28/2025	80.1	Male	No	
4	Hugo	Guzman Camacho	2/28/2025	77.62	Male	No	
5	Coltyn	Murry	2/27/2025	77.59	Male	No	
6	Thomas	Martinez	2/27/2025	76.87	Male	No	
7	Coleton	Johnston	2/17/2025	76.7	Male	No	
8	Guillermo	Aguilar	2/18/2025	75.6	Male	No	
9	Roy	Sandretto	2/15/2025	73.69	Male	No	
10	Freddie	Lopez	2/20/2025	72.6	Male	No	
11	Gabriel	Owen	2/27/2025	71.12	Male	No	

BENTON COUNTY CIVIL SERVICE ELIGIBILITY LIST- ENTRY LEVEL DEPUTIES (OLD TEST)
FEBRUARY 10, 2026

Rank	First Name	Last Name	Score Certified Date	Written	Gender	Vet Pref	Notes
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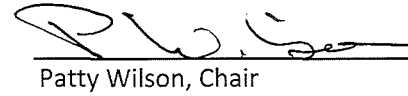
This list has been certified by the Civil Service Chief Examiner in accordance with Benton County Civil Service

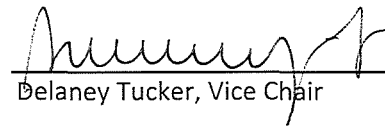
Rule 7.02
 Dated this 10th day of February, 2026


 Devon Henry, HR Specialist / Chief Examiner

This list has been certified by the Benton County Civil Service Commission in accordance with RCW # 41.14.060 and Benton County Civil Service Rules.

Dated this 10th day of Feb, 2026


 Patty Wilson, Chair


 Delaney Tucker, Vice Chair

Approved Virtually
Approved Virtually
 Evan Caprice, Commission

RULES AND REGULATIONS



BENTON COUNTY CIVIL SERVICE COMMISSION

**Adopted by the Benton County Civil Service Commission
February 10, 2026**

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GENERAL RULES AND REGULATIONS OF THE CIVIL SERVICE COMMISSION
FOR BENTON COUNTY WASHINGTON

Pursuant to the provisions of Chapter 41.14 RCW, the Benton County Civil Service Commission hereby establishes and adopts the following rules and regulations pertaining to positions classified as Civil Service:

RULE 1 - DEFINITIONS

1.01- Definitions of Terms:

- Act - the provisions of Chapter 41.14 RCW of the State of Washington.
- Applicant - anyone who has filed an application to take a Civil Service Examination.
- Appointment - all means of selecting, appointing, or employing any person to any office, place, position or employment subject to civil service.
- Commission - the Civil Service Commission.
- Commissioner - any one of the three members of the commission.
- County - any county of the state, or any counties combined pursuant to Chapter 41.14.040 RCW for the purpose of carrying out the provisions of this chapter.
- Hiring Authority- the Elected Official or Department Head who is vested with power and authority to select, appoint, or employ any employees subject to civil service.
- Probationary Employee - shall mean an employee who is serving a probationary period pursuant to the applicable Collective Bargaining Agreement.
- Provisional Employee - shall mean an employee filling a position without qualifying by Civil Service Examination but appointed pursuant to the provisions of Chapter 41.14 and these rules.
- Regular Employee - shall mean any employee in the classified service who has been regularly appointed after a probationary period, pursuant to the applicable Collective Bargaining Agreement.
- Vacancy - shall mean any classified position (as defined in Rule 5) that is not

occupied by a Benton County employee either as a result of a position having been added to the budget, separation of employment of an employee, or formal notice of separation of an employee that has been received by the Hiring Authority. The Civil Service Commission shall consider a vacancy filled once an applicant has begun employment occupying a classified position.

RULE 2 - ORGANIZATION AND MEETINGS

2.01 – The Civil Service Commission shall be appointed by the Board of County Commissioners in accordance with RCW 41.14.030

2.02 - The Commission shall hold regular meetings at least once a month. Additional meetings may be required for the proper discharge of the Commission’s duties. All meetings shall be held in accordance with Chapter 42.30 RCW.

