7122 W. Okanogan Pl Bldg A
Kennewick, WA 99336
PHONE (509)737-2777
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MINUTES

REGULAR MEETING
ADMINISTRATION BUILDING
COMMISSIONER'S MEETING ROOM 303
TUESDAY JULY 8, 2025
2:00 P.M.
Executive Session: No

The meeting opened at 2:03 pm

Commissioners Present – Patty Wilson, Chair & Evan Carlile, Commissioner
Commissioner Absent – Delaney Tucker, Vice Chair
Others in Attendance – Devon Henry, Chief Examiner & Lieutenant Mike Clark

Approval of Minutes for the May 13, 2025, Regular Meeting
Chair Wilson moved to approve the minutes from the May meeting as presented. Commissioner Carlile seconded 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.

Legislative Update
Chief Examiner Henry informed the Commission that there was nothing related to Civil Service that came out of the most recent legislative session

Promotional Testing
Lieutenant Clark explained that there is a deputy position that works in the Courts opening up and a Corporal is interested in going into that position. Since the Corporal list has been exhausted, Promotional Testing will need to be done, and they will also do a Sergeant's test since the list will expire at the end of July. Chief Examiner Henry showed the Commission the drafts of the testing announcements. The first included the requirements that are stated in the rules, the second adjusted the minimum criteria for the Sergeant exam – in case there weren't any applicants. Lieutenant Clark asked to see the announcements and said that the verbiage

wasn't what he thought it was, and Chief Examiner Henry mentioned that there was a miscommunication on what was discussed for the announcements. Lieutenant Clark said that the word "or" should be in the official criteria to test for Sergeant, and asked to update the rules. Chief Examiner Henry said that the rules won't be approved in time for the upcoming testing. The Commission agreed that we should update the rules and revisit the Sergeant qualifications, Chief Examiner Henry asked to table the discussion until the next meeting, and they agreed.

Lieutenant Clark let the Commission know that they would just be doing Corporal testing for now, and not have any Sergeant's exam. He then asked for a Special Meeting to approve the exam, since they weren't quite done with it yet. Chair Wilson asked to adjust the exam announcement and Chief Examiner Henry agreed and would fix it after the meeting.

GSI Testing Update

Chief Examiner Henry shared the data from Public Safety Testing regarding the GSI exam.

Public Comment

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

Setting of Next Meeting

Special Meeting: July 29th at 2:00pm
Regular Meeting: August 12th at 2:00 pm

Meeting Adjourned 2:28 pm.

Approved this 4th day of Dec, 2025

Patty Wilson, Chair

Delaney Tucker, Vice Chair

Absent

Evan Carlisle, Commissioner

Attest:

Devon Henry, Chief Examiner

Civil Service Commission

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AGENDA

REGULAR MEETING
ADMINISTRATION BUILDING
COMMISSIONERS' HEARING ROOM 303
TUESDAY JULY 8, 2025
2:00 P.M.
Executive Session: If Needed

Call to Order

Regular Business:

- Approve minutes for the May 13, 2025, Regular Meeting
- Entry and Lateral Deputy Update
- Sheriff Clerical Update
- Certification of Eligibility Lists
- Legislative Update

Old Business:

- n/a

New Business:

- Promotional Testing
- GSI Testing Update

Sheriff's Office Business:

- n/a

Public Comment

Setting of August Meeting

Adjournment

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MINUTES

REGULAR MEETING
ADMINISTRATION BUILDING
COMMISSIONER'S MEETING ROOM 303
TUESDAY MAY 13, 2025
2:00 P.M.
Executive Session: No

The meeting opened at 2:00 pm

Commissioners Present – Patty Wilson, Chair, Delaney Tucker, Vice Chair and Evan Carlile, Commissioner
Others in Attendance – Devon Henry, Chief Examiner & Lieutenant Mike Clark

Approval of Minutes for the April 8, 2025, Regular Meeting
Commissioner Carlile moved to approve the minutes from the April meeting as presented. Chair Wilson seconded and the motion carried.

Staffing Update and Certification of Eligibility Lists
The Commission was updated on current vacancies and recent hires. The eligibility lists were certified at this time.

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

Setting of June Meeting
June 10, 2025 at 2:00 pm

Meeting Adjourned 2:12pm.

