

Thursday, July 10, 2025
College Place Civil Service Commission - Hybrid Meeting

12:00 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

Agenda: <https://go.boarddocs.com/wa/cocp/Board.nsf/goto?open&id=DHXSS37405BD>

Zoom: <https://us06web.zoom.us/j/86117439039>

Or you may call this number to listen: 1-669-900-9128 ID#861 1743 9039

1. OPENING ITEMS

Subject :	1.01 Call To Order
Meeting :	Jul 10, 2025 - College Place Civil Service Commission - Hybrid Meeting
Category :	1. OPENING ITEMS
Access :	Public
Type :	Procedural
Subject :	1.02 Roll Call
Meeting :	Jul 10, 2025 - College Place Civil Service Commission - Hybrid Meeting
Category :	1. OPENING ITEMS
Access :	Public
Type :	Information, Procedural

Public Content

Commission Chair - Bill Kelly
Commission Vice Chair - Anthony Boyle
Commissioner - JoAnn Wiggins
Interim Civil Service Secretary - DaShari Schmick
Deputy City Clerk - Rhett Beardemphl
Excused Absence:
Commission Vice Chair - Anthony Boyle

Subject :	1.03 Public Comment
Meeting :	Jul 10, 2025 - College Place Civil Service Commission - Hybrid Meeting
Category :	1. OPENING ITEMS
Access :	Public
Type :	Procedural

2. CONSENT AGENDA

Subject :	2.01 Approve Agenda for July 10th, 2025
Meeting :	Jul 10, 2025 - College Place Civil Service Commission - Hybrid Meeting
Category :	2. CONSENT AGENDA

Access : Public
Type : Action (Consent), Procedural

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.

Subject : 2.02 Approve Minutes from June 12th, 2025
Meeting : Jul 10, 2025 - College Place Civil Service Commission
- Hybrid Meeting
Category : 2. CONSENT AGENDA
Access : Public
Type : Action (Consent), Minutes
Minutes : [View Minutes](#) for Jun 12, 2025 - College Place Civil Service Commission - Hybrid Meeting

File Attachments

[06_12_2025_CivilServiceMeetingMinutes.pdf \(120 KB\)](#)

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.

Subject : 2.03 Approve Payroll from June 2025
Meeting : Jul 10, 2025 - College Place Civil Service Commission
- Hybrid Meeting
Category : 2. CONSENT AGENDA
Access : Public
Type : Action (Consent), Procedural

Public Content

File Attachments

[6.2025 Payroll Certification.pdf \(429 KB\)](#)

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 Boardby 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.

Subject :	2.04 Approve Consent Agenda
Meeting :	Jul 10, 2025 - College Place Civil Service Commission - Hybrid Meeting
Category :	2. CONSENT AGENDA
Access :	Public
Type :	Action (Consent)
Recommended Action :	Motion to approve the consent agenda which includes the Agenda for July 10th, 2025, the minutes from June 12th, 2025 and the June 2025 payroll.

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 Boardby 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 Updated Fire Eligibility List
Meeting :	Jul 10, 2025 - College Place Civil Service Commission - Hybrid Meeting
Category :	3. REGULAR AGENDA
Access :	Public
Type :	Action
Recommended Action :	Motion to approve the Firefighter Eligibility List as presented and certify the top three names to the Fire Chief.

Public Content

At the Civil Service meeting on June 12, 2025, Commissioners approved the requirements to establish a Firefighter Eligibility List. The physical agility and written test were held on July 7, 2025. There were nine applicants, one didn't show on the day of testing. All eight candidates passed the Physical Agility test and advanced to the oral board interview on July 8, 2025.

Per the Civil Services Rules below, three names will be certified to the Chief.

10.05.03 - CERTIFICATION. If a vacancy is to be filled from a promotional or original register, the Secretary shall certify to the appointing authority the names of the three available eligibles that stand highest on the appropriate register. If less than three names are on the list the Commission may certify the available names or decide by majority vote to retest and establish a new eligibility list.

File Attachments

[Firefighter Eligibility List 7-2025.pdf \(167 KB\)](#)

[Firefighter-Certified Chiefs List 7-2025.pdf \(421 KB\)](#)

Administrative File Attachments

[Bollinger, Tanner Application.pdf \(169 KB\)](#)

[Hutchens, Grady Application.pdf \(187 KB\)](#)

[Martinez, Samuel Application.pdf \(197 KB\)](#)

[Overson, Connor Application.pdf \(2,995 KB\)](#)

[Phenicie, Keller Application.pdf \(186 KB\)](#)

[Read, Cooper Application.pdf \(223 KB\)](#)

[Renwick, Aidan Application.pdf \(219 KB\)](#)

[Smith, Bethany.pdf \(272 KB\)](#)

[Firefighter Eligibility Testing 2025.pdf \(1,091 KB\)](#)

[FF Final Scoring - 2025.pdf \(118 KB\)](#)

Subject :	3.02 Any Other Business for the Good of the Order
Meeting :	Jul 10, 2025 - College Place Civil Service Commission - Hybrid Meeting
Category :	3. REGULAR AGENDA
Access :	Public
Type :	Discussion, Information

4. CLOSING ITEMS

Subject :	4.01 Conclusion - Motion to conclude the meeting
Meeting :	Jul 10, 2025 - College Place Civil Service Commission - Hybrid Meeting
Category :	4. CLOSING ITEMS
Access :	Public
Type :	Procedural

1. OPENING ITEMS

Procedural: 1.01 Call To Order

Commissioner Kelly called the meeting to order at 12:00PM

Information, Procedural: 1.02 Roll Call
PRESENT:

Commission Members Bill Kelly;
JoAnn Wiggins;
Anthony Boyle

Staff Deputy Finance Director / HR Assistant, Interim Civil Service Secretary, DaShari Schmick
Deputy City Clerk, Rhett Beardemphl

MEMBERS EXCUSED: Anthony Boyle

MEMBERS ABSENT:

Procedural: 1.03 Public Comment

None

2. CONSENT AGENDA

Action (Consent): 2.01 Approve Agenda for June 12th, 2025
Action (Consent), Minutes: 2.02 Approve Minutes from May 8th, 2025
Action (Consent): 2.03 Approve Consent Agenda

Commissioner Wiggins made a motion to approve the consent agenda which included the agenda for June 13th, 2025, the minutes from May 8th, 2025 and the May 2025 payroll. Second by Commissioner Kelly and the motion passed 2-0.

3. REGULAR AGENDA

Discussion, Information: 3.01 Any Other Business for the Good of the Order

Discussion incurred.

Action (Consent): 3.02 Approve Fire Lieutenant Eligibility List Extension

Commissioner Wiggins made a motion to approve the extension of the Fire Lieutenant Eligibility List through April 2026. Second by Commissioner Kelly and the motion passes 2-0.

Action (Consent): 3.03 Approve Updates to Firefighter Eligibility Test

Commissioner Wiggins made a motion to approve the updates to the Firefighter Eligibility Testing Requirements for 2025. Second by Commissioner Kelly and the motion passes 2-0.

4. CLOSING ITEMS

Procedural: 4.01 Conclusion - Motion to conclude the meeting

Commissioner Wiggins made a motion to conclude the meeting at 12:13 PM. Second by Commissioner Kelly and, with no objection, the meeting concluded.

Approved:

Bill Kelly

Attest:

The foregoing minutes are the official record of the Civil Service Commission meeting that occurred June 13, 2025. 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
7/3/2025	Adams, Eric H	6/30/2025	Police Officer	194	\$ 8,793.46
7/3/2025	Barker, Kyle A	6/30/2025	Police Officer	173.25	\$ 8,165.23
7/3/2025	Barr, Marianne K	6/30/2025	Chief Clerk - PD	172	\$ 5,427.59
7/3/2025	Bartlett, Logan K	6/30/2025	Firefighter	224	\$ 6,905.53
7/3/2025	Bennett, George	6/30/2025	Police Officer	176.51	\$ 7,745.43
7/3/2025	Boose, John A	6/30/2025	Fire Marshall	196	\$ 9,092.29
7/3/2025	Cole, Tanner C	6/30/2025	Police Officer	195	\$ 8,579.25
7/3/2025	Dennis, Austin	6/30/2025	Police Officer	192.75	\$ 7,855.75
7/3/2025	Diaz, Salvador M	6/30/2025	Patrol Sergeant	168.5	\$ 10,670.29
7/3/2025	Drury, Charles O	6/30/2025	Fire Lieutenant	251	\$ 7,837.13
7/3/2025	Erb, Brittney E	6/30/2025	Firefighter	243	\$ 7,716.97
7/3/2025	Evensen, Patrick J	6/30/2025	Fire Lieutenant	257	\$ 12,178.39
7/3/2025	Fortin, Brian R	6/30/2025	Police Officer	162	\$ 8,520.06
7/3/2025	Gonzalez-Cazares, Estela	6/30/2025	Police Officer	190.76	\$ 7,240.91
7/3/2025	Graham, Jayme L	6/30/2025	Part-time Records Clerk	49.5	\$ 1,157.81
7/3/2025	Granchukoff, Hannah	6/30/2025	Firefighter	255	\$ 7,765.48
7/3/2025	Harris, Tanner M	6/30/2025	Police Officer	168	\$ 9,484.91
7/3/2025	Jackson, Nattilie	6/30/2025	Firefighter	194.25	\$ 7,358.76
7/3/2025	Kates, Courtney	6/30/2025	Police Officer	160	\$ 7,519.89
7/3/2025	Langlois, Joseph T	6/30/2025	Detective	170	\$ 7,891.13
7/3/2025	Nilsson, Trenton M	6/30/2025	Firefighter	284.5	\$ 8,464.36
7/3/2025	Nordman, Ronald A	6/30/2025	Special Enforcement Officer	160	\$ 5,798.52
7/3/2025	Rhodes, Brandon L	6/30/2025	Detective	182.01	\$ 8,888.79
7/3/2025	Schild, Andrew D	6/30/2025	Police Officer	178.88	\$ 8,858.34
7/3/2025	Schmick, Dylan E	6/30/2025	Patrol Sergeant	202.03	\$ 9,881.55
7/3/2025	St Clair, Andrea M	6/30/2025	Records Clerk	174.25	\$ 5,102.83
7/3/2025	Watkins, Daniel I	6/30/2025	Police Officer	190.5	\$ 8,583.00
7/3/2025	Williams, Troy J	6/30/2025	Fire Lieutenant	224	\$ 7,694.08