2.03 - All meetings and/or hearings of the Commission shall be held in Benton County, Washington.

2.04 – At the first meeting in January, the Commission shall elect one Chair and one Vice Chair. A Chair shall be selected by the Commission and shall hold office for a term not to exceed one year, PROVIDED that nothing herein shall preclude any person from holding office as Chair for successive terms.

2.05 - Roberts Rules of Order shall be the final authority on all questions of procedure and parliamentary law not otherwise provided by these rules. However, with the concurrence of two commissioners, such rules may be waived or modified. In quasi-judicial proceedings, the Commission shall be guided, but not bound by, the Civil Rules for Superior Court.

2.06 - Two members of the Commission shall constitute a quorum. No action of the Commission shall be effective unless at least two members concur.

2.07 - Any member of the Commission may be removed from office for incompetence, incompatibility, dereliction of duty, malfeasance in office, or other good cause. No Commissioner may be removed without charges proffered in writing, due notice, and a full hearing conducted before the Board of Benton County Commissioners. No Commissioner may have more than three unexcused absences in a calendar year. More than three unexcused absences in a calendar year could result in being removed from the Commission as in “other good cause.”

RULE 3: POWERS AND DUTIES OF THE COMMISSION

3.01 – It shall be the duty of the Commission to make suitable rules and regulations, consistent with the provisions detailed in RCW 41.14.060.

3.02 - The Commission or its designee shall provide practical examinations which shall consist only of subjects which will fairly determine the capacity of persons examined to perform duties of the position to which appointment is to be made.

3.03 – The Commission shall certify eligibility lists in accordance with RCW 41.14.060 following the examination outlined in 3.02.

3.04 - The Commission shall investigate and report upon all matters regarding the enforcement and effect of the provisions of RCW 41.14.060, and the rules and regulations prescribed hereunder.

3.05 – The Commission shall determine appeals or complaints and conduct hearings and investigations in accordance with RCW 41.14.060 and by the rules and regulations adopted by the Commission.

3.06 – When a vacant classified position is to be filled, the Commission or its designee shall certify to the hiring authority the names of applicants on the eligible list for the class in accordance with Rule 7.

RULE 4 - THE CHIEF EXAMINER

4.01 - The Chief Examiner shall be appointed by the Commission and shall serve as Secretary. No appointee shall be a current employee of the Benton County Sheriff's Office.

4.02 - The Chief Examiner/Secretary or their designee shall perform duties as defined in the act and determined by the Commission. In addition, the Chief Examiner/Secretary or their designee, in cooperation with the hiring authority and subject to the approval of the Commission, shall prepare and maintain a list of qualified applicants for positions in the classified service. Such classifications shall be in accordance with Rule 5. The Chief Examiner may, at the direction of the Commission, certify eligibility lists as needed. Eligibility lists certified by the Chief Examiner will be approved by the Commission at their next regularly scheduled meeting.

4.03 - The Chief Examiner/Secretary or their designee shall administer all examinations for classified positions and shall personally supervise these examinations in accordance with the rules herein, unless administered by a contract testing agency. The Chief Examiner/Secretary or their designee shall administer all examinations for promotional purposes and shall ensure the examinations are administered in accordance with the

rules herein. The Chief Examiner/Secretary or their designee shall score all in a fair and impartial manner.

RULE 5 - CLASSIFICATIONS OF POSITIONS

5.01 – Classified and unclassified positions shall be designated in accordance with RCW 41.14.070

5.02 - Unclassified Service

The positions authorized by these regulations shall include:

- A. Undersheriff
- B. Finance Administrator
- C. Commander (2)
- D. Community Services Lieutenant

5.03 - Classified Service

The positions authorized by these regulations shall include:

- A. Lieutenant
- B. Sergeant (Patrol and Records)
- C. Corporal
- D. Deputy
- E. Accreditation Coordinator
- F. Evidence Technician
- G. Records Supervisor
- H. Civil Specialist
- I. Records Specialist
- J. Administrative Associate
- K. Records Technician

5.04 – The Chief Examiner or Designee shall be notified of any updates or changes to the Classified or Unclassified title outlined in this section. The Commission shall update this section following any Classification changes by the Hiring Authority.