Approved this 8th day of July, 2025

Patty Wilson, Chair

Absent

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)
JULY 8, 2025

							1 OPENING
Rank	**First Name**	**Last Name**	**Score Certified Date**	**Written**	**Gender**	**Vet Pref**	**Notes**
1	Alfred	Schattschneider	5/10/2025	90.88	Male	Yes	Documentation received
2	Grayson	Oliva	6/9/2025	90.09	Male	Yes	Documentation received 7/7/25
3	Shawn	LaFortune	6/5/2025	89.36	Male	Yes	Documentation received 6/10/25 - Sent 7/7
4	Nathan	Pate	3/19/2025	85.32	Male	No	Sent 4/25
5	Kendall	Passey	4/26/2025	85.17	Male	No	Sent 5/6
6	Eriberto	Garcia Ceballos	7/2/2025	84.80	Male	No	
7	Daniel	Cruz	4/19/2025	84.71	Male	No	
8	Martin	Gonzalez	6/2/2025	84.67	Male	No	
9	Dixie	Sefton	6/7/2025	84.25	Female	No	
10	Blake	Phair	3/14/2025	83.31	Male	Yes	Vet pref points will be applied after honorable discharge May 2025 - Sent 4/8
11	Blanca	Valle	5/12/2025	83.27	Female	No	
12	Jonathan	Wells	4/13/2025	83.06	Male	No	
13	Kenneth	Genack	4/15/2025	82.64	Male	No	
14	Tray	Melendez	3/17/2025	82.60	Male	No	Sent 4/25
15	Tazmyn	Rodriguez	3/18/2025	82.40	Male	No	
16	James	Grogan	3/17/2025	82.34	Male	No	
17	Timothy	Hall	4/23/2025	82.19	Male	No	
18	Natasha	Lynch	3/17/2025	81.95	Female	No	
19	Nicholas	Huddleson	5/18/2025	81.90	Male	No	
20	Ernesto	Rivas	3/14/2025	81.82	Male	No	
21	Buck	Castro	4/19/2025	81.70	Male	No	
22	Benjamin	Ascher	6/17/2025	81.63	Male	No	
23	Samuel	Salas Garcia	5/18/2025	81.35	Male	No	
24	Jacob	Hebert	4/13/2025	81.32	Male	No	
25	Brian	Meier	5/28/2025	80.83	Male	No	
26	Rayden	Cozad	3/17/2025	80.77	Male	No	
27	Maria	Sacedo-Zapata	5/9/2025	80.75	Female	No	
28	Ruben	Esquivel	5/18/2025	80.38	Male	No	

BENTON COUNTY CIVIL SERVICE ELIGIBILITY LIST- ENTRY LEVEL DEPUTIES (UPDATED PST TESTING)
JULY 8, 2025

Rank	First Name	Last Name	Score Certified Date	Written	Gender	Vet Pref	Notes
29	Javier	Lopez	5/18/2025	80.29	Male	No	
30	Ramiro	Soto	3/17/2025	80.24	Male	No	
31	Gerald	Hein	5/18/2025	80.18	Male	No	
32	Juan	Castillo	6/25/2025	80.18	Male	Yes	Emailed for documentation 7/7/25
33	Austin	White	5/18/2025	80.08	Male	No	
34	Brenden	DiBiase	3/14/2025	80.02	Male	No	
35	Alexander	Korotokov	3/17/2025	79.94	Male	No	
36	Cason	Robison	4/19/2025	79.89	Male	No	
37	Jamie	Wallingford	3/17/2025	79.70	Female	No	
38	Katia	Hernandez	3/22/2025	79.55	Female	No	
39	Chevy-Lee	Olson	4/19/2025	79.46	Male	No	
40	Timothy	Hammack	4/13/2025	79.17	Male	No	
41	Cole	Tannahill	3/17/2025	79.11	Male	No	
42	Francisco	Olivera	3/17/2025	78.64		No	
43	Noah	Sawyer	3/17/2025	78.19	Male	No	

BENTON COUNTY CIVIL SERVICE ELIGIBILITY LIST- ENTRY LEVEL DEPUTIES (UPDATED PST TESTING)
JULY 8, 2025

Rank	First Name	Last Name	Score Certified Date	Written	Gender	Vet Pref	Notes

This list has been certified by the Civil Service Chief Examiner in accordance with Benton County Civil Service Rule 7.02