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 June 30, 2025.

DaShari Schmick
Interim Civil Service Secretary/Payroll Clerk

Bill Kelly
Commission Chair



CITY OF COLLEGE PLACE

HUMAN RESOURCES DEPARTMENT

625 South College Avenue
College Place, WA 99324
509-529-1200

July 9, 2025

Anthony Boyle, Commissioner
Bill Kelly, Commissioner
JoAnn Wiggins, Commissioner

Re: Firefighter Testing

Dear Commissioners:

As a result of the open and competitive testing process, which concluded on July 9, 2025, to establish a Firefighter Eligibility List, the following list is outlined for your approval and certification:

Firefighter		
Rank	Name	Score
1	Hutchens, Grady	84.80
2	Martinez, Samuel	84.25
3	Renwick, Aidan	83.58
4	Smith, Bethany	82.54
5	Read, Cooper	81.58
6	Bollinger, Tanner	80.50
7	Overson, Connor	75.36
8	Phenicie, Keller	75.31

Respectfully,

A handwritten signature in blue ink that reads 'Shawn Doering'.

Shawn Doering
Civil Service Secretary

Certified by:

Anthony Boyle, Commissioner

Bill Kelly, Commissioner

JoAnn Wiggins, Commissioner

City of College Place

Civil Service Commission

Anthony Boyle, Commissioner
Bill Kelly, Commissioner
JoAnn Wiggins, Commissioner

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

July 9, 2025

Chief David Winter
College Place Fire Department
629 S College Ave
College Place, WA 99324

Dear Chief Winter,

On 7/10/2025, the Civil Service Commission approved an updated certified eligibility list. Per Civil Service Rule 10.05.05, three names are being certified. Below are the certified eligible applicants for the position of Firefighter:

Name
Hutchens, Grady
Martinez, Samuel
Renwick, Aidan

Respectfully,

Bill Kelly, Commissioner

Anthony Boyle, Commissioner

JoAnn Wiggins, Commissioner

EMPLOYMENT APPLICATION



CITY OF COLLEGE PLACE
 625 S College Ave
 College Place, Washington 99324
 509-394-8517
<http://www.cpwa.us>

Bollinger, Tanner Ray
2000020 FIREFIGHTER/EMT

Received: 6/18/25 11:59 AM

For Official Use Only:

QUAL: _____

DNQ: _____

☐ Experience

☐ Training

☐ Other: _____

PERSONAL INFORMATION

POSITION TITLE: FIREFIGHTER/EMT	EXAM ID#: 2000020
NAME: (Last, First, Middle) Bollinger, Tanner Ray	SOCIAL SECURITY NUMBER: N/A
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 933 Carrie Avenue, Walla Walla, Washington 99362	EMAIL ADDRESS: bollinger289@gmail.com
HOME PHONE: 5092009837 ext. 5092009837	NOTIFICATION PREFERENCE: Email
DRIVER'S LICENSE: ☒ Yes ☐ No	LEGAL RIGHT TO WORK IN THE UNITED STATES? ☒ Yes ☐ No
What is your highest level of education? High School	

PREFERENCES

ARE YOU WILLING TO RELOCATE? ☐ Yes ☐ No ☐ Maybe
WHAT TYPE OF JOB ARE YOU LOOKING FOR? Regular
TYPES OF WORK YOU WILL ACCEPT: Full Time
SHIFTS YOU WILL ACCEPT: Day, Evening, Night, Rotating, Weekends, On Call (as needed)

EDUCATION

DATES:	SCHOOL NAME: Desales Catholic High School	
LOCATION: (City, State/Province) Walla Walla, Washington	DID YOU GRADUATE? ☒ Yes ☐ No	DEGREE RECEIVED: High School Diploma

WORK EXPERIENCE

DATES: From: 7/2021 To: Present	EMPLOYER: Abeja Winery	POSITION TITLE: event staff
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 2014 Millcreek road, Walla Walla, Washington, 99362		COMPANY URL: https://www.abeja.net/
PHONE NUMBER: (509) 526-7400	SUPERVISOR: Gaby Dufault - event manager	MAY WE CONTACT THIS EMPLOYER? ☒ Yes ☐ No
HOURS PER WEEK: 10	# OF EMPLOYEES SUPERVISED: 0	
DUTIES: At Abeja I work with a team to setup and break down weddings, tastings, and parties. We will also occasionally help serve and cater. I also do whatever else is needed for the event,		
REASON FOR LEAVING: N/A		
DATES: From: 8/2020 To: Present	EMPLOYER: College Place Fire Department	POSITION TITLE: Resident-at home volunteer
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 629 s College Ave, College Place, Washington, 99324		
PHONE NUMBER: 5092009837	SUPERVISOR: Charlie Drury - Lieutenant	MAY WE CONTACT THIS EMPLOYER? ☒ Yes ☐ No
HOURS PER WEEK: 8	# OF EMPLOYEES SUPERVISED: 0	
DUTIES: As a member of CPFD I aim to provide the best possible services to the citizens of College Place by having a professional attitude, mindset, and appearance and always expanding my knowledge. I attend, plan and lead trainings for shifts and volunteers. I also staff the station as well as find more available staff when an emergency happens leaving the station short staffed.		

REASON FOR LEAVING: N/A		
DATES: From: 11/2023 To: Present	EMPLOYER: Washington State Penitentiary	POSITION TITLE: Corrections Officer
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 1313 N 13th, Walla Walla, Washington, 99362		
PHONE NUMBER: 5095253610	SUPERVISOR: Vincent - Amaro	MAY WE CONTACT THIS EMPLOYER? ☒ Yes ☐ No
HOURS PER WEEK: 64	# OF EMPLOYEES SUPERVISED: 0	
DUTIES: My duties consist of monitoring the unit, enforcing rules, and cultivating an environment that encourages growth and trust between staff and incarcerated.		
REASON FOR LEAVING: I am pursuing my passion in firefighting.		
DATES: From: 6/2018 To: 8/2019	EMPLOYER: H.T. REA	POSITION TITLE: irrigation/field wroker
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 84896 Hood Rd, milton freewater, Washington, 97862		COMPANY URL: http://www.htreafarms.com/contact
PHONE NUMBER: (541) 558-3776	SUPERVISOR: Nathan Rea - owner	MAY WE CONTACT THIS EMPLOYER? ☒ Yes ☐ No
HOURS PER WEEK: 75	# OF EMPLOYEES SUPERVISED: 3	
DUTIES: Moved and laid irrigation lines. walked fields to ensure we had the cleanest crop and helped with harvest from driving, greasing, and watering roads SEE RESUME		
REASON FOR LEAVING: Summer job during school		

CERTIFICATES AND LICENSES	
TYPE: Hazardous Materials Awareness	
LICENSE NUMBER: 3094593	ISSUING AGENCY: State of Washington
TYPE: Wildland 2	
LICENSE NUMBER:	ISSUING AGENCY:
TYPE: fire fighter 1	
LICENSE NUMBER: 3165717	ISSUING AGENCY: Washington State Patrol
TYPE: Hazardous Materials Operations	
LICENSE NUMBER: 3165716	ISSUING AGENCY: Washington State Patrol
TYPE: 2021 Emergency Vehicle Incident Prevention Program	
LICENSE NUMBER: 9703AWEVAP97PO12	ISSUING AGENCY: College Place Fire Department
TYPE: Company Officer	
LICENSE NUMBER:	ISSUING AGENCY: College Place Fire Department
TYPE: Hazmat IQ Above/Below The line	
LICENSE NUMBER:	ISSUING AGENCY: HazmatIQ Federal resources
TYPE: Certificate of Completion Search and Rescue OE	
LICENSE NUMBER:	ISSUING AGENCY: Washington State Patrol
TYPE: Certificate of Completion Fire Control 1 OE	
LICENSE NUMBER:	ISSUING AGENCY: Washington State Patrol
TYPE: Firefigher 2	
LICENSE NUMBER: 3195994	ISSUING AGENCY: Washington State Patrol
TYPE: instructor 1	