RULE 6 – APPLICANT QUALIFICATIONS

- 6.01 - An applicant for a position in the Classified Service must meet the following criteria:
- A. Be a citizen, lawful permanent resident of the United States, or a Deferred Action for Childhood Arrivals (DACA) recipient.
 - B. Read and write the English language.
 - C. Be at least 21 years of age at date of hire.
 - D. Have or obtain a valid driver's license. Law enforcement applicants must have or obtain a valid Washington State driver's license within 60 days of hire.
 - E. Have a high school diploma or equivalent.
 - F. Pass a Civil Service examination.
 - G. Pass a physical agility examination if applying for the position of entry-level Sheriff's Deputy.
 - H. Be of good moral character.
 - I. Pass all Benton County Sheriff's Office background requirements, including but not limited to a comprehensive background investigation and polygraph examination.
 - J. Be eligible for coverage by the County's liability insurance carrier.

6.02 - The burden shall be upon an applicant to show that they possess the required qualifications.

6.03 - The Commission may reject or reconsider an application whenever the applicant or eligible person is found to lack any of the minimum qualifications established in this rule.

RULE 7 - LIST OF ELIGIBLES, REQUISITIONS AND APPOINTMENTS.

7.01 - All appointments to and promotions in the Civil Service shall be made solely on merit, efficiency, and fitness, which shall be ascertained by open competitive examination and impartial investigation as set forth here.

7.02 - All candidates, who have taken and passed any of the examinations (whether electronic, written, oral, or physical) given by this Civil Service Commission or its designee, shall be placed on an appropriate eligibility list in order of their grade on the examination, and if applicable the Veterans' Scoring Criteria in accordance with RCW 41.04.010. In the event of a tie, candidates shall be ranked in order of the date the exam was completed. Should that ranking still result in a tie, the Chair of the Civil Service Commission shall flip a coin to determine the final ranking.

7.03 – When a vacancy exists for a position, the Chief Examiner/Secretary or their designee shall verify with the Hiring Authority their desire to fill the vacancy within the current budget year. If it is the desire of the Hiring Authority to fill the vacancy, the Chief Examiner/Secretary

or their designee shall provide the Hiring Authority the names of the top five candidates on the eligibility list for the first vacancy, and one name for each additional vacancy. Nothing in this section shall compel the Hiring Authority to hire or appoint a candidate within a specific period of time. For vacancies created as a result of newly budgeted positions, the Chief Examiner/Secretary or their designee shall not provide names until there are 30 days or fewer from the effective date of the budgeted positions. For vacancies created as a result of employment separation, the Chief Examiner/Secretary or their designee shall not provide names until there are 30 days or fewer from the date of employment separation. The Chief Examiner/Secretary or their designee shall provide names from a lateral list first for any position where a lateral list is certified prior to providing names from an entry-level list.

A. If there are no candidates, not enough candidates, or no lateral and entry-level certified list the Hiring Authority may provisionally appoint a person to the position. The appointment shall expire after four months and may not be extended for a longer period of time.

B. The Hiring Authority may extend the provisional appointment beyond the four-month period, up to one year if the Commission continues to advertise and test for the position.

C. If, after one year from the date of the initial provisional appointment, there are less than five persons on the eligibility list for the position, then the Hiring Authority may fill the position with any person or persons on the eligibility list.

7.04 – An entry-level deputy applicant who has been employed with the Benton County Sheriff’s Office for 12 months and has completed probation, may be eligible to receive an additional 5% preferential bonus points to their score, as long as they’ve received a score of at least 70% on their examination.

7.05 – A current Benton County Corrections employee (Officer, Corporal, Sergeant and Lieutenant) being considered for employment as a Deputy Sheriff shall be eligible to receive an additional 10 points to their total score – provided they are an employee in good standing with the Benton County Corrections Department.

