

Thursday, October 28, 2021
College Place Civil Service Commission - Electronic Meeting

2:00 P.M.

Meeting may be viewed at: Live Stream on City of College Place, Washington YouTube at https://www.youtube.com/channel/UCbx3qrqzLDL_05NusReSI-g/featured

Or you may call this number to listen: 1-669-900-9128 ID# 848 8446 0839

1. OPENING ITEMS

Subject :	1.01 Call To Order
Meeting :	Oct 28, 2021 - College Place Civil Service Commission - Electronic Meeting
Category :	1. OPENING ITEMS
Access :	Public
Type :	Procedural

Public Content

Subject :	1.02 Roll Call
Meeting :	Oct 28, 2021 - College Place Civil Service Commission - Electronic Meeting
Category :	1. OPENING ITEMS
Access :	Public
Type :	Procedural

Public Content

Commission ChairJoAnn Wiggins

Commissioner Bill Kelly

Commissioner RogerMaidment

Civil Service Secretary, Shawn Doering

City Clerk, Lisa Neissl

2. CONSENT AGENDA

Subject :	2.01 Approve Agenda for October 28, 2021
Meeting :	Oct 28, 2021 - College Place Civil Service Commission - Electronic Meeting
Category :	2. CONSENT AGENDA
Access :	Public
Type :	Information

Subject :	2.02 Approve Minutes from September 9, 2021
Meeting :	Oct 28, 2021 - College Place Civil Service Commission - Electronic Meeting
Category :	2. CONSENT AGENDA
Access :	Public
Type :	Information, Minutes
Minutes :	View Minutes for Sep 9, 2021 - College Place Civil Service Commission - Electroni

File Attachments

[9_9_2021_CivilServiceMeetingMinutes.pdf \(78 KB\)](#)

Subject :	2.03 Approve Payroll from September 2021
Meeting :	Oct 28, 2021 - College Place Civil Service Commission - Electronic Meeting
Category :	2. CONSENT AGENDA
Access :	Public
Type :	Information

Administrative File Attachments

[09 - 2021 Payroll Certification.pdf \(423 KB\)](#)

Subject :	2.04 Approve Consent Agenda
Meeting :	Oct 28, 2021 - College Place Civil Service Commission - Electronic Meeting
Category :	2. CONSENT AGENDA
Access :	Public
Type :	Action (Consent)
Recommended Action :	Motion to approve the consent agenda which includes the agenda for October 28, 2021, the minutes from September 9, 2021, and September 2021 payroll.

Public Content

Our adopted rules of Parliamentary Procedure, The Standard Code of Parliamentary Procedure, provide for a consent agenda listing several items for approval of the Board by a single motion. Most of the items listed under the consent agenda have gone through previous review either during the budget process, at a workshop, or by subcommittee review and recommendation. Documentation concerning these items has been provided to all Commissioners and the public in advance to assure an extensive and thorough review. Items may be removed from the consent agenda at the request of any Commissioner.

Consent

Our adopted rules of Parliamentary Procedure, The Standard Code of Parliamentary Procedure, provide for a consent agenda listing several items for approval of the Board by a single motion. Most of the items

listed under the consent agenda have gone through previous review either during the budget process, at a workshop, or by subcommittee review and recommendation. Documentation concerning these items has been provided to all Commissioners and the public in advance to assure an extensive and thorough review. Items may be removed from the consent agenda at the request of any Commissioner.

3. REGULAR AGENDA

Subject :	3.01 Certification of Promotional Sergeant Testing Results
Meeting :	Oct 28, 2021 - College Place Civil Service Commission - Electronic Meeting
Category :	3. REGULAR AGENDA
Access :	Public
Type :	Action
Recommended Action :	Motion to certify the Promotional Testing results as presented and forward the certified list to the Police Chief.

Public Content

On August 20, 2021, all City of College Place Police Officers were notified of the scheduled promotional testing process for an upcoming Sergeant position vacancy. Four officers submitted the required application information, one withdrew his application prior to the start of the testing. A written test worth 25% of the final score was given on October 19, 2021. Assessment Center testing, worth 75% of the final score, was administered by Public Safety Testing on October 20, 2021. Attached you will find the final scores from Public Safety Testing and another list with any Veterans' Preference* added to eligible candidate scores.

*RCW 41.04.010 (3) states: Five percent to a veteran who was called to active military service from employment with the state or any of its political subdivisions or municipal corporations. The percentage shall be added to promotional examinations until the first promotion only.