LICENSE NUMBER:**ISSUING AGENCY:****Skills****OFFICE SKILLS:**

Typing:28

Data Entry:8400

OTHER SKILLS:**LANGUAGE(S):****ADDITIONAL INFORMATION****Nothing Entered For This Section****REFERENCES****REFERENCE TYPE:**

Professional

NAME:

Vincente Amaro

POSITION:

Sergeant

ADDRESS: (Street, City, State/Province, Zip/Postal Code)

walla walla, Washington 99362

EMAIL ADDRESS:

Vincente.amaro@doc1.wa.gov

PHONE NUMBER:

5093017242

REFERENCE TYPE:

Professional

NAME:

Brittney Erb

POSITION:**ADDRESS:** (Street, City, State/Province, Zip/Postal Code)

629 S. College Ave, college Place , Washington 99324

EMAIL ADDRESS:

erbbrittney@gmail.com

PHONE NUMBER:

(509) 876-1117

REFERENCE TYPE:

Professional

NAME:

Juan Sermo-Diaz

POSITION:

sergeant

ADDRESS: (Street, City, State/Province, Zip/Postal Code)

College Place , Washington 99324

EMAIL ADDRESS:

juan.sermo-diaz@doc1.wa.gov

PHONE NUMBER:

5095408311

Agency-Wide Questions

- 1. Are you able to perform the essential functions of the job with or without reasonable accommodation?**
Yes
- 2. Have you ever been employed by the City of College Place?**
Yes
- 3. Where did you first hear about this opportunity?**
City of College Place employee
- 4. If you selected "Other" on the previous question, please tell us where you heard about this job opportunity. If the question is not applicable, please write 'N/A.'**
N\A
- 5. Have you ever been terminated or forced to resign due to misconduct or unsatisfactory service? A "Yes" reply does not automatically disqualify you.**
No
- 6. If you answered "Yes" to being terminated, please explain:**
- 7. Does a member of your family currently work for the City of College Place?**
No

Job Specific Supplemental Questions

1. **Do you have a high school diploma or GED?**
Yes
 2. **Do you have a valid driver's license?**
Yes
 3. **Will you be at least 21 years of age at the time of hire?**
Yes
 4. **Are you a US Citizen or Lawful Permanent Resident?**
Yes
 5. **Do you have a minimum of one year of firefighting experience?**
Yes
 6. **Do you have a valid and current Washington State EMT B license?**
No
 7. **Do you have a current and valid IFSAC Firefighter I certification?**
Yes
 8. **Do you have a Wildland Firefighter 2 certification?**
Yes
 9. **Do you have any of the following certifications?**
IFSAC FF2, IFSAC Instructor
 10. **Which best describes your secondary education?**
No secondary education (HS Diploma or GED only)
 11. **Other secondary education:**
 12. **Final candidate(s) selected will be required to complete a comprehensive background check to include an integrity interview, job suitability testing, reference checks, criminal history check, driving record, education and certification verification, and review of training records. Upon conditional offer of employment, candidate(s) must successfully complete a psychological evaluation, and a physical examination tailored to the specific job description (to include drug and alcohol testing). Are you willing and able to go through this process, if selected?**
Yes
-

The following terms were accepted by the applicant upon submitting the online application:

By clicking the Accept & Submit button, I hereby certify that every statement I have made in this application is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for elimination from further considerations, or for dismissing me after I begin work. I understand that I will have to produce documentation verifying identity and employment eligibility in the U.S. I understand that this completed application is the property of the City of College Place and will not be returned. I authorize the City of College Place to solicit information from my previous employers regarding my performance record, reason for leaving and any information they may have concerning me. I hereby release all parties and persons connected with any such requests for information from all liability. I authorize the verification of any and all information listed above.

This application was submitted by Tanner Ray Bollinger on 6/18/25 11:59 AM

Signature _____

Date _____

Tanner Bollinger
933 Carrie Avenue, Walla Walla WA, 99362
(509)200-9837

Personal Summary

Ability to lead and follow in high stress situations, always striving to work hard and be a great coworker. Being a volunteer for approximately 5 years has given me a lot of experiences that will help me as a career firefighter. Working in a penitentiary has also helped my growth and has taught me how to de-escalate stressful situations. These jobs have also helped my leadership and communication skills grow and I look forward to growing my skills even more. I have a sense of pride in whatever work I'm doing and make sure that my job is done the very best it can be. In 2021 I went on the most medical calls for the year, received the chief's accommodation award in 2023, and firefighter of the year in 2024. I never turn down a chance to train, so far I have Attended multiple trainings across the state, along with many department and county trainings. I have been a dedicated Volunteer for 5 years. On March 25, 2022, I received a Letter of Memorandum from Sargent Schmick of the college place Police Department for my professionalism and ability to understand the situation we were in and quickly get to work.

Skills

Adaptable, communication, tool maintenance, work ethic, responsibility

Work History

H.T. Rea- farmhand- May-September 2017-2020, walked fields to ensure clean crops, irrigation work, preparing equipment for harvest as a summer job during school,

College Place Fire department- August 2020- present, Clean the station, tool maintenance, driving to calls, assisting the lead EMT, leading a crew during a fire incident, assisting and leading in department trainings.

Abeja- event staff- 2020-2022 Setting up for events and breaking down, catering and serving during events, assisting customers.

Washington State Penitentiary- attributing to safety and security of my colleagues and the facility by de-escalating situations before they start and staying vigilant

Certifications

IFSAC Firefighter 1&2, Hazmat Operations and Awareness, Wildland Firefighter 2, Instructor 1

Education

Desales Catholic High School 2017-2020, Walla Walla Valley Fire Academy. September 2020-december 2020

References

SGT.Vincent amaro, Supervisor at WSP

SGT. Juan sermo,

LT. Troy Williams

To the City Of College Place and the College Place Fire Department

I am writing in interest of the position of career firefighter. I have been a volunteer for 5 years, and during that time I have attended many different trainings across the state including the Washington state fire academies search and fire attack classes, nozzle forward, fireground survival, hazmat, STICO, art of reading smoke, brothers in battle irons ready, and others. I have also planned and led training focused on nozzle movement and mayday situations. I have been working in the State penitentiary for over a year now, which has helped grow in my leadership abilities, critical thinking, teamwork and many other areas. I am always looking to learn new things and attend more trainings and learning more as my career continues.

Thank you for taking the time to consider me as a candidate.

Tanner Bollinger

EMPLOYMENT APPLICATION



CITY OF COLLEGE PLACE
 625 S College Ave
 College Place, Washington 99324
 509-394-8517
<http://www.cpwa.us>

Hutchens, Grady
2000020 FIREFIGHTER/EMT

Received: 7/2/25 10:14 AM

For Official Use Only:

QUAL: _____

DNQ: _____

☐ Experience

☐ Training

☐ Other: _____

PERSONAL INFORMATION

POSITION TITLE: FIREFIGHTER/EMT	EXAM ID#: 2000020
NAME: (Last, First, Middle) Hutchens, Grady	SOCIAL SECURITY NUMBER: N/A
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 102 Jackson Grade, Dayton, Washington 99328	EMAIL ADDRESS: hutchensg@icloud.com
HOME PHONE: (509) 520-4296	NOTIFICATION PREFERENCE: Email
DRIVER'S LICENSE: ☒ Yes ☐ No	LEGAL RIGHT TO WORK IN THE UNITED STATES? ☒ Yes ☐ No
What is your highest level of education? High School	

PREFERENCES

Nothing Entered For This Section

EDUCATION

DATES:	SCHOOL NAME: Homeschool	
LOCATION: (City, State/Province) Dayton, Washington	DID YOU GRADUATE? ☒ Yes ☐ No	DEGREE RECEIVED: High School Diploma

WORK EXPERIENCE

DATES: From: 6/2024 To: Present	EMPLOYER: College Place Fire Department	POSITION TITLE: Resident Volunteer Firefighter
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 629 S College Ave, College Place, Washington, 99324		
PHONE NUMBER: (509) 529-6506	SUPERVISOR: Patrick Evenson - Lieutenant	MAY WE CONTACT THIS EMPLOYER? ☒ Yes ☐ No
HOURS PER WEEK: 48	# OF EMPLOYEES SUPERVISED: 0	
DUTIES: College Place Fire Department, ----- * Respond to emergency fire and medical calls, including structure and wildland fires. * Operate and maintain firefighting equipment, ensuring readiness for rapid deployment. * Provide emergency medical care as an EMT, assisting in patient assessment and transport. * Participate in training exercises to enhance firefighting and emergency response skills.		
REASON FOR LEAVING: Job in Lewiston ID		
DATES: From: 8/2023 To: 11/2025	EMPLOYER: Dutch Bros	POSITION TITLE: Assistant manager
ADDRESS: (Street, City, State/Province, Zip/Postal Code) Walla Walla, Washington		
PHONE NUMBER: 5095204296	SUPERVISOR: Ann Crawford - Manager	MAY WE CONTACT THIS EMPLOYER? ☒ Yes ☐ No
HOURS PER WEEK: 40	# OF EMPLOYEES SUPERVISED: 24	
DUTIES: * Developed strong teamwork skills in a fast-paced environment. * Maintained high energy and efficiency during long shifts. Additional Experience in Labor-Intensive Roles * Assisted in land management, heavy machinery operation, and commercial cleaning. * Worked in physically demanding environments, demonstrating endurance and adaptability.		
REASON FOR LEAVING: Currently working		