7.06 - No person whose overall entrance examination score, exclusive of veterans’ scoring criteria, averages less than 70% of complete proficiency shall be registered as eligible.

7.07 - The Commission may abolish any eligibility list at any time and re-announce the examination, if required, to meet staffing needs.

7.08 - The names of candidates certified to an eligibility list shall remain on the list until either:

A. One year has passed from the date of examination unless the candidate’s name has already been given to the Hiring Authority for consideration. For promotional lists,

candidates shall remain on the list for one year from the date the list was last certified.

B. The candidate has been hired by another public safety organization,

C. At the candidate's request,

D. Upon written notification from the Hiring Authority requesting their removal. When a request has been received from the Hiring Authority, written or electronic notification shall be sent to the candidate informing them of their reason for removal.

E. The Commission abolishes a list.

7.09 – At the request of the candidate, the Commission may review the reasons for the removal from an eligibility list of a position and, upon a satisfactory showing, retain the name on the eligibility list.

7.10 – The Hiring Authority may appoint a candidate for a temporary position. A temporary appointment will not exceed 5 months in any 12-month period. The candidate will be selected from an eligibility/promotional list. The Hiring Authority will make a request to the Chief Examiner in a similar manner to a regular appointment, however they will also indicate the duration of the appointment. The Chief Examiner will reach out to the candidates and notify them of the nature and duration of the position and learn who is willing to accept the temporary appointment. Those who are highest on the list and who are willing to accept the temporary appointment, will be certified. All temporary appointments will need to be approved by the Board of County Commissioners.

7.11 – In a situation where life or property are threatened, the Hiring Authority may employ any person that they deem fit. The appointment will not have restriction under these Rules. Emergency appointments shall be limited duration and will not exceed 30 days.

RULE 8 - APPLICATIONS FOR EXAMINATIONS (NON-PROMOTIONAL)

8.01 –Notice/Postings shall be determined by the Chief Examiner/Secretary or their designee, except as otherwise specified by the Commission. Notice/Postings shall be provided in a manner reasonably designed to provide prompt notification to potential applicants, in accordance with state and federal law.

8.02 - All applications for examination shall be on forms prescribed by the Commission or its designee.

8.03 – Any falsification, misrepresentation, or omission of any facts made by any person in connection with application for examination shall be just cause to exclude the person from the register of eligible applicants.

8.04 - An applicant with an incomplete application shall, if at all possible, be notified of the needed changes before the examination.

8.05 - All applications for employment and accompanying certificates shall remain on file with the Chief Examiner/Secretary in accordance with state and federal records requirements.

8.06 – The Chief Examiner may allow an application under the posted age requirement, as long as the candidate is 21 at the time of hire and no more than three months under the specified experience qualification. Any applicant still in their probationary period must have successfully completed probation by the last day of application acceptance.

RULE 9 - NATURE OF EXAMINATION

9.01 - All examinations shall be practical and consist of subjects which fairly determine the capacity of those examined to perform the duties of the position to which appointment is to be made.

9.02 - All examinations shall be approved by the Commission. The examinations may include tests of physical fitness, oral, written, assessment center or electronic examinations. The Commission may contract with a testing agency to administer testing to applicants. For examinations conducted by a testing agency, applicants shall follow that agency's rules and procedures.

9.03 - Oral examinations may be given by a Board of Examiners experienced in law enforcement and/or personnel management under the supervision of the Chief Examiner/Secretary or their designee. The Commission shall determine who is responsible for selecting the Board of Examiners, subject to final approval by the Commission.

9.04 - The Commission shall fix the relative weight of each examination subject prior to the examination, and the examinations shall be scored accordingly.

9.05 - The following apply to examinations administered directly by the Commission or its designee:

- A. Applicants must be present and ready to take the examination at the time and place specified for the examination. Late arrivals will not be admitted.
- B. All instructions will be given before the examination begins.
- C. The Chief Examiner/Secretary or their designee will make all necessary explanations to testers and will not explain any question to any individual applicant.
- D. After an examination begins, no communication will be permitted among applicants.