Dated this 8th day of July, 2025

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 8th day of July, 2025

Patti Wilson, Chair

Absent

Delaney Tucker, Vice Chair

Approved Virtually

Evan Carlisle, Commissioner

BENTON COUNTY CIVIL SERVICE ELIGIBILITY LIST- ENTRY LEVEL DEPUTIES (OLD TEST)
JULY 8, 2025

							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	Andrew	Ferguson	11/17/2024	82.37	Male	No	
3	George	Duran	11/4/2024	81.77	Male	No	
4	Marcus	Rhoades	1/20/2025	81.59	Male	No	
5	Evan	Teig	9/30/2024	81.5	Male	No	
6	Ashley	Allen	10/28/2024	81.41	Female	No	
7	Logan	Skinner	10/14/2024	81.39	Male	No	
8	Shameka	Garcia	1/11/2025	81.31	Female	No	
9	Kody	Bruton	10/23/2024	80.81	Male	No	
10	Edward	Moreno	12/7/2024	80.65	Male	No	
11	Joshua	Mendoza	8/19/2024	80.59	Male	No	
12	Thomas	Young	2/28/2025	80.46	Male	No	
13	Elijah	Frisk	12/28/2024	80.32	Male	No	
14	Ryan	Klein	2/28/2025	80.1	Male	No	
15	Charles	Hamm	7/15/2024	80	Male	No	
16	Brandon	Mitchell	12/7/2024	79.66	Male	No	
17	Dalton	Ripplinger	10/8/2024	79.44	Male	No	
18	Daniel	Ross	10/28/2024	79.32	Male	No	
19	Aaron	Cole	8/12/2024	79.02	Male	No	
20	Emily	Ponce	8/1/2024	78.96	Female	No	
21	Jaylan	King	10/18/2024	78.67	Male	No	
22	Fabio	Alfaro Michel	1/11/2025	78.59	Male	No	
23	Jaden	Jech	10/28/2024	78.45	Male	No	
24	Chad	Reed	7/29/2024	78.24	Male	No	
25	Jon	McMullin	2/4/2025	78.23	Male	No	
26	James	Newman	8/12/2024	78.07	Male	No	
27	Taylor	Southam	8/17/2024	78.01	Male	No	
28	Hugo	Guzman Camacho	2/28/2025	77.62	Male	No	

BENTON COUNTY CIVIL SERVICE ELIGIBILITY LIST- ENTRY LEVEL DEPUTIES (OLD TEST)

JULY 8, 2025

Rank	First Name	Last Name	Score Certified Date	Written	Gender	Vet Pref	Notes
29	Coltyn	Murry	2/27/2025	77.59	Male	No	
30	Nestor	Chavez Hinojosa	9/1/2024	77.46	Male	No	
31	Jakob	Mulholland	11/17/2024	77.39	Male	No	
32	Kennan	VanHollebeke	7/15/2024	77.33	Male	No	
33	Pablo	Olivera	11/13/2024	77.30	Male	No	
34	David	Martinez	11/6/2024	76.88	Male	No	
35	Thomas	Martinez	2/27/2025	76.87	Male	No	
36	Coleton	Johnston	2/17/2025	76.7	Male	No	
37	Logan	Gomez	9/23/2024	76.42	Male	No	
38	Ismael	Cuevas	7/29/2024	76.26	Male	No	
39	Samuel	Shinner	8/12/2024	76.1	Male	No	
40	Alejandro	Jimenez	1/27/2025	75.96	Male	No	
41	Francisco	Cruz	8/12/2024	75.64	Male	No	
42	Guillermo	Aguilar	2/18/2025	75.6	Male	No	
43	Brian	Mora	11/4/2024	75.29	Male	No	
44	Niko	Wiltz	8/12/2024	74.59	Male	No	
45	Gabriel	Esqueda	1/14/2025	74.38	Male	No	
46	Alexis	Ayala	1/3/2025	74.16	Male	No	
47	Roy	Sandretto	2/15/2025	73.69	Male	No	
48	Jesus	Lopez	1/16/2025	73.56	Male	No	
49	Jesse	Smith	8/30/2024	73.32	Male	No	
50	Tristan	DeRuyter	10/24/2024	73.25	Male	No	
51	Willbert	Pedraza-Velazquez	12/7/2024	73.00	Male	No	
52	Freddie	Lopez	2/20/2025	72.6	Male	No	
53	Maria	Nava-Garcia	7/15/2024	72.15	Female	No	
54	Jonathan	Smith	9/17/2024	72.10	Male	No	
55	Javier	Zavala	1/11/2025	71.83	Male	No	
56	Benjamin	West	12/27/2024	71.27	Male	No	
57	Montrel	Landry	12/25/2024	71.27	Male	No	
58	Elias	Garcia	12/25/2024	71.19	Male	No	