CERTIFICATES AND LICENSES**TYPE:**

Washington EMT

LICENSE NUMBER:

EMT.ES.61647314

ISSUING AGENCY:**Skills**

Nothing Entered For This Section

ADDITIONAL INFORMATION

Nothing Entered For This Section

REFERENCES**REFERENCE TYPE:**

Personal

NAME:

Janet Lindquist

POSITION:**ADDRESS:** (Street, City, State/Province, Zip/Postal Code)**EMAIL ADDRESS:**

janetlindquist@charter.net

PHONE NUMBER:

+1 (509) 629-2934

REFERENCE TYPE:

Professional

NAME:

Karrisa Buttice

POSITION:

Manager

ADDRESS: (Street, City, State/Province, Zip/Postal Code)**EMAIL ADDRESS:**

Karissabuttice@gmail.com

PHONE NUMBER:

+1 (602) 579-0993

REFERENCE TYPE:

Professional

NAME:

Zachary Loe

POSITION:**ADDRESS:** (Street, City, State/Province, Zip/Postal Code)**EMAIL ADDRESS:**

Zacharyloe04@gmail.com

PHONE NUMBER:

509-386-2157

Agency-Wide Questions

- 1. Are you able to perform the essential functions of the job with or without reasonable accommodation?**
Yes
- 2. Have you ever been employed by the City of College Place?**
Yes
- 3. Where did you first hear about this opportunity?**
City of College Place employee
- 4. If you selected "Other" on the previous question, please tell us where you heard about this job opportunity. If the question is not applicable, please write 'N/A.'**
N/A
- 5. Have you ever been terminated or forced to resign due to misconduct or unsatisfactory service? A "Yes" reply does not automatically disqualify you.**
No
- 6. If you answered "Yes" to being terminated, please explain:**
- 7. Does a member of your family currently work for the City of College Place?**
No

Job Specific Supplemental Questions

1. **Do you have a high school diploma or GED?**
Yes
 2. **Do you have a valid driver's license?**
Yes
 3. **Will you be at least 21 years of age at the time of hire?**
Yes
 4. **Are you a US Citizen or Lawful Permanent Resident?**
Yes
 5. **Do you have a minimum of one year of firefighting experience?**
Yes
 6. **Do you have a valid and current Washington State EMT B license?**
Yes
 7. **Do you have a current and valid IFSAC Firefighter I certification?**
Yes
 8. **Do you have a Wildland Firefighter 2 certification?**
Yes
 9. **Do you have any of the following certifications?**
No
 10. **Which best describes your secondary education?**
Some college
 11. **Other secondary education:**
 12. **Final candidate(s) selected will be required to complete a comprehensive background check to include an integrity interview, job suitability testing, reference checks, criminal history check, driving record, education and certification verification, and review of training records. Upon conditional offer of employment, candidate(s) must successfully complete a psychological evaluation, and a physical examination tailored to the specific job description (to include drug and alcohol testing). Are you willing and able to go through this process, if selected?**
Yes
-

The following terms were accepted by the applicant upon submitting the online application:

By clicking the Accept & Submit button, I hereby certify that every statement I have made in this application is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for elimination from further considerations, or for dismissing me after I begin work. I understand that I will have to produce documentation verifying identity and employment eligibility in the U.S. I understand that this completed application is the property of the City of College Place and will not be returned. I authorize the City of College Place to solicit information from my previous employers regarding my performance record, reason for leaving and any information they may have concerning me. I hereby release all parties and persons connected with any such requests for information from all liability. I authorize the verification of any and all information listed above.

This application was submitted by Grady Hutchens on 7/2/25 10:14 AM

Signature _____

Date _____

Grady Hutchens

College Place, WA 99324

(509) 520-4296 | gradyhutchens@icloud.com

PROFILE

Driven and dependable firefighter/EMT with hands-on experience in fire suppression, emergency medical services, and high-stress operations. Committed to excellence, community service, and continuous growth. Known for strong communication, physical stamina, and a calm presence in challenging environments.

CERTIFICATIONS & QUALIFICATIONS

SKILLS

- Structural & Wildland Fire Suppression
- Emergency Medical Care & Patient Transport
- Chainsaw & Power Tool Operation
- Incident Command System Familiarity
- Emergency Vehicle Operations
- Leadership, Communication & Team Coordination
- Adaptability Under Pressure

EXPERIENCE

Live-at-Home Volunteer Firefighter/EMT

College Place Fire Department – College Place, WA

June 2024 – Present

- Respond to fire, rescue, and EMS calls including structure and wildland incidents.
- Provide BLS care and assist with patient packaging and transport.
- Operate firefighting equipment, maintain apparatus readiness, and support training evolutions.
- Participate in shift responsibilities and contribute to station readiness and morale.

Assistant Manager & Barista

Dutch Bros Coffee – Walla Walla, WA

April 2025 – Present (Barista since Aug 2023)

- Support store operations and team leadership in a high-volume, customer-focused setting.

- Foster a positive culture and train new team members.
- Deliver quality service with energy, consistency, and attention to detail.

Labor-Intensive Work Experience

Various Positions – Walla Walla Valley

- Land management, heavy machinery operation, and commercial cleaning.
- Built strong physical endurance, adaptability, and respect for hard work.

EDUCATION

High School Diploma – Homeschool Graduate, 2022

Grady Hutchens
Dayton, WA 99324
(509) 520-4296
gradyhutchens@icloud.com

July 2, 2025

Chief David Winters
College Place Fire Department
629 S College Ave
College Place, WA 99324

Dear Chief Winters,

I am writing to express my sincere interest in a full-time firefighter/EMT position with College Place Fire Department. As a current live-at-home volunteer with CPFD, I have developed a deep appreciation for the department's commitment to excellence, teamwork, and service to the community. It would be an honor to continue contributing to that mission in a greater capacity.

Through my time as a volunteer, I have gained hands-on experience in emergency response, structural and wildland fire suppression, and prehospital care. I hold certifications including IFSAC Firefighter I, Washington State EMT (NREMT), and I am pending completion of Hazmat Awareness and Operations. My familiarity with CPFD's operations, equipment, and team culture has prepared me to step into a full-time role with confidence and enthusiasm.

Outside of the fire service, I also serve as an assistant manager at Dutch Bros Coffee, where I've strengthened my leadership, communication, and team-building skills in a fast-paced, high-energy environment. These experiences have further developed my adaptability, work ethic, and commitment to excellence—qualities I bring with me on every call.

I would be grateful for the opportunity to continue growing and serving with CPFD. Thank you for your time and consideration. I look forward to the possibility of discussing how I can contribute to the department in a full-time role.

Respectfully,
Grady Hutchens

EMPLOYMENT APPLICATION



CITY OF COLLEGE PLACE
 625 S College Ave
 College Place, Washington 99324
 509-394-8517
<http://www.cpwa.us>

Martinez, Samuel
2000020 FIREFIGHTER/EMT

Received: 7/1/25 11:09 AM

For Official Use Only:

QUAL: _____

DNQ: _____

☐ Experience

☐ Training

☐ Other: _____

PERSONAL INFORMATION

POSITION TITLE: FIREFIGHTER/EMT	EXAM ID#: 2000020
NAME: (Last, First, Middle) Martinez, Samuel	SOCIAL SECURITY NUMBER: N/A
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 817 Pleasant St, Walla Walla, Washington 99362	EMAIL ADDRESS: samuelmtz1@gmail.com
HOME PHONE: (509) 240-7442	NOTIFICATION PREFERENCE: Email
DRIVER'S LICENSE: ☐ Yes ☐ No	LEGAL RIGHT TO WORK IN THE UNITED STATES? ☐ Yes ☐ No
What is your highest level of education? Associate's Degree	

PREFERENCES

ARE YOU WILLING TO RELOCATE? ☐ Yes ☐ No ☐ Maybe
WHAT TYPE OF JOB ARE YOU LOOKING FOR? Regular
TYPES OF WORK YOU WILL ACCEPT: Full Time, Part Time, Per Diem
SHIFTS YOU WILL ACCEPT: Day, Evening, Night, Weekends, On Call (as needed)
OBJECTIVE: Highly motivated and physically fit individual with a strong desire to begin a career as a firefighter. Seeking an entry-level position to apply my knowledge, training, and commitment to ensuring public safety.