File Attachments

[Police Sergeant Eligibility List for Certification 10-2021.pdf \(535 KB\)](#)
[Certified Chiefs Sergeant List - 10.2021.pdf \(683 KB\)](#)

Administrative File Attachments

[Final Scoresheet \(CPPD\) - Final Scoresheet.pdf \(63 KB\)](#)
[2021 CPPD Sergeant Promotional Final Scores.pdf \(402 KB\)](#)
[Diaz, S.pdf \(600 KB\)](#)
[Harris, T.pdf \(344 KB\)](#)
[Schmick, D.pdf \(255 KB\)](#)

Subject :	3.02 Officer Resignation
Meeting :	Oct 28, 2021 - College Place Civil Service Commission - Electronic Meeting
Category :	3. REGULAR AGENDA
Access :	Public
Type :	Information

Public Content

Officer Chris Webber-Williams submitted his resignation. His last day was on October 22, 2021.

Subject : 3.03 New hire - Police Department
Meeting : Oct 28, 2021 - College Place Civil Service Commission - Electronic Meeting
Category : 3. REGULAR AGENDA
Access : Public
Type : Information

Public Content

During the last meeting we discussed a lateral officer candidate that was in the background process to fill an open police officer position. Brandon Rhodes has completed the background process successfully and has accepted our offer of employment. He has been a police officer with the City of Duvall for several years and will start with our department on November 22.

Subject : 3.04 Fire Department employee completes probationary period
Meeting : Oct 28, 2021 - College Place Civil Service Commission - Electronic Meeting
Category : 3. REGULAR AGENDA
Access : Public
Type : Information

Public Content

Emily Downs was hired to fill an open firefighter position on 10/26/2020. We are pleased to share with you that she has recently completed her probationary period and is now a permanent full-time member of our Fire Department.

Subject : 3.05 Any Other Business for the Good of the Order
Meeting : Oct 28, 2021 - College Place Civil Service Commission - Electronic Meeting
Category : 3. REGULAR AGENDA
Access : Public
Type : Discussion

4. CLOSING ITEMS

Subject : 4.01 Adjourn
Meeting : Oct 28, 2021 - College Place Civil Service

Commission - Electronic Meeting

Category :

4. CLOSING ITEMS

Access :

Public

Type :

Procedural

College Place Civil Service Commission - Electronic Meeting (Thursday, September 9, 2021)

Generated by Shawn Doering on Thursday, September 9, 2021

1. OPENING ITEMS

Procedural: 1.01 Call To Order

Commissioner Wiggins called the meeting to order at 12:00pm.

Procedural: 1.02 Roll Call

PRESENT:

Commission
Members

JoAnn Wiggins, Bill Kelly, Roger Maidment

Staff

Civil Service Secretary, Shawn Doering, City Clerk, Lisa Neissl, Police Chief, Troy Tomaras

MEMBERS EXCUSED:

MEMBERS ABSENT:

2. CONSENT AGENDA

Information: 2.01 Approve Agenda for September 9, 2021

Information, Minutes: 2.02 Approve Minutes from August 12, 2021

Information: 2.03 Approve Payroll from August 2021

Action (Consent): 2.04 Approve Consent Agenda

Commissioner Maidment made a motion to approve the consent agenda which includes the agenda for September 9, 2021, the minutes from August 12, 2021, and payroll from August 2021. Second by Commissioner Kelly and the motion passed 3-0.**3. REGULAR AGENDA**

Information: 3.01 Resignation of Sergeant Alan Parker

Information: 3.02 Sergeant Promotional Testing Information

Action: 3.03 Sergeant Promotional Testing Process Approval

Commissioner Maidment made a motion to approve the 2021 Sergeant Promotional Testing Process as presented. Second by Commissioner Kelly and the motion passed 3-0.

Action: 3.04 Lieutenant Promotion - Temporary

Commissioner Maidment made a motion to approve promotion of Robert Benfield to the position of Lieutenant. Second by Commissioner Kelly and the motion passed 3-0.

Action: 3.05 Entry-Level Police Officer Testing

Commissioner Maidment made a motion to approve the testing process to establish a new continuous Entry-level Police Officer Eligibility List. Second by Commissioner Kelly and the motion passed 3-0.

Action: 3.06 Lateral Police Officer Testing

Commissioner Maidment made a motion to approve the testing process to update the continuous Lateral Police Officer Eligibility List. Second by Commissioner Kelly and the

motion passed 3-0.

Discussion: 3.07 Any Business for the Good of the Order

4. CLOSING ITEMS

Procedural: 4.01 Adjourn

Commissioner Maidment motioned to adjourn the meeting at 12:21pm. Second by Commissioner Kelly and, with no objection, the meeting adjourned.