- E. During any examination, no applicant shall leave the room without permission of the Chief Examiner/Secretary or their designee. If an applicant leaves the room without permission before they have finished the examination, it will be collected and declared invalid.
- F. The time allowed for examination(s) shall begin when all announcements, instructions, and explanations have been given and the information sheets are filled out.
- G. The questions on each subject shall be answered within a specified time. At the expiration of the time all test materials will be returned to the Chief Examiner/Secretary or their designee.
- H. Answers to the examination may be written in pencil or ink if being taken on a paper examination, and the applicant shall place all answers on the examination sheet or attached sheets.
- I. The Chief Examiner/Secretary or their designee will require the applicant to turn in all testing materials at the conclusion of the examination. If any applicant abandons the examination or fails to complete it within the time allowed, the Chief Examiner/Secretary or their designee will note that fact.
- J. The Chief Examiner/Secretary or their designee, assisted by the Commission or its designee, shall score each examination. An applicant who is dissatisfied with the scoring may appeal the matter to the Commission within 10 days after receiving notice of the score, by serving written notice on the Chief Examiner/Secretary or their designee of a request for review. The Chief Examiner/Secretary, in conjunction with the Commission or its designee, shall re-examine the examination and all other portions of the examination and either approve or change the scoring as may appear just and proper. The score thus established shall be conclusive and notice shall be given to the applicant.

All testing and scoring materials associated with the examination whether completed by the application of Board of Examiners shall be returned to the Chief Examiner/Secretary or their designee following the examination to all for records retention.

RULE 10 – PROMOTIONAL EXAMINATIONS

10.01 – When determined by the Commission or their designee that promotional examinations are necessary, an announcement created by the Chief Examiner, or their designee, will be posted in Human Resources and the Sheriff’s Office notifying employees of the examination. The posting shall be open for a minimum of two weeks, include the eligibility criteria outlined in this rule, and applicants must submit their applications to the

Commission or their designee. The application for promotion shall be determined by the Commission or their designee. Exceptions to the eligibility criteria shall only be approved by the Commission.

10.02 - Whenever practicable, vacancies for corporal, sergeant, lieutenant and clerical positions shall be filled by promotion from a lower position. Such promotions shall be by examination.

10.03- Promotional examinations shall be conducted in the same general matter as outlined in Rule 9. The Commission shall approve any promotional examination prior to it being administered.

10.04 – Candidate Responsibilities: Candidates shall appear at each part of the examination on time and be prepared to participate in the examination process. Except as authorized by the Chief Examiner/Secretary or their designee, a candidate may not assist another candidate or receive assistance during the examination from any person or source. A candidate shall follow all directions provided by the Chief Examiner/Secretary or their designee during the examination. Failure of the candidate to comply with this section may result in disqualification of the candidate. Cheating on the examination will result in disqualification and notice will be sent to the hiring authority. The Commission may cancel or nullify all or any part of an examination if it finds that the examination has been compromised.

10.05 – Notice to Candidates: The Chief Examiner/Secretary shall provide to candidates the examination results, including whether the candidate passed or failed all or part of the examination, the earned examination score, the final examination score, and ranking on the eligibility list. The Chief Examiner/Secretary shall correct clerical errors in the results of an examination or relative rankings when discovered during the life of the eligibility list. Such corrections shall not affect any appointment made from the register prior to the correction. Answer keys shall not be provided to any person other than the Commissioners, Chief Examiner/Secretary and persons authorized by the Chief Examiner/Secretary to score examinations.

10.06 - An applicant who is dissatisfied with the scoring may appeal the matter to the Commission within ten days after receiving notice of the score, by serving written notice on the Chief Examiner/Secretary or their designee of a request for review. The Chief Examiner/Secretary, in conjunction with the Commission or its designee, shall re-examine the examination and all other portions of the examination and either approve or change the scoring as may appear just and proper. The score thus established shall be conclusive and notice of the Commission's decision shall be sent to the applicant.