EDUCATION

DATES:	SCHOOL NAME: Walla Walla High School	
LOCATION: (City, State/Province) Walla Walla, Washington	DID YOU GRADUATE? ☐ Yes ☐ No	DEGREE RECEIVED: High School Diploma
DATES:	SCHOOL NAME: Walla Walla Community College	
LOCATION: (City, State/Province) Walla Walla, Washington	DID YOU GRADUATE? ☐ Yes ☐ No	DEGREE RECEIVED: Associate's
MAJOR: AA in Arts & Sciences	UNITS COMPLETED: 8 - Quarter	

WORK EXPERIENCE

DATES: From: 1/2021 To: Present	EMPLOYER: Old Town Barbershop	POSITION TITLE: Barber
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 408 N Main St, Milton Freewater, Oregon, 97862		COMPANY URL: otbarbershop.com
PHONE NUMBER: 509-730-5578	SUPERVISOR: Myself - Owner	MAY WE CONTACT THIS EMPLOYER? ☐ Yes ☐ No
HOURS PER WEEK: 40	# OF EMPLOYEES SUPERVISED: 0	
DUTIES: I'm the owner of my own barbershop in Milton Free-water called Old Town Barbershop. I take care of the book keeping, maintenance, and services.		
REASON FOR LEAVING: Currently working there		
DATES: From: 10/2013 To: 12/2018	EMPLOYER: Department of Human Services	POSITION TITLE: Human Service Specialist 1
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 309 N Columbia St., Milton Freewater, Oregon, 97862		

PHONE NUMBER: (541) 938-6627	SUPERVISOR: Diana Illowa - Line Manager	MAY WE CONTACT THIS EMPLOYER? ☒ Yes ☐ No
HOURS PER WEEK: 40	# OF EMPLOYEES SUPERVISED: 0	
DUTIES: Primary Duties: Enter attendance on participant's case plans. Schedule and mail appointments for family coaches. Attend and narrate at weekly case management meeting. Verify employment over the phone or via fax. Issued gas vouchers to participants. Secondary Duties: Schedule appointments for clients. Hand out and screen forms, keep the front desk area supplied with forms and packets. Transfer cases, mail appointment notices, call clients for appointment reminders, house visit assists, and brief interview of clients.		
REASON FOR LEAVING: To pursue self employment		
DATES: From: 4/2010 To: 4/2013	EMPLOYER: Family Medical Center	POSITION TITLE: Nursing Assistant
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 1120 Rose St, Walla Walla, Washington, 99362		COMPANY URL: yvfwc.org
PHONE NUMBER: 509-5256650	SUPERVISOR: Gina Pollard - Nursing Supervisor	MAY WE CONTACT THIS EMPLOYER? ☒ Yes ☐ No
HOURS PER WEEK: 40	# OF EMPLOYEES SUPERVISED: 0	
DUTIES: Assisted provider with greeting and rooming patients. Took vitals and prepared patients for exam/procedures. Referred patients to imaging, specialists, and other medical facilities. Assisted with appointment scheduling. Sterilized instruments in autoclave. Ordered basic lab exams. Worked on medical profile, updating medical and personal changes. Call patients to follow up on appointments, lab results, and things needed by provider.		
REASON FOR LEAVING: To expand medical knowledge elsewhere		

CERTIFICATES AND LICENSES	
TYPE: Dental Assistant	
LICENSE NUMBER: D160336603	ISSUING AGENCY: Washington Department of Health
TYPE: Nursing Assistant	
LICENSE NUMBER: NA60144669	ISSUING AGENCY: Washington Department of Health
TYPE: Barber License	
LICENSE NUMBER: 122892	ISSUING AGENCY: Washington State
TYPE: EMT Certification	
LICENSE NUMBER: 237865706279	ISSUING AGENCY: National Registry of Emergency Medical

Skills
OFFICE SKILLS: Typing:70 Data Entry:35
OTHER SKILLS:
LANGUAGE(S): Spanish - ☒ Speak ☒ Read ☒ Write

ADDITIONAL INFORMATION
Personal I've worked in public service and in the medical fields for a total of 10 years, I believe I have the experience to work with the public and build upon the skills I've acquired.

REFERENCES		
REFERENCE TYPE: Professional	NAME: Manuel Almanzar	POSITION: Paramedic/Firefighter
ADDRESS: (Street, City, State/Province, Zip/Postal Code) Pleasant St, Walla Walla, Washington 99362		
EMAIL ADDRESS: almanzarm@pasco-wa.gov		PHONE NUMBER: 509-540-9110
REFERENCE TYPE: Professional	NAME: Paige Center	POSITION: Firefighter/Paramedic
ADDRESS: (Street, City, State/Province, Zip/Postal Code) Walla Walla, Washington 99324		

EMAIL ADDRESS: psenter@wwfire4.com		PHONE NUMBER: (509) 876-7753
REFERENCE TYPE: Professional	NAME: Josh Reyes	POSITION: Nurse Practitioner
ADDRESS: (Street, City, State/Province, Zip/Postal Code) College Place, Washington 99362		
EMAIL ADDRESS: joshbreyes25@gmail.com		PHONE NUMBER: 509-540-9924

Agency-Wide Questions

- 1. Are you able to perform the essential functions of the job with or without reasonable accommodation?**
Yes
- 2. Have you ever been employed by the City of College Place?**
No
- 3. Where did you first hear about this opportunity?**
City of College Place employee
- 4. If you selected "Other" on the previous question, please tell us where you heard about this job opportunity. If the question is not applicable, please write 'N/A.'**
N/A
- 5. Have you ever been terminated or forced to resign due to misconduct or unsatisfactory service? A "Yes" reply does not automatically disqualify you.**
No
- 6. If you answered "Yes" to being terminated, please explain:**
- 7. Does a member of your family currently work for the City of College Place?**
No

Job Specific Supplemental Questions

1. **Do you have a high school diploma or GED?**
Yes
 2. **Do you have a valid driver's license?**
Yes
 3. **Will you be at least 21 years of age at the time of hire?**
Yes
 4. **Are you a US Citizen or Lawful Permanent Resident?**
Yes
 5. **Do you have a minimum of one year of firefighting experience?**
Yes
 6. **Do you have a valid and current Washington State EMT B license?**
Yes
 7. **Do you have a current and valid IFSAC Firefighter I certification?**
Yes
 8. **Do you have a Wildland Firefighter 2 certification?**
Yes
 9. **Do you have any of the following certifications?**
No
 10. **Which best describes your secondary education?**
Associate's degree (not fire related)
 11. **Other secondary education:**
 12. **Final candidate(s) selected will be required to complete a comprehensive background check to include an integrity interview, job suitability testing, reference checks, criminal history check, driving record, education and certification verification, and review of training records. Upon conditional offer of employment, candidate(s) must successfully complete a psychological evaluation, and a physical examination tailored to the specific job description (to include drug and alcohol testing). Are you willing and able to go through this process, if selected?**
Yes
-

The following terms were accepted by the applicant upon submitting the online application:

By clicking the Accept & Submit button, I hereby certify that every statement I have made in this application is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for elimination from further considerations, or for dismissing me after I begin work. I understand that I will have to produce documentation verifying identity and employment eligibility in the U.S. I understand that this completed application is the property of the City of College Place and will not be returned. I authorize the City of College Place to solicit information from my previous employers regarding my performance record, reason for leaving and any information they may have concerning me. I hereby release all parties and persons connected with any such requests for information from all liability. I authorize the verification of any and all information listed above.

This application was submitted by Samuel Martinez on 7/1/25 11:09 AM

Signature _____

Date _____

Samuel Martinez

817 Pleasant St
Walla Walla, WA, 99362
509-240-7442
samuelmtz1@gmail.com
07/01/2025

College Place Fire Department

629 S College Ave
College Place, WA

Dear Hiring Committee,

I am writing to express my strong interest in the entry-level firefighter position with the College Place Fire Department. As a certified EMT and dedicated volunteer firefighter, I am passionate about serving my community and being part of a team that prioritizes safety, professionalism, and integrity.

Through my volunteer work—especially the many sleeper shifts I’ve completed—I’ve gained valuable hands-on experience responding to a variety of calls, working closely with crews, and learning the day-to-day life of the fire service. I also had the opportunity to deploy to the Palisades Fire in California, which further strengthened my ability to operate under pressure and contribute as a dependable team member.

It would be an honor to serve the College Place community and support your department's mission. Thank you for considering my application. I look forward to the opportunity to speak with you further.

Sincerely,
Samuel Martinez

Samuel Martinez

817 Pleasant Street, Walla Walla, USA | (509) 240-7442

samueltz1@gmail.com

Objective

Dedicated and proactive fire academy graduate with a strong desire to begin a career as a firefighter. Seeking an entry-level position to leverage my theoretical knowledge, practical training, and commitment to public safety, while continuously learning and growing within a dynamic fire department.

Education

Firefighter Academy

Fire District 4, Walla Walla, USA

January 2023 - May 2023

Completed coursework in fire behavior, fire prevention, emergency response, and hazardous materials.

Gained hands-on experience with firefighting equipment and techniques through practical training exercises.

Studied fire attack techniques and safety protocols.

Developed a comprehensive understanding of fire department operations and organizational structure.