Approved:

JoAnn Wiggins

Attest:

Shawn Doering, Civil Service Secretary

The foregoing minutes are the official record of the Civil Service Commission meeting that occurred September 9, 2021. Further detail may be obtained by reviewing the actual audio recording made during this session.

Civil Service Employee Payroll

Pay Date	Employee	Paid Thru	Position	Hours	Gross Pay
10/5/2021	Boose, John A	9/30/2021	Firefighter	184	6,029.28
10/5/2021	Downs, Emily A	9/30/2021	Firefighter	216	5,464.68
10/5/2021	Drury, Charles O	9/30/2021	Firefighter	240	6,531.88
10/5/2021	Evensen, Patrick J	9/30/2021	Firefighter	176	5,736.28
10/5/2021	Williams, Troy J	9/30/2021	Firefighter	228	5,737.56
10/5/2021	Brink, Brielle M	9/30/2021	Part-time Police Records Clerk	40	863.6
10/5/2021	Barr, Marianne K	9/30/2021	Chief Clerk - PD	176	4,511.00
10/5/2021	Benfield, Robert D	9/30/2021	Patrol Sergeant	190	7,935.00
10/5/2021	Adams, Eric H	9/30/2021	Police Officer	174	6,523.06
10/5/2021	Cole, Tanner C	9/30/2021	Police Officer	189.5	6,887.85
10/5/2021	Diaz, Salvador M	9/30/2021	Police Officer	180	8,151.00
10/5/2021	Duede, Jimmy C	9/30/2021	Police Officer	131	6,971.76
10/5/2021	Fortin, Brian R	9/30/2021	Detective	188.5	6,994.15
10/5/2021	Harris, Tanner M	9/30/2021	Police Officer	166	7,241.80
10/5/2021	Langlois, Joseph T	9/30/2021	Police Officer	190	6,622.88
10/5/2021	Schild, Andrew D	9/30/2021	Police Officer	168.5	6,883.98
10/5/2021	Schmick, Dylan E	9/30/2021	Police Officer	191	7,287.40
10/5/2021	Watkins, Daniel I	9/30/2021	Police Officer	191	7,150.52
10/5/2021	Webber-Williams, Christopher A	9/30/2021	Police Officer	185.25	6,212.64
10/5/2021	Nordman, Ronald A	9/30/2021	Special Enforcement Officer	180	4,720.91
10/5/2021	St Clair, Andrea M	9/30/2021	Records Clerk	178.5	3,733.05

I certify that, to the best of my knowledge, this is an accurate and complete listing of all Civil Service employees for the City of College Place as of September 30, 2021

Shawn Doering
Civil Service Secretary/Payroll Clerk

JoAnn Wiggins
Commission Chair

City of College Place

625 S College Avenue
College Place, WA 99324
(509)394-8508
FAX: (509)525-5352

November 28, 2021

JoAnn Wiggins, Commission Chair
Roger Maidment, Commission Vice-Chair
Bill Kelly, Commissioner

Dear Commissioners:

As a result of the promotional testing process administered by Public Safety Testing to establish an eligibility list for the position of Police Sergeant, the following information is outlined for your approval and certification:

Police Sergeant		
Rank	Name	Score
1	Schmick, Dylan	76.23
2	Diaz, Salvador	71.68
3	Harris, Tanner	70.55

Respectfully,



Shawn Doering
Civil Service Secretary

Certified by:

JoAnn Wiggins
Commission Chair

Roger Maidment
Commission Vice-Chair

Bill Kelly
Commissioner



City of College Place

Civil Service Commission

Bill Kelly, Commissioner
Roger Maidment, Commissioner
JoAnn Wiggins, Commissioner

Shawn Doering
Civil Service Secretary
sdoering@cpwa.us
509-394-8508

October 28, 2021

Chief Troy Tomaras
College Place Police Department
619 S College Ave
College Place, WA 99324

Dear Chief Tomaras,

On 10/28/2021, the Civil Service Commission approved the eligibility list for the position of Police Sergeant. Below is the certified list of eligible candidates for the Police Sergeant positions:

Rank	Name
1	Schmick, Dylan
2	Diaz, Salvador
3	Harris, Tanner

Respectfully,

JoAnn Wiggins, Commission Chair

Roger Maidment, Commission Vice-Chair

Bill Kelly, Commissioner

College Place Police Department

Sergeant Assessment Center

October 20, 2021



Assessment
Center
Possible
Points

48.7

Candidate	Name	AC Points	AC Points adjusted to 100	AC Adjusted to 75% Weight	Written Exam	Exam Adjusted to 25%	Final Score
A	Harris	34.88	71.62	53.71	67.35	16.84	70.55
B	Diaz	31.24	64.15	48.11	80.61	20.15	68.26
C	Schmick	36.25	74.43	55.82	81.63	20.41	76.23

College Place Police Department
2021 Sergeant Promotional Testing Final Scores

Name	Final Combined PST Score	Veterans Preference	Total Score
Schmick, Dylan	76.23	0	76.23
Diaz, Salvador	68.26	3.42	71.68
Harris, Tanner	70.55	0	70.55

To whom it may concern,

It is with great honor and enthusiasm that I am applying for the Sergeant position with the College Place Police Department. Ever since I was young I have always wanted to be a Police Officer, having been given the opportunity to accomplish this goal, it is now time to step into the role I have been preparing for the last couple of years being the senior officer on duty.