10.07 - In the event multiple applicants have the equivalent examination score, the applicants shall be ranked according to when completed application documentation was received by the Commission, and/or its designee. Should that ranking still result in a tie,

the applicants shall be ranked according to date of hire within the Benton County Sheriff's Office.

10.08 – Promotional Classifications and Eligibility Requirements:

LIEUTENANT: Any Patrol Sergeant in good standing who has completed probation, has six years of law enforcement experience, with two of those years being with the Benton County Sheriff's Office is eligible to take the Civil Service Examination for Lieutenant.

PATROL SERGEANTS: Any Corporal or Patrol Deputy in good standing who has completed probation, has four years of law enforcement experience, with two of those years being with the Benton County Sheriff's Office is eligible to take the Civil Service Examination for Sergeant.

PATROL CORPORAL: Any Patrol Deputy in good standing who has completed probation and four years of law enforcement experience, with two of those years being with the Benton County Sheriff's Office is eligible to take the Civil Service Examination for Corporal.

RECORDS SUPERVISOR / EVIDENCE TECHNICIAN: Any Records Technician or Administrative Associate in good standing who has completed probation and has three years of service with the Benton County Sheriff's Office is eligible to take Civil Service Examination for Records Supervisor or Evidence Technician.

CIVIL SPECIALIST: Any Records Technician in good standing and has completed probation is eligible to take the Civil Service Examination for Civil Specialist.

ADMINISTRATIVE ASSOCIATE / RECORDS SPECIALIST: Any Records Technician in good standing who has completed probation is eligible to take Civil Service Examination for Administrative Associate or Records Specialist.

RULE 11 - LATERAL ENTRY HIRING

11.01 – Lateral Entry hiring means the County is conducting open recruitment to hire trained and experienced commissioned law enforcement officers as an alternative to entry- level personnel. For certification onto a lateral list, the following minimum qualifications must be met for each position:

Washington State Candidates:

- Must have successfully passed the Washington State Basic Law Enforcement Academy.
- Must have successfully completed a probationary period with the current or previous law enforcement employer. If not currently employed, the applicant must not have separated for performance or disciplinary reasons to be eligible to apply.
- Must have been continuously employed by the applicant's present or previous employer as a full-time civilian law enforcement officer for not less than 12 months, and have not less than 12 months total full time law enforcement experience by the date of hire. Applicant must have been employed as a full-time law enforcement officer within the last 24 months.
- Must meet all Benton County Sheriff's Office Recruitment Standards and Civil Service Eligibility Requirements.

Out of State Candidates:

- Must meet all above criteria and successfully complete the Washington State Basic Law Enforcement Equivalency Academy once hired.

11.02 – For purposes of ranking, all lateral applicants will be ranked according to years of service in the respective field for which they are applying. In the event multiple applicants have the equivalent years of service, the applicants shall be ranked according to when completed application documentation was received by the Commission, and/or its designee. Lateral Entry applicants claiming veteran's preference, will be given preference in accordance with RCW 73.16.010.

11.03 – If a candidate or Hiring Authority is requesting an exception be made by the Civil Service Commission on their lateral entry qualifications, they must submit, in writing the request to the Commission along with any additional information the Commission should consider in evaluating the request.

RULE 12 - APPOINTMENTS - PROBATION

12.01 - The right of any person to appointment or promotion to any position in the Sheriff's Office shall not be withheld because of their race, color, religion, national origin, age, sexual orientation, gender, disability, veteran status, political affiliation, or any other characteristic as identified by state or federal law, nor shall any person be dismissed, demoted, or reduced in grade for such reason.

12.02 - No appointment, employment, or promotion in any position in the Classified Service shall be deemed complete until the successful completion of the probation period.

12.03 - The Hiring Authority may assign an employee from the Classified Service to the Unclassified Service. No permanent or vested rights, including one's permanent Civil Service status, shall be acquired or lost by reason of such assignment. The assignment shall remain in effect at the discretion of the Hiring Authority. If an employee is re-allocated to the Classified Service, their position in Classified Service shall be equivalent to the position occupied before placement in the Unclassified Service.