Certifications and Training

NREMT Certification

IFSAC Firefighter I Certification

CPR and First Aid Certification

Red Card Certification

Hazardous Materials Awareness & Operations

Skills

Bilingual in Spanish (over 6 years of medical interpreting experience)

Knowledge of basic firefighting principles and techniques

Ability to operate and maintain fire fighting equipment

Physical fitness and stamina for demanding tasks

Strong teamwork and communication skills

Quick thinking and decision-making in high-pressure situations

Adherence to safety protocols and procedures

Experience

Volunteer Firefighter/EMT

Walla Walla D4

Nov 2022 - Present

Participate in training exercises and drills to develop firefighting skills and knowledge.

Perform weekly overnight sleeper shifts at D4, providing availability to respond to emergency calls.

Assist with fire suppression activities under the guidance of senior firefighters.

Perform routine equipment checks and maintenance to ensure operational readiness.

Support senior team members during emergency response operations.

Community Involvement

Volunteer at local charity events, demonstrating commitment to community service. Provide free haircuts at Walla Walla Alliance for the Homeless and Milton Freewater Downtown Alliance.

Active member of the Life Church, organizing fundraisers and community projects.

References

Josh Reyes
Nurse Practitioner
joshbreyes25@gmail.com
509-540-9924

Benjamin Granchukoff
Paramedic/Firefighter
beng750@gmail.com
509-301-6807

Manuel Almanzar
Paramedic/Firefighter
almanzarm@pasco-wa.gov
509-540-9110

EMPLOYMENT APPLICATION



CITY OF COLLEGE PLACE
 625 S College Ave
 College Place, Washington 99324
 509-394-8517
<http://www.cpwa.us>

Overson, Connor L
2000020 FIREFIGHTER/EMT

Received: 6/17/25 11:51 AM

For Official Use Only:

QUAL: _____

DNQ: _____

☐ Experience

☐ Training

☐ Other: _____

PERSONAL INFORMATION

POSITION TITLE: FIREFIGHTER/EMT	EXAM ID#: 2000020
NAME: (Last, First, Middle) Overson, Connor L	SOCIAL SECURITY NUMBER: N/A
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 5142 Owl ct, West Richland, Washington 99353	EMAIL ADDRESS: connor.overson@gmail.com
HOME PHONE: 5096278456	NOTIFICATION PREFERENCE: Email
LEGAL RIGHT TO WORK IN THE UNITED STATES? ☒ Yes ☐ No	
What is your highest level of education? High School	

PREFERENCES

ARE YOU WILLING TO RELOCATE? ☒ Yes ☐ No ☐ Maybe
WHAT TYPE OF JOB ARE YOU LOOKING FOR? Regular
TYPES OF WORK YOU WILL ACCEPT: Full Time
SHIFTS YOU WILL ACCEPT: Day, Evening, Night, Rotating, Weekends, On Call (as needed)
OBJECTIVE: My objective is to continue my career in the fire service. I have 2 years of experience while being a Intern Firefighter with BCFD4 and love the fire service.

EDUCATION

DATES:	SCHOOL NAME: Pacific Crest Online Academy	
LOCATION: (City, State/Province) West Richland , Washington	DID YOU GRADUATE? ☒ Yes ☐ No	DEGREE RECEIVED: High School Diploma
DATES:	SCHOOL NAME: Columbia Safety LLC	
LOCATION: (City, State/Province) Kennewick , Washington	DID YOU GRADUATE? ☒ Yes ☐ No	DEGREE RECEIVED: Certification
MAJOR: EMT		
DATES:	SCHOOL NAME: BCFD4 in House Fire Academy	
LOCATION: (City, State/Province) West Richland , Washington	DID YOU GRADUATE? ☒ Yes ☐ No	DEGREE RECEIVED: Professional
MAJOR: IFSAC FF1		

WORK EXPERIENCE

DATES: From: 9/2023 To: Present	EMPLOYER: Benton County Fire District 4	POSITION TITLE: Intern Firefighter
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 2604 Bombing Range Rd, West Richland , Washington, 99353		
PHONE NUMBER: 5099672945	SUPERVISOR: Allen Putz - Captain	MAY WE CONTACT THIS EMPLOYER? ☒ Yes ☐ No
HOURS PER WEEK: 48	# OF EMPLOYEES SUPERVISED: 0	
DUTIES: On shift, work a 48/96. IFSAC Firefighter 1, EMT, and NWCS Firefighter 2. Respond to emergency calls while on shift. Public education		

REASON FOR LEAVING: To continue my career.		
DATES: From: 6/2022 To: 8/2022	EMPLOYER: Yokes Fresh Market	POSITION TITLE: Courtesy Clerk
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 1401 Bombing Range Rd, West Richland , Washington, 99353		
PHONE NUMBER: 509967800	SUPERVISOR: Sheldon Cragun - Store Manager	MAY WE CONTACT THIS EMPLOYER? ☒ Yes ☐ No
HOURS PER WEEK: 16	# OF EMPLOYEES SUPERVISED: 0	
DUTIES: Cart management, stocking shelves, bagging groceries, customer service.		
REASON FOR LEAVING: I was playing junior hockey and had this job for the summer in between hockey seasons.		

CERTIFICATES AND LICENSES	
TYPE: EMT Certification	
LICENSE NUMBER: E3762604	ISSUING AGENCY: NREMT
TYPE: IFSAC Firefighter 1	
LICENSE NUMBER: FEMA SID: 8106976	ISSUING AGENCY: BCFD4

Skills
OFFICE SKILLS: Typing:27 Data Entry:0
OTHER SKILLS: Hockey, Athletic - Expert - 18 years and 1 months
LANGUAGE(S): English - ☒ Speak ☒ Read ☒ Write

ADDITIONAL INFORMATION
Nothing Entered For This Section

REFERENCES		
REFERENCE TYPE: Professional	NAME: Evan Herling	POSITION: Firefighter
ADDRESS: (Street, City, State/Province, Zip/Postal Code) Kennewick, Washington		
EMAIL ADDRESS: herling.evan@gmail.com		PHONE NUMBER: 2064984990
REFERENCE TYPE: Professional	NAME: Chris Helms	POSITION: Firefighter
ADDRESS: (Street, City, State/Province, Zip/Postal Code) West Richland , Washington 99353		
EMAIL ADDRESS: helmsy26@gmail.com		PHONE NUMBER: 5099481442
REFERENCE TYPE: Professional	NAME: Manny Estrella	POSITION: Firefighter
ADDRESS: (Street, City, State/Province, Zip/Postal Code)		
EMAIL ADDRESS: mestrella@bcfd4.org		PHONE NUMBER: 5096194086

Agency-Wide Questions

- 1. Are you able to perform the essential functions of the job with or without reasonable accommodation?**
Yes
- 2. Have you ever been employed by the City of College Place?**
No
- 3. Where did you first hear about this opportunity?**
Friend or Relative
- 4. If you selected "Other" on the previous question, please tell us where you heard about this job opportunity. If the question is not applicable, please write 'N/A.'**
I heard the employment opportunity through my current employer
- 5. Have you ever been terminated or forced to resign due to misconduct or unsatisfactory service? A "Yes" reply does not automatically disqualify you.**
No
- 6. If you answered "Yes" to being terminated, please explain:**
- 7. Does a member of your family currently work for the City of College Place?**
No

Job Specific Supplemental Questions

1. Do you have a high school diploma or GED?

Yes

2. Do you have a valid driver's license?

Yes

3. Will you be at least 21 years of age at the time of hire?

Yes

4. Are you a US Citizen or Lawful Permanent Resident?

Yes

5. Do you have a minimum of one year of firefighting experience?

Yes

6. Do you have a valid and current Washington State EMT B license?

Yes

7. Do you have a current and valid IFSAC Firefighter I certification?

Yes

8. Do you have a Wildland Firefighter 2 certification?

Yes

9. Do you have any of the following certifications?

IFSAC FF2

10. Which best describes your secondary education?

Other

11. Other secondary education:

EMT class and certifications, I also have my EMT-IV. I have all of my firefighter certifications as well.

12. Final candidate(s) selected will be required to complete a comprehensive background check to include an integrity interview, job suitability testing, reference checks, criminal history check, driving record, education and certification verification, and review of training records. Upon conditional offer of employment, candidate(s) must successfully complete a psychological evaluation, and a physical examination tailored to the specific job description (to include drug and alcohol testing). Are you willing and able to go through this process, if selected?

Yes

The following terms were accepted by the applicant upon submitting the online application:

By clicking the Accept & Submit button, I hereby certify that every statement I have made in this application is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for elimination from further considerations, or for dismissing me after I begin work. I understand that I will have to produce documentation verifying identity and employment eligibility in the U.S. I understand that this completed application is the property of the City of College Place and will not be returned. I authorize the City of College Place to solicit information from my previous employers regarding my performance record, reason for leaving and any information they may have concerning me. I hereby release all parties and persons connected with any such requests for information from all liability. I authorize the verification of any and all information listed above.