I have been a police officer for the College Place Police Department for 5 years. As a senior patrol officer I have been involved in complex and high stress incidents in which I took charge of the situation and was able to remain calm, respond quickly and effectively to make decisions which kept my officers safe and within policy.

Being a Patrol officer has helped me refine my skills, training and tactics to better serve my community, teammates and department. Aside from the belief that I can be a great asset as a Sergeant, I have been given the opportunity to be the acting Sergeant since the beginning of September.

I have volunteered to participate in community events such as the Bike Rodeo, Shop with a Cop, Ruck for The Fallen, WW Community College Career Day and to speak at the local College Place Schools alongside Officer Langlois.

As a United States Navy Corpsman I promoted to a Non-Commissioned Officer as a Second Class Petty Officer (HM2), I was attached to the US Marine Corps as a Field Medical Service Tech and had the pleasure of working with the US Army, Air Force and Coast Guard Medical teams, I took command of the team as the Leading Petty Officer for the clinic and field settings.

As a leader in the Navy I was an Assistant Leading Petty Officer in charge of command fitness, achieving excellent Physical Fitness scores and helping others achieve passing fitness scores. I was also in charge of my clinic and demonstrated the ability to lead, follow and execute orders.

I was able to integrate and work as a team with my assigned Medical group as well as an individual augmentee within new commands/units in which I either welcomed new members or being the new member myself was able to integrate smoothly into the role assigned, be it follow directions from my supervisors or assuming the role in their absence to becoming the leader of the team.

I am bilingual and have assisted the Walla Walla Sheriff's Office, Walla Walla Police Dept. and State Patrol in many capacities such as an interpreter, building searches, vehicle stops and domestic violence calls among others.

As stated above, I have been the senior officer in many occasions and have had the distinct pleasure of working with all members of the Police Department in incidents where I took charge and was greeted with compliance, confidence and respect from the Officers.

The US Navy 2nd Class Petty Officer is the equivalent of a Sergeant in the other military forces of the United States.

Thank you for your time and consideration.

Salvador Diaz

Salvador Diaz

Experience

07/16-Present College-Place Police Dept. College-Place, WA

Patrol Officer

- Advanced knowledge of the Revised Codes of Washington, Patrol Procedures, Criminal and Traffic laws, Crime Scene Processing, Evasive Vehicle Maneuvers, Firearms Training and Defensive Tactics.
- Abilities in calmly dealing with different types of scenarios and individuals, taking charge of complex situations and finding resolutions. Effective communication with people of different backgrounds.
- Report writing of daily activities and daily equipment inspections.
- **A.R.I.D.E CERTIFIED**
- **Less Lethal Instructor**
- **Combat First Aid certified**
- **De-escalation Training**
-

01/14-07/20 U.S. Navy San Antonio, TX

Medical Assistant/Dental Assistant/EMT

- Certified in Basic Life Support, Emergency Medical Technician training, Basic and Advanced Nursing and Dental Assistant.
- Hands on training in Hospital Setting and Dental Clinic.
- Front desk operations including records filing and updating.
- Dental Supply Officer in charge of a \$50k budget.
- **Enlisted Leadership Training into Non-Commissioned Officer**

Education

08/16-12-16 Washington State Basic Law Enforcement Academy

- Criminal Law – Criminal Procedures – Patrol Procedures – Crime Scene Investigations.

11/14-06/15 Air Force Community College San Antonio, TX

- Hospital Corpsman Basic Certificate of Completion.
- Dental Assistant Certificate of Completion Dean's List.
- Tactical Combat Casualty Care/Care Under Fire

10/05-02/08 Everest College Phoenix, AZ

- Associate of Arts Degree in Criminal Investigation
- Para Professional Test / Bilingual Test
- Graduated top of my class in 2005 from Union-Baker ESD.

Background

Certified in Basic Life Support, First Aid and CPR-Adult, Child and Infant. Volunteers in Police Services Program. Completed multiple leadership trainings to become a Petty Officer in the US Navy since 2017. Completed

**ANY ALTERATIONS IN SHADED AREAS
RENDER FORM VOID**

This Report Contains Information Subject to the Privacy Act of 1974, As Amended.