BENTON COUNTY CIVIL SERVICE ELIGIBILITY LIST- ENTRY LEVEL DEPUTIES (OLD TEST)
JULY 8, 2025

Rank	First Name	Last Name	Score Certified Date	Written	Gender	Vet Pref	Notes
59	Abdulazeez	Hussein	12/4/2024	71.14	Male	No	
60	Gabriel	Owen	2/27/2025	71.12	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 8th day of July, 2025

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 8th day of July, 2025

Patty Wilson, Chair

Absent

Delaney Tucker, Vice Chair

Approved Virtually

Evan Carlisle, Commissioner

BENTON COUNTY CIVIL SERVICE ELIGIBILITY LIST- SHERIFF'S CLERICAL - GRADE 105
JULY 8, 2025

						0 OPENINGS
Rank	**First Name**	**Last Name**	**PHS Received Date**	**Combined Clerical Testing**	**Vet Pref**	**Notes**
1	Teresa	Ward	9/20/2024	276	N/A	Sent 10/3/24
2	Cindy	Salgado	4/24/2025	251	N/A	Sent 5/19
3	Savana	Rose	4/17/2025	236	N/A	Sent 5/27
4	Rachel	Casey	10/7/2024	234	N/A	Sent 2/5/25
5	Ashlea	Edwards	11/4/2024	228	N/A	
6	James	Arana	4/16/2025	227	N/A	
7	Cheyanne	McManus	10/14/2024	226	N/A	
8	Arlin	Leyva	4/14/2025	224	NA	
9	Tatum	York - Bement	4/15/2025	223	N/A	
10	Holly	Davis	4/15/2025	223	N/A	
11	Kimberly	Lopez	9/24/2024	219	N/A	
12	Joshua	Hawkes	4/18/2025	216	N/A	
13	Mikael	Nava	11/4/2024	212	N/A	
14	Eleanor	Morgan	4/18/2025	212	N/A	
15	Danyelle	Moore	10/31/2024	211	N/A	
16	Maria	Vega	4/15/2025	210	N/A	
17	Evelyn	Gomez	10/7/2024	207	N/A	
18	Yulet	Alvarez Marin	10/30/2024	207	N/A	
19	Kelley	Wattenburger	4/15/2025	207	N/A	
20	Kristen	Doshier	4/24/2025	206	N/A	
21	Jamie	Shoemaker	11/6/2024	203	N/A	
22	Erin	Martin	11/6/2024	198	N/A	
23	Christopher	Biglin	10/15/2024	195	N/A	
24	Rosa	Aguirre Alcala	4/23/2025	192	N/A	
25	Isabelle	Mendoza	11/4/2024	189	N/A	
26	Elizabeth	Amezcua	4/15/2025	186	N/A	
27	Nadia	Chavez	9/30/2024	185	N/A	
28	Isairis	Salinas	4/18/2025	178	N/A	

BENTON COUNTY CIVIL SERVICE ELIGIBILITY LIST- SHERIFF'S CLERICAL - GRADE 105
JULY 8, 2025

Rank	First Name	Last Name	PHS Received Date	Combined Clerical Testing	Vet Pref	Notes

This list has been certified by the Civil Service Chief Examiner in accordance with Benton County Civil Service Rule 7.02.

Dated this 8th day of July, 2025

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 8th day of July, 2025

Patty Wilson, Chair

Absent

Delaney Tucker, Vice Chair

Approved Virtually

Evan Carlisle, Commissioner

7122 W. Okanogan Pl Bldg. A
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PHONE (509)737-2777
co.benton.wa.us

To: Benton County Sheriff's Office Corporals and Deputies

From: Benton County Civil Service Commission

Date: July 24, 2025

Subject: Sergeant/Corporal Promotional Examination Announcement

The Benton County Civil Service Commission will be conducting promotional testing for the rank of sergeant and corporal. The test date has not been determined and interested employees will be notified once testing details have been finalized. To be considered for promotion, employees who meet the following criteria must submit a resume and letter of interest to Devon Henry, Chief Examiner at hr@co.benton.wa.us or in the Human Resources Department located on the third floor of the admin building. Submissions are due by August 7, 2025, and letters of interest must outline what leadership qualities you possess which would prepare you for promotion.