This application was submitted by Connor L Overson on 6/17/25 11:51 AM

Signature _____

Date _____

Connor Overson

Motivated and disciplined intern firefighter with a strong foundation built through Junior A hockey, known for exceptional work ethic and the ability to thrive in high-pressure situations. Eager to bring complete dedication and team-oriented mindset to a full-time firefighting career.

5142 Owl Court
West Richland, WA 99353
(509) 627-8456
connor.overson@gmail.com

EXPERIENCE

Benton County Fire District 4 — *Intern Firefighter/EMT*

SEPTEMBER 2023 - PRESENT

- Respond to emergency calls, including structure fires, medical emergencies, and wildland fires.
- Provide pre-hospital emergency medical care as a Washington State EMT and NREMT provider
- Maintain a 48/96 shift schedule, performing daily apparatus and equipment checks, station duties, and ongoing training

Wenatchee Wild Hockey Club BCHL— *Player*

AUGUST 2020 - DECEMBER 2021

- Defensemen for Junior A hockey team. Practiced self-discipline on and off the ice
- Reacted to complex game situations quickly and effectively
- Proactively participated and contributed to community service efforts

Yoke's Fresh Market, West Richland — *Courtesy Clerk*

JUNE 2022 - AUGUST 2022

EDUCATION

Benton County Fire District 4 Fire Academy

SEPTEMBER 2023 - NOVEMBER 2023

Columbia Safety LLC, Kennewick WA — *EMT Basic Program*

MARCH 2023 - JUNE 2023

Pacific Crest Online Academy — *High School Diploma*

JUNE 2022

SKILLS

Teamwork & leadership

Goal-oriented & driven

Hands-on skills with tools and equipment

Athletic & physically capable

CREDENTIALS

NWCG Firefighter 2

Issued July 2024

HAZMAT Operations

Issued February 2024

IFSAC Firefighter 1

Issued November 2023

HAZMAT Awareness

Issued October 2023

WA State EMT Certification

Issued October 2023

NREMT Certification

Issued July 2023

AWARDS

BCFD#4 Intern Firefighter of the Year, 2024

BCFD#4 Academic Excellence,
Issued November 2023

SPECIAL ASSIGNMENTS*

**Southern California Mutual Aid Response — January 2025*

- Volunteered and was selected for deployment to assist with large-scale wildfire suppression operations in the Los Angeles region during peak fire activity.
- Operated under CAL FIRE and local agency direction as part of an interagency task force.
- Participated in structural protection, direct attack, mop-up, and logistical support.
- Demonstrated adaptability, strong situational awareness, and teamwork under rapidly changing fire conditions.

Connor Overson

Connor Overson
5142 Owl CT
W. Richland, WA 99353
509-627-8456
connor.overson@gmail.com

College Place Fire Department

629 S College Ave
College Place, WA 99324

Dear Hiring Manager,

I am writing to express my interest in the Firefighter/EMT position with College Place Fire Department. With a background as an Intern Firefighter and skills in emergency response and emergency management, I am eager to contribute to your team while continuing to develop my abilities in this field.

My experience has instilled in me a strong sense of hard work and teamwork. I thrive when collaborating with others towards a common goal, especially when that goal is serving our community during emergencies. The collaborative environment of College Place Fire Department aligns perfectly with my service oriented work style, allowing me to engage fully and make meaningful contributions alongside fellow responders.

In addition to my practical skills, I possess problem solving abilities that are crucial for navigating the unpredictable nature of emergency situations. Whether to fires or medical emergencies, I approach challenges with determination and a clear focus on effective solutions.

The opportunity to serve as a Firefighter/EMT not only excites me because of the chance to help others but also because it offers an avenue for personal growth through learning valuable skills and forming lasting friendships within your department.

Thank you for considering my application. I look forward to the possibility of joining your dedicated team at College Place Fire Department.

Sincerely,

Connor Overson

National Registry Emergency Medical Technicians

Merely Certifies

Connor L. O'berson

as an

Emergency Medical Technician

*dually registered together with all the rights and privileges appertaining thereto
in consideration of having satisfied the prescribed national standards for certification.
In Testimony Whereof, the seal of National Registry of Emergency Medical Technicians
and the Signatures as authorized by the Board of Directors are herewith affixed
this Third day of July, 2023 A.D.*

Kevin E. Mackey
Board Chair



William H. St.
Executive Director



State of Washington

CERTIFICATE OF COMPETENCY

Awarded to

Connor L. Overson

for demonstrated commitment to protecting the lives and property
of citizens from fire by meeting all requirements for certification as

Firefighter I

*Issued on 11/16/2023 according to NFPA Standard 1001, 2019 Edition
in compliance with requirements established by the
International Fire Service Accreditation Congress*



IFSAC Seal #3401071
FEMA SID 8106976



John R. Bature
Chief

Washington State Department of Health

By the authority of RCW 18.73

Connor Louis Overson

is granted
Emergency Medical Technician Certification

Supraglottic Airway Training Completed Date 06/17/2023

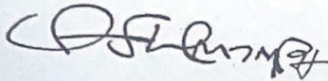
Status
ACTIVE

Credential Number
EMT.ES.61498638

Effective Date
10/19/2023

Initial Issuance
10/19/2023

Expiration Date
11/30/2026



Secretary

Personal Copy of Your Certification

Washington State Department of Health

By the authority of RCW 18.73

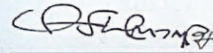
Connor Louis Overson

is granted
Emergency Medical Technician Certification

Status
ACTIVE

Credential Number
EMT.ES.61498638

Expiration Date
11/30/2026



Secretary

Connor Louis Overson
5142 Owl Ct
West Richland, WA 99353-9554

Credential Number **EMT.ES.61498638**
Expiration Date **11/30/2026**

Supraglottic Airway
Training Completed
Date **06/17/2023**

State of Washington



CERTIFICATE OF COMPETENCY

Awarded to

Connor L. Overson

for demonstrated commitment to protecting the lives and property
of citizens from fire by meeting all requirements for certification as

Hazardous Materials Operations

*Issued on 2/7/2024 according to NFPA Standard 1072, Chapters 5, 6.2, and 6.6, 2017 Edition
in compliance with requirements established by the
International Fire Service Accreditation Congress*



IFSAC Seal #3401065
FEMA SID 8106976



John R. Bates
Chief

State of



Washington

CERTIFICATE OF COMPETENCY

Awarded to

Connor L. Overson

for demonstrated commitment to protecting the lives and property
of citizens from fire by meeting all requirements for certification as

Hazardous Materials Awareness

*Issued on 10/23/2023 according to NFPA Standard 1072, Chapter 4, 2017 Edition
in compliance with requirements established by the
International Fire Service Accreditation Congress*



IFSAC Seal #3401058
FEMA SID 8106976



John R. Bates
Chief

EMPLOYMENT APPLICATION



CITY OF COLLEGE PLACE
 625 S College Ave
 College Place, Washington 99324
 509-394-8517
<http://www.cpwa.us>

Phenicie, Keller Alexander
2000020 FIREFIGHTER/EMT

Received: 6/28/25 9:48 AM

For Official Use Only:

QUAL: _____

DNQ: _____

☐ Experience

☐ Training

☐ Other: _____

PERSONAL INFORMATION

POSITION TITLE: FIREFIGHTER/EMT	EXAM ID#: 2000020
NAME: (Last, First, Middle) Phenicie, Keller Alexander	SOCIAL SECURITY NUMBER: N/A
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 130 joseph st n , Lapwai, Idaho 83540	EMAIL ADDRESS: Keller@phenicie.com
HOME PHONE: 405 382 9492	NOTIFICATION PREFERENCE: Email
DRIVER'S LICENSE: ☒ Yes ☐ No	LEGAL RIGHT TO WORK IN THE UNITED STATES? ☒ Yes ☐ No
What is your highest level of education? Technical College	

PREFERENCES

ARE YOU WILLING TO RELOCATE? ☒ Yes ☐ No ☐ Maybe
WHAT TYPE OF JOB ARE YOU LOOKING FOR? Regular
TYPES OF WORK YOU WILL ACCEPT: Full Time
SHIFTS YOU WILL ACCEPT: Day, Evening, Night
OBJECTIVE: To grow in the fire service.

EDUCATION

DATES:	SCHOOL NAME: Best Practice Medicine EMS school	
LOCATION: (City, State/Province) Columbia Falls , Montana	DID YOU GRADUATE? ☒ Yes ☐ No	DEGREE RECEIVED: Professional
MAJOR: N/A	UNITS COMPLETED: 1 - Quarter	
DATES:	SCHOOL NAME: Healdsburg High School	
LOCATION: (City, State/Province) Healdsburg , California	DID YOU GRADUATE? ☒ Yes ☐ No	DEGREE RECEIVED: High School Diploma
DATES:	SCHOOL NAME: Montana State Fire Service Training	
LOCATION: (City, State/Province) Columbia Falls , Montana	DID YOU GRADUATE? ☒ Yes ☐ No	DEGREE RECEIVED: Certification
MAJOR: N/A		

WORK EXPERIENCE

DATES: From: 11/2021 To: Present	EMPLOYER: Polson City Fire Department	POSITION TITLE: FireFighter
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 106 first st E, Polson, Montana, 59860		
PHONE NUMBER: 406 883 8220	SUPERVISOR: Kevin Straub, Clint Cottle - Assistance chief, Chief	MAY WE CONTACT THIS EMPLOYER? ☒ Yes ☐ No
HOURS PER WEEK: 10	# OF EMPLOYEES SUPERVISED: 0	
DUTIES: Fire suppression in urban/wildland area, motor vehicle accident cleanup, technical ice rescue, public safety education to the public, quick response unit for ambulance assistance.		