SPECIAL ADDITIONAL INFORMATION (For use by authorized agencies only)		
23. TYPE OF SEPARATION RELACDU AND TRANSFERRED TO THE NAVY RESERVE	24. CHARACTER OF SERVICE (Include upgrades) HONORABLE	
25. SEPARATION AUTHORITY MILPERSMAN 1910-104	26. SEPARATION CODE MBK	27. REENTRY CODE RE-1
28. NARRATIVE REASON FOR SEPARATION COMPLETION OF REQUIRED ACTIVE SERVICE		
29. DATES OF TIME LOST DURING THIS PERIOD (YYYYMMDD) N/A - NONE		30. MEMBER REQUESTS COPY 4 (Initials) <i>SD</i>

Sergeant Exam Multiple-Choice Examination Candidate Comments

Please use this form to provide general feedback on this test or appeal a specific test question. Use back of page if more room is needed. Circle your answer choices below.

1. Did you feel the content of the multiple choice test was related to the job of Sergeant?

<i>Very Related</i>	<i>Mostly Related</i>	<i>Somewhat Related</i>	<i>Slightly Related</i>	<i>Not At All Related</i>
①	2	3	4	5

2. How relevant are the text books used for this test to the Sergeant position?

<i>Very Related</i>	<i>Mostly Related</i>	<i>Somewhat Related</i>	<i>Slightly Related</i>	<i>Not At All Related</i>
1	②	3	4	5

Comments or suggestions regarding the textbook: _____

3. How relevant are the department publications used for this test to the Sergeant position?

<i>Very Related</i>	<i>Mostly Related</i>	<i>Somewhat Related</i>	<i>Slightly Related</i>	<i>Not At All Related</i>
①	2	3	4	5

Comments or suggestions regarding the department publications: _____

4. Note below any suggestions you may have to improve the multiple choice test: _____

Comments/Appeals on Multiple Choice Test Questions

List the question number and page number of the questions for which you have a comment or appeal. Be as specific as possible as to the nature of your comment and/or the justification behind your appeal. If you are appealing a question, please list your contact information as you will be contacted for more information.

Comment or Appeal? (check the appropriate box)		ITEM	PAGE	Notes
☐ Comment	☐ Appeal			
☐ Comment	☐ Appeal			
☐ Comment	☐ Appeal			

Do you wish to speak with an exam administrator regarding your comment or appeal? ① No Yes

Print Your Name Saldana Phone 509 386 7251

CPPD INTERNAL OFFICE COMMUNICATION



To: HR Director Shawn Doering

From: Ofc. Tanner Harris

Subject: Letter of Interest for Sergeant with College Place Police Department

Date: October 4, 2021

This letter is to serve as my letter of interest for the position of Sergeant within the College Place Police Department. I feel I am qualified and unique with my training and experience for this position. I started my law enforcement career with the Walla Walla County Sheriff Office as a Correctional Officer/Transport Officer. I worked there for 5 years.

I began my career as a police officer with the College Place Police Department in December 2014. As of December 2021, I'll have a total of 12 years' experience in law enforcement. 7 years with the College Place Police Department and 5 years with the Walla Walla County Sheriff Office as stated above.

When hired with the Walla Walla County Sheriff Office I attended Washington State Criminal Justice Training Commission Correctional Officer Academy. Once complete with academy I went through a FTO process at the Walla Walla County Jail. After a couple years as a correctional officer, I became the transport officer.

As the transport officer I worked with multiple agencies in setting up transports of prisoners to various parts of the state and United States. I had to have communicational skills and organizational skills for this. This required position required a lot of paperwork and reviewing paperwork to make sure all required documents were complete.

After being hired by the College Place Police Department, I attended Washington State Criminal Justice Training Commission Basic Law Enforcement Academy. Once complete with academy I went through a FTO process. In my career as a police officer with College Place Police Department I have held various tasks. I been a patrol officer, bicycle officer, Field Training Officer, and a Firearm instructor.

Throughout all my various positions I have had the opportunity to improve my communication and organizational skills. As a FTO I was tasked with training new officers the department hired. I also went through the FTO manual and updated information to better suit the training needs. This allowed me to work closely with the Training Sergeant and Chief.

As the firearms instructor I am tasked with the training of all firearms that the department issues. I must instruct officers on the fundamentals of firearms, how to safely operate the firearms issued to them. Part of the training I must teach is the dismantling and cleaning of the firearms in a safe manner. I provided up to date case laws that deal with use of force and make sure officers are familiar with the use of force police College Place Police Department has in place.