RULE 13 - TENURE - SEPARATION - SUSPENSION

13.01 - The tenure of office of every regular employee shall be during good behavior and the satisfactory performance of duties.

13.02 - No person in the classified Civil Service who has been regularly appointed or inducted into Civil Service under provisions of this act, shall be removed, suspended or demoted except for cause, and only upon written accusations by the Hiring Authority, or any citizens or taxpayer. A written statement of the accusation in general terms shall be served upon the accused and a duplicate filed with the Commission.

Any person so removed, suspended, or demoted may, within 10 days from the time of their removal, suspension, or demotion, file with the Commission a written request for an investigation.

The Commission shall conduct an investigation, confined to the determination of the question of whether the removal, suspension, or demotion was made in good faith and for cause. After the investigation the Commission may affirm the removal or, if it finds that removal, suspension, or demotion was not made in good faith and for cause, shall order the immediate reinstatement or reemployment of the employee in the office, place, position, or employment from which they were removed, suspended or demoted. The reinstatement shall, if the Commission so provides, be retroactive and entitle the employee to pay or compensation from the time of removal, suspension, or demotion. The Commission, in lieu of affirming a removal, may modify the order by directing a suspension without classification, grade, or pay.

The findings of the Commission shall be certified in writing to the Hiring Authority, and the Hiring Authority shall enforce the Commission's decision.

13.03 - All investigations made by the Commission pursuant to this section shall be by public hearing after reasonable notice to the accused of the time and place. At the hearing, the accused shall be permitted to appear in person and/or by counsel and to present their defense. If the Commission or a majority of the Commission concurs in the order of removal, suspension, or demotion, the employee may appeal to the Superior Court of the State of Washington.

13.04 - Any person regularly appointed to the Classified Service may be removed, discharged, or suspended without pay; demoted or reduced in rank; or be deprived of leave or other special privileges for any of the following reasons:

- A. Any willful violation of the provisions of this act or the rules and regulations to be adopted here under.
- B. Incompetency, inefficiency or inattention to or dereliction of duty.
- C. Dishonesty, intemperance, disgraceful, prejudicial, or immoral conduct, insubordination, or discourteous treatment of the public view or a fellow employee.
- D. Any other act of omission or commission tending to injure the public service; or any other willful failure on the part of the employee to properly conduct themselves.
- E. Mental or physical unfitness for the position that the employee holds.
- F. Offensive conduct or language toward the public or fellow officers and employees.
- G. Carelessness or negligence in the use of county property.
- H. Willful violation of any lawful and reasonable regulation, order, or direction made or given by a superior officer where such violation has amounted to insubordination or has resulted in loss or injury to the County or to the public.
- I. The promotion of discord among fellow officers or employees.
- J. Any other act or failure to act which, in the judgment of the Civil Service Commission, is sufficient to show the offender to be an unsuitable and unfit person to be employed in the public service.
- K. False statement of material fact in application for the Civil Service position.

RULE 14 - TRANSFER - REINSTATEMENT - LEAVE OF ABSENCE

14.01 - Any Benton County employee who has received a regular appointment to any position and who has resigned without misconduct or inefficiency on their part, or is laid off because of curtailment of services or funds, or for any reason beyond their control within the last 24 months may be reinstated by the Hiring Authority to a position with the same or similar duties to those they previously performed, provided they have previously been certified by the Commission. Prior to reinstatement, the Commission or their designee may require the employee to pass a qualifying examination.

14.02 - Leave of absence, without pay, may be granted by any appointing power to any person under civil service: PROVIDED, that such appointing power gives notice of the leave to the Commission. All temporary employment caused by leaves of absence shall be made from an eligibility list of the classified civil service for that position.