Minimum criteria to test for rank of sergeant:

- Current rank of corporal
  OR
- Minimum of five years in law enforcement with two years with the Benton County Sheriff's Office

Minimum criteria to test for rank of corporal:

- Minimum of four years of law enforcement experience with two years with the Benton County Sheriff's Office

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To: Benton County Sheriff's Office Corporals and Deputies

From: Benton County Civil Service Commission

Date: July 9, 2025

Subject: Sergeant/Corporal Promotional Examination Announcement

The Benton County Civil Service Commission will be conducting promotional testing for the rank of sergeant and corporal. The test date has not been determined and interested employees will be notified once testing details have been finalized. To be considered for promotion, employees who meet the following criteria must submit a resume and letter of interest to Devon Henry, Chief Examiner at hr@co.benton.wa.us or in the Human Resources Department located on the third floor of the admin building. Submissions are due by July 23, 2025 , and letters of interest must outline what leadership qualities you possess which would prepare you for promotion.

Minimum criteria to test for rank of sergeant:

- Current rank of corporal
- Minimum of five years in law enforcement with two years with the Benton County Sheriff's Office

Minimum criteria to test for rank of corporal:

- Minimum of four years of law enforcement experience with two years with the Benton County Sheriff's Office

Devon Henry

From: Jon Walters - PST <Jon@PublicSafetyTesting.com>
Sent: Wednesday, July 2, 2025 10:44 AM
To: Jon Walters - PST
Cc: Stephanie Benjamin - PST; Grace Henderlite - PST; Rebecca Libby - PST; Amy Brindle - PST; Trish Byers - PST Investigations
Subject: [EXTERNAL] GSI Test Performance Update, Test Rigor Clarification, and Local Validation

Greetings,

We want to share an update on the performance of the "new" Guardian Selection Inventory (GSI) exam, address questions about test rigor, including the rumor that the GSI is "easier," and again emphasize the vital role of local validation in maintaining defensible hiring processes.

Since its implementation on March 2, 2025, through June 8, 2025, more than 2,200 law enforcement and corrections candidates have completed the GSI across in-person, online/virtual, and remote modalities.

Key Outcomes

- **Pass Rate:** The overall pass rate was 88.3% using the standard 70.0 cutoff, compared to 89.5% for the previous exam.
- **Average Score:** 79.8, slightly higher than the prior exam's average of 78.5.
- **Score Distribution:** A strong range of scores supports meaningful candidate differentiation while maintaining fairness.

Fairness & Equity Findings

- **No Adverse Impact:** No evidence of adverse impact based on race or gender under the EEOC's 4/5ths Rule.
- **Gender Performance:** Female candidates outperform males in average scores and pass rates.

Clarifying Test Rigor

We know some department representatives have heard perceptions that the GSI exam may be "easier" than the previous examination. The data does not support this claim. The GSI shows a higher mean score (79.8 vs. 77.3) and a higher fail rate (11.7% vs. 10.5%). If the test were easier, we would see signs like compressed scores, unusually high pass rates, or a diminished ability to differentiate candidates. Still, the data shows a healthy, broad score distribution (61 to 97).

What has evolved is the exam's relevance to modern public safety demands. The GSI incorporates new measures for:

- De-escalation readiness
- Bias sensitivity
- Key personality constructs
- Situational judgment
- Interpersonal and intercultural effectiveness

These areas are not easier to assess or demonstrate — their inclusion ensures the test measures both traditional cognitive skills and the behavioral competencies essential in modern policing & corrections.

All of this, combined with how the test is performing, gives us confidence in the direction we've taken. We recognize that the transition to a new exam was challenging for many, and we appreciate your partnership. We hope the results we are seeing now—and will continue to monitor —reinforce the value of this collective effort.

Local Validation Participation

We sincerely thank the agencies that participated in the local validation studies. Your collaboration has been critical to the successful implementation of this exam.

For those agencies still working through the process, please don't hesitate to reach out if there's anything we can do to help bring it across the finish line.

If your department has not yet participated, it's not too late to take part in a no-cost local validation study. We'd be happy to work with you so your agency can join others strengthening their risk management posture through evidence-based, locally validated hiring tools.

Participating in a local validation study is a proactive step toward ensuring that your selection process is:

- Legally defensible
- Aligned with federal guidelines and best practices
- Transparent and impartial

Thank you for your continued partnership. Wishing you a safe and enjoyable Fourth of July. Please contact me if you have any questions or need additional information.

Best,
Jon

Jon Walters
Public Safety Testing, Inc. | PST Investigations
Office: 425.776.9615 | Mobile: 425.418.4565