CPPD INTERNAL OFFICE COMMUNICATION

When I was selected as the firearms instructor, I researched and put together information for updating the departments handgun. With the help of the Chief, the agency was able to switch over from a Glock 22 to a Glock 17. In addition to the handgun transition, the department now issues red dots for all handguns. The red dot helps an officer with accuracy and target acquisition. I had to develop a transition plan for the change of firearm model and caliber.

Throughout my career in law enforcement, I have worked a variety of cases in which some required extra interviewing and or writing search warrants. I worked on these cases by myself and in conjunction with other officers.

I have been able to utilize technology to solve cases or gain information. I am proficient with the technology needed for law enforcement. I use social media and other law enforcement tools to obtain the information I need: such as LINX, DAPS, and Mobile. Technology is becoming more and more prevalent in today's world, and skills to operate and know the technology could provide the skills needed to complete cases or gain valuable information.

As I continue my career as a law enforcement officer, I am always eager to learn and always researching and learning on the job. As a sergeant, I look forward to sharing my knowledge and helping the officers I supervise. I am always willing to help my fellow officers with whatever they need and answer any questions they may have. If I cannot answer, I will find the answer for them or point them in the direction of someone who can answer the question.

As a sergeant I feel there is a great opportunity to learn from the officers whether a rookie or veteran. Being able to share experiences and skills, a sergeant can learn just as much from the officers that work underneath.

My goal as sergeant is to use the leadership traits to drive officers to be their best and help them when needed. Also be a resource for officers when they have questions or requests. I understand that becoming a sergeant brings a new responsibility. I believe I have the skills to be a leader and supervisor.

I thank you for this opportunity to apply for this position of Sergeant with the College Place Police Department.

Sincerely,



Tanner Harris

Tanner Harris

1461 SW Greeley Street
College Place, WA 99324

Phone: (509)540-2897 **E-mail:** tharris13@gmail.com

OBJECTIVE:

A dedicated individual seeking a position as a Sergeant for the College Place Police Department.

SUMMARY OF QUALIFICATIONS:

- Disciplined leader with the proven ability to remain calm and deliver results in high-pressure situations.
- Excel at solving problems independently while be able to incorporate input from peers and superiors.
- Exceptional written and verbal communication skills.
- Ability to assist diverse populations with patience, compassion, and understanding.
- Adept at guiding, influencing, and empowering others to maintain and follow all laws and regulations.
- Skilled at resolving conflicts and diffusing hostility amidst adversity.
- Enthusiasm for working with the community to create preventive solutions.
- Past work experience in customer service and excelled in communicating with the community and providing quality service.

EXPERIENCE:

Firefighter Volunteer (Jan. 2008 to Mar. 2011)

Duties included, but were not limited to: Fire suppression in structural, as well as wild land environments, and emergency medical services under highly stressful emergency conditions in all types of weather and terrain.

Corrections Officer (Nov. 2009 to Dec. 2014)

Duties included, but were not limited to: Intake and release of inmates, maintain safety and security of facility, transport inmates to and from appointments, court, and other jail facilities in a secure manor. Provided the courts with security when in session, and controlled high stress situations as well as make decisions to keep order in the facility.

Police Officer (Dec. 2014 to Present)

Duties include but are not limited to: Enforce federal laws, state laws, and municipal codes, respond to calls for service, enforce traffic laws, investigate crimes, make arrests when necessary, detect and deter crime, provide assistance to the public in emergency and non-emergency situations

- Gang Intelligence Officer
- Field Training Officer
- Firearms Instructor

EDUCATION:

Walla Walla Community College, Walla Walla, WA 99362

Associate in Applied Arts and Sciences Degree in Fire Science

- IFSAC Firefighter 1 Certification
- IFSAC Haz-Mat Awareness Certification
- Leadership: Introduces the student to leadership and influencing skills among emergency personnel

Washington Criminal Justice Training Center, Burien, WA 98148

WA State Corrections Officer Certifications and WA State Peace Officer Certification

- WA State COA Certification
- WA State BLEA Certification
- WA State FTO Certification
- NRA LE Handgun Firearm Instructor

WORK EXPERIENCE:

Police Officer – College Place Police Department (Dec. 2014 to Present)
Address: 625 S. College Ave., College Place, WA 99324 / Chief: Tory Tomaras /
Phone: (509) 525-7773

Correctional Officer/Transport Officer - Walla Walla County Sheriff's Office
Correctional Division (Nov. 2008 to Dec. 2014)
Address: 300 W. Alder St., Walla Walla, WA 99362 / Chief Deputy: Keilen Harmon /
Phone: (509) 524-5430