14.03 – When there is cause to believe that an Employee is physically or mentally unfit to perform the full duties of the Employee’s position, an employee may be required to submit medical verification of the Employee’s ability to work from a physician of the employer’s choosing. The Employee may submit a second medical opinion from a physician of the employee’s choice. In the event the medical opinions are conflicting, a third physician shall be selected who is mutually acceptable to the Hiring Authority and Employee and that opinion shall govern. If the Employee is found unfit to continue in the position the Employee shall be placed on medical leave if the disability is for less than 6-months as provided above. If the temporary disability is expected to continue for longer than 6-months, the Employee shall be terminated for medical reasons and may be eligible for reemployment or reinstatement in accordance with these rules.

14.04 - No person holding any office, place, or position of employment in the Classified Service shall be required to contribute to any political fund or render any political service to any person or party whatsoever. No person shall be removed, reduced in grade or salary, or otherwise be prejudiced for refusing to do so. No public officer, whether elected or appointed shall discharge, promote, demote, or in any other manner change the official rank, employment, or compensation of any person under Civil Service or promise or threaten to do so for giving, withholding, or neglecting to make any contribution of money, service, or any other valuable thing for any political purposes.

RULE 15 - REPORTS TO BE MADE

15.01 - In order that the Commission may keep proper records of changes in the Classified Service, the Commission or its designee shall:

- A. Be made aware of every hire, transfer, promotion, and/or provisional appointment made by the hiring authority.

- B. Maintain a list of active employees in classified positions. The report shall include employee name, position, and hire date.
- C. Be made aware of every suspension or demotion made by the hiring authority or any officer or employee along with the reasons for the action.
- D. Be made aware of every separation from service, along with the reason for the separation.
- E. Be made aware of every position created or abolished in the hiring authority's office.
- F. Be made aware of every leave of absence, other than regular accumulated leave granted to a member of the Sheriff's Office.
- G. Be made aware of every refusal or neglect to accept an appointment under the hiring authority by a person who has been duly certified.

RULE 16 - PUBLICITY

16.01 - Pursuant to RCW 41.14.060, Section 1, these rules and regulations, and any amendments, shall be printed and made available to the public for free distribution.

16.02 - A copy of these rules and regulations and any current amendments shall be made readily available to departments with Civil Service positions, and the Human Resources Department.

RULE 17 – SEVERABILITY

17.01 – If any section, sentence, clause or phrase of these rules should be held invalid or unconstitutional, such holding shall not affect the validity or constitutionality of any other section, sentence, clause or phrase of these rules.

RULE 18 – AMENDMENTS

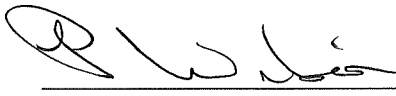
18.01 - These rules and regulations may be amended, suspended, or changed from time to time by the Commission, as circumstances may require at any regular or special meeting of the Commission. The Commission shall submit a copy of the proposed amendment, suspension or change to the Hiring Authority and applicable bargaining unit.

RULE 19 – CIVIL SERVICE & COLLECTIVE BARGAINING

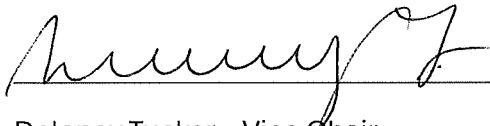
19.01 - The Public Employee’s Collective Bargaining Act (Act), chapter 41.56 RCW, provides for collective bargaining agreements between the County and labor organizations representing employees. The Act, and applicable collective bargaining agreements, prevail over these rules in the event of conflict.

RULE 20 – EFFECTIVE DATE

20.01 - These rules and regulations of the Benton County Civil Service Commission for the Benton County Sheriff's Office employees shall become effective February 10, 2026.



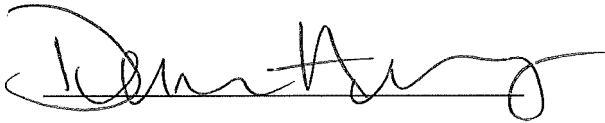
Patty Wilson – Chair



Delaney Tucker – Vice Chair


Approved Virtually

Evan Carlisle - Commissioner



Devon Henry – Chief Examiner/Secretary

Approved as to form:



Reid Hay, Deputy Prosecuting Attorney