Firefighter/EMT – Walla Walla County Fire District 4 (Jan. 2008 to Mar. 2011)
Address: 2251 S. Howard St., Walla Walla, WA 99362 / Chief: Rocky Eastman /
Phone: (509) 529-1282

Cashier/Server - Tiki Teriyaki Grille (Nov. 2008 to Oct. 2009)
Address: 205 Wildwood St., Walla Walla, WA 99362 / Owners: Melissa Locati or Patti Cordeiro / Phone: (509) 522-4757

Mold Operator - Nelson Irrigation Corporation (June 2007 to Oct. 2008)
Address: 848 Airport Rd., Walla Walla, WA 99362 / Plant Manager: Paul Davisson /
Phone: (509) 525-7660

Lube Technician - Oil Haus Plus (June 2004 to June 2006)

Address: 124 Kenwood St., Walla Walla, WA 99362 / Owner: Donnie Cordeiro /

Phone: (509) 522-4891

References:

Jared Brown

Phone: (509) 386-1455

Gary Bolster

Phone: (509) 876-9774

Andrew Schild

Phone: (509) 386-9129

Ian Gingrow

Phone: (509) 876-7010

Sergeant Exam Multiple-Choice Examination Candidate Comments

Please use this form to provide general feedback on this test or appeal a specific test question. Use back of page if more room is needed. Circle your answer choices below.

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2. How relevant are the text books used for this test to the Sergeant position?

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Comments or suggestions regarding the textbook: _____

3. How relevant are the department publications used for this test to the Sergeant position?

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☐ Comment	☐ Appeal			
☐ Comment	☐ Appeal			

Do you wish to speak with an exam administrator regarding your comment or appeal? No Yes

Print Your Name Tanner Harris Phone 509-540-2897

Officer Dylan Schmick, PIO, CNT/TRT

To Whom It May Concern,

This letter is to express my formal interest in applying for and participating in the sergeant testing that is scheduled to occur October 19th and 20th, 2021.

I began working for the College Place Police Department in October of 2017. Since that time, I have strived to not only improve my skills and abilities as a patrol officer, but I have also looked for additional roles and opportunities within our department and our local law enforcement community. I have taken on a host of different roles, including being our departments Public Information Officer and social media manager, I am a crisis/hostage negotiator with our regional Crisis Negotiation Team and I also assist our regional Tactical Response Team by being a Robot Operator. Most recently, I took on the role as a Criminal Justice Training Center Certified Instructor for the I-940 Legislation/De-escalation training.

Throughout my time with the College Place Police Department, I have had the opportunity to handle a multitude of different cases, everything from everyday routine calls to incidents that have garnered national attention. During that time, I felt I have fulfilled my duties with honor and positively represented our department.

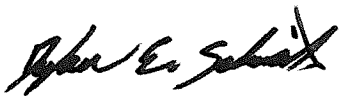
I hold a great deal of pride in our department for it is a representation of myself. I make it a goal each day to work on doing what I can to improve our department and the working conditions for my co-workers.

It is my belief that the best leaders lead by example. While at the College Place Police Department, I have had the opportunity to mentor several younger officers. I have made a point to handle situations in the most efficient and professional manner that I know how, in hopes that newer officers will learn from my example.

Since I entered the profession of law enforcement, it has been my desire to progress through a department and play a larger role within an administration. Based on my previous education, training, experience and current responsibilities, I believe I am fit to fulfill the duties of sergeant with distinction.

I am grateful and look forward to the opportunity to participate in this promotional testing within the College Place Police Department and I appreciate your time and consideration.

Respectfully,

A handwritten signature in black ink, appearing to read "Dylan E. Schmick". The signature is stylized with a large, sweeping 'D' and a distinct 'X' at the end.

Officer Dylan Schmick, PIO, CNT/TRT (#414)

Officer Dylan E. Schmick, PIO, CNT/TRT

Address: 167 Barista Drive

Phone: (509) 953-1398

Walla Walla, WA 99362

E-mail: dylanschmick4@gmail.com

Education

- **Boise State University** Graduation Date: May 2017
 - Masters of Athletic Leadership
- **Washington State University** Graduation Date: May 2015
 - Bachelor of Science in Athletic Training (CAATE Accredited Program)

Experience

College Place Police Department

2017 - Current

- Patrol Officer
- Public Information Officer (Social Media Director)
- Crisis / Hostage Negotiator Team Member
- Tactical Response Team Robot Operator
- Criminal Justice Training Center Certified Instructor (I-940 / De-escalation)
- CPPD Patrol Teamsters Labor Union Representative

Boise State University Athletic Training – Graduate Assistantship

2015-2017

- Football
 - Developed and ran a quarterback throwing shoulder maintenance program
 - Ordered and distributed Indredwear recovery products to athletes
 - Acted as a preceptor to undergraduate athletic training students
- Cheer and Dance
 - Head athletic trainer for Boise State Cheer and Main line
 - 2016 National Champions, Small Coed Show Cheer (USA Collegiate Championships)
- Athletic equipment maintenance and repair (DonJoy, Top Shelf, and Douglas products)
- Oversaw maintenance and repair of Hydroworx Therapy Pools

Washington State University Athletic Training - Clinical Internship	2012-2015
3rd Year- Washington State University Football Team	2014-2015
2nd Year- Off Campus Clinical Rotations	2013-2014
University of Idaho Athletic Training (Football), Moscow, ID Lewis-Clark State College Athletic Training, Lewiston, ID	
1st Year- On Campus Sport Rotations	2012-2013
Multiple Sport Rotations	1 st Semester
- Attained experience with women's soccer, baseball, track and field, volleyball, football, woman's basketball, rowing	
Washington State University Women's Basketball	2 nd Semester
Boise State University, Boise, ID – Summer Camps / Clinics	2015, 2016
Camps Covered: Football, Cheer and Dance Clinics (Multiple)	
Gozzer Ranch, Golf and Lake Club, Coeur D'Alene, Idaho- Outdoor Pursuits	Summer 2014, 2015
- Managed and maintained fitness center, pool, basketball and tennis courts as well as the set up and break down of many events on property - First responder for any injuries that occur on or around the facility	
NCAA Basketball Tournament, Spokane, WA- Medical Personal/First Aid	2013, 2014
Facilitated health care and emergency response as well as set up and break down for athletes participating in the Women's and Men's NCAA basketball tournament, Spokane bracket	
Washington State University Athletic Training- District Student Representative,	2013-2014
- Assisted in planning and coordinating the district student forum, in conjunction with the district president - Participated and provided input during monthly district conference calls as a representative for Washington State University	

- Supported and managed health care, emergency response, and paper work for several summer camps held on campus
- Camps covered: Football, Volleyball, Track and Field, and Tennis

Prior Certifications/Trainings

- **National Provider Identifier Number** 2016
 - # 1194276550
- **Idaho State Board of Medicine (Athletic Trainer)** 2016
 - # AT-546
- **American Heart Association BLS** 2016
 - First Aid, CPR, and AED Certified
- **Board of Certification (Athletic Training)** 2015
 - # 200020547
- **Position Release Therapy Institute**
 - Lower Quarter Education Session 2014

Volunteer Work

- **Special Olympics Washington** 2013, 2014
 - Provided first aid and emergency response for the local Special Olympics basketball tournament hosted at Washington State University, gained experience providing care for a handicapped population
- **Pi Kappa Phi Fraternity** 2011-2012
 - Special Events Coordinator planned and executed Homecoming, Dad's Weekend, Greek Week, and Mom's Weekend

Sergeant Exam Multiple-Choice Examination Candidate Comments

Please use this form to provide general feedback on this test or appeal a specific test question. Use back of page if more room is needed. Circle your answer choices below.

1. Did you feel the content of the multiple choice test was related to the job of Sergeant?

<i>Very Related</i>	<i>Mostly Related</i>	<i>Somewhat Related</i>	<i>Slightly Related</i>	<i>Not At All Related</i>
①	2	3	4	5

2. How relevant are the text books used for this test to the Sergeant position?

<i>Very Related</i>	<i>Mostly Related</i>	<i>Somewhat Related</i>	<i>Slightly Related</i>	<i>Not At All Related</i>
1	②	3	4	5

Comments or suggestions regarding the textbook: _____

3. How relevant are the department publications used for this test to the Sergeant position?

<i>Very Related</i>	<i>Mostly Related</i>	<i>Somewhat Related</i>	<i>Slightly Related</i>	<i>Not At All Related</i>
①	2	3	4	5

Comments or suggestions regarding the department publications: _____

4. Note below any suggestions you may have to improve the multiple choice test: _____

Comments/Appeals on Multiple Choice Test Questions

List the question number and page number of the questions for which you have a comment or appeal. Be as specific as possible as to the nature of your comment and/or the justification behind your appeal. If you are appealing a question, please list your contact information as you will be contacted for more information.

Comment or Appeal? (check the appropriate box)		ITEM	PAGE	Notes
☐ Comment	☐ Appeal			
☐ Comment	☐ Appeal			
☐ Comment	☐ Appeal			

Do you wish to speak with an exam administrator regarding your comment or appeal? ① No Yes

Print Your Name Dylan Schrick Phone (509) 953-1398