REASON FOR LEAVING: N/A		
DATES: From: 11/2022 To: Present	EMPLOYER: Polson Ambulance	POSITION TITLE: EMT
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 904 2nd st E, Polson, Montana, 59860		
PHONE NUMBER: 406 883 5778	SUPERVISOR: Justin Brester - manager	MAY WE CONTACT THIS EMPLOYER? ☒ Yes ☐ No
HOURS PER WEEK: 80	# OF EMPLOYEES SUPERVISED: 0	
DUTIES: Basic life support level 911 response for the Salish Kootenai reservation and surrounding areas, as well as inter-facility transfers and public first aid education.		
REASON FOR LEAVING: N/A		
DATES: From: 3/2025 To: Present	EMPLOYER: Clarkston Fire Department	POSITION TITLE: Reserve FF
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 820 5th St, Clarkston, Washington, 99403		
PHONE NUMBER: (509) 758-8681	SUPERVISOR: Darren White - Chief	MAY WE CONTACT THIS EMPLOYER? ☒ Yes ☐ No
HOURS PER WEEK: 48	# OF EMPLOYEES SUPERVISED: 0	
DUTIES: BLS emergency response, urban fire suppression, all hazard response, for the City of Clarkston along with mutual aid for the City of Lewiston and Asotin County.		
REASON FOR LEAVING: N/A		
DATES: From: 5/2025 To: Present	EMPLOYER: Clearwater Paper Fire Department	POSITION TITLE: FF/EMT
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 801 mill rd, Lewiston, Idaho, 83501		
PHONE NUMBER: 5092543504	SUPERVISOR: John Hoyt - Captain	MAY WE CONTACT THIS EMPLOYER? ☒ Yes ☐ No
HOURS PER WEEK: 96	# OF EMPLOYEES SUPERVISED: 0	
DUTIES: Fire suppression for clear water paper mill, fire watch, confined space rescue tech, bls emergency response and transport, sprinkler and fire extinguisher maintenance, hazmat response.		
REASON FOR LEAVING: currently employed		

CERTIFICATES AND LICENSES	
TYPE: NREMT	
LICENSE NUMBER: E2711988	ISSUING AGENCY: National Registry of Emergency Medical Technicians/ State of Montana
TYPE: Firefighter 1 Proboard/Ifsac	
LICENSE NUMBER:	ISSUING AGENCY:
TYPE: Hazmat Operations	
LICENSE NUMBER:	ISSUING AGENCY:
TYPE: Confined space rescue tech	
LICENSE NUMBER:	ISSUING AGENCY: Rural Metro

Skills
OFFICE SKILLS: Typing: Data Entry:
OTHER SKILLS: computer skills - Intermediate - 16 years and 0 months heavy equipment operations - Intermediate - 6 years and 0 months
LANGUAGE(S): English - ☒ Speak ☒ Read ☒ Write

ADDITIONAL INFORMATION
Nothing Entered For This Section

REFERENCES		
REFERENCE TYPE: Professional	NAME: Mike Cullen	POSITION: Critical Care Paramedic
ADDRESS: (Street, City, State/Province, Zip/Postal Code)		
EMAIL ADDRESS: polsonambulancedcad@gmail.com		PHONE NUMBER: 406 261 2014
REFERENCE TYPE: Professional	NAME: Kevin Straub	POSITION: Assistant Fire Chief/Critical Care Paramedic
ADDRESS: (Street, City, State/Province, Zip/Postal Code)		
EMAIL ADDRESS: kstraub@cityofpolson.com		PHONE NUMBER: 406 314 0297
REFERENCE TYPE: Professional	NAME: Tayler Hayes	POSITION: Firefighter, Spokane Valley Station No 9
ADDRESS: (Street, City, State/Province, Zip/Postal Code)		
EMAIL ADDRESS: tayler.hayes774@gmail.com		PHONE NUMBER: 4063967302
REFERENCE TYPE: Professional	NAME: Lyle Fisher	POSITION: U.S. Army Sergeant/Paramedic
ADDRESS: (Street, City, State/Province, Zip/Postal Code) Plains, Montana		
EMAIL ADDRESS: Lyle.Fisher08@gmail.com		PHONE NUMBER: 4063820578
REFERENCE TYPE: Professional	NAME: Justin Brester	POSITION: EMT/RN
ADDRESS: (Street, City, State/Province, Zip/Postal Code) Polson, Montana 59860		
EMAIL ADDRESS: medicmedicjr@gmail.com		PHONE NUMBER: 4062491567

Agency-Wide Questions

- 1. Are you able to perform the essential functions of the job with or without reasonable accommodation?**
Yes
- 2. Have you ever been employed by the City of College Place?**
No
- 3. Where did you first hear about this opportunity?**
Governmentjobs.com
- 4. If you selected "Other" on the previous question, please tell us where you heard about this job opportunity. If the question is not applicable, please write 'N/A.'**
n/a
- 5. Have you ever been terminated or forced to resign due to misconduct or unsatisfactory service? A "Yes" reply does not automatically disqualify you.**
No
- 6. If you answered "Yes" to being terminated, please explain:**
n/a
- 7. Does a member of your family currently work for the City of College Place?**
No

Job Specific Supplemental Questions

1. **Do you have a high school diploma or GED?**
Yes
 2. **Do you have a valid driver's license?**
Yes
 3. **Will you be at least 21 years of age at the time of hire?**
Yes
 4. **Are you a US Citizen or Lawful Permanent Resident?**
Yes
 5. **Do you have a minimum of one year of firefighting experience?**
Yes
 6. **Do you have a valid and current Washington State EMT B license?**
Yes
 7. **Do you have a current and valid IFSAC Firefighter I certification?**
Yes
 8. **Do you have a Wildland Firefighter 2 certification?**
Yes
 9. **Do you have any of the following certifications?**
No
 10. **Which best describes your secondary education?**
No secondary education (HS Diploma or GED only)
 11. **Other secondary education:**
certificates for Fire/ EMS
 12. **Final candidate(s) selected will be required to complete a comprehensive background check to include an integrity interview, job suitability testing, reference checks, criminal history check, driving record, education and certification verification, and review of training records. Upon conditional offer of employment, candidate(s) must successfully complete a psychological evaluation, and a physical examination tailored to the specific job description (to include drug and alcohol testing). Are you willing and able to go through this process, if selected?**
Yes
-

The following terms were accepted by the applicant upon submitting the online application:

By clicking the Accept & Submit button, I hereby certify that every statement I have made in this application is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for elimination from further considerations, or for dismissing me after I begin work. I understand that I will have to produce documentation verifying identity and employment eligibility in the U.S. I understand that this completed application is the property of the City of College Place and will not be returned. I authorize the City of College Place to solicit information from my previous employers regarding my performance record, reason for leaving and any information they may have concerning me. I hereby release all parties and persons connected with any such requests for information from all liability. I authorize the verification of any and all information listed above.

This application was submitted by Keller Alexander Phenicie on 6/28/25 9:48 AM

Signature _____

Date _____

Keller Phenicie

Urban and wildland interface firefighter EMT

130 Joseph St N
Lapwai, ID 83540
406 382 9492
Keller@Phenicie.com

EXPERIENCE

Clearwater paper Fire Department, Firefighter

May 2025 - PRESENT

Fire suppression, emergency medical response and transport, confined space rescue, fire watch, fire extinguisher and sprinkler maintenance for the clearwater paper mill.

City of Clarkston Fire Department, Firefighter

March 2025 - Present

Urban and wildland fire suppression for the city of clarkston, 911 bls emergency response/ inter facility transport, fire inspections for local businesses.

Polson Ambulance, EMT

November 2022 - Present

Bls 911 response for the Salish Kootenai reservation and surrounding areas, inter facility transports out of state, EMT school instructor and fire safety teacher for the public, as well as medical standby during wildfires.

EDUCATION

Montana State, Columbia Falls — *Certificate*

IFSAC/ PRO BOARD FF1/ Hazmat Ops

Best Practice Medicine, Columbia Falls — *Certificate*

EMT School, National Registry of Emergency Medical Technicians

SKILLS

Heavy equipment operations

Computer skills

Communication skills

Ability to use critical thinking skills in fast moving climates

AWARDS

California state FFA state talent award

California state FFA public speaking finalist

Healdsburg High School science fair 2nd place winner

LANGUAGES

English

Keller Phenicie

130 Joseph St N, Lapwai ID 83540

Dear Hiring Manager,

My name is Keller Phenicie, I am currently a resident in Lapwai, Idaho.

My History in the fire service began in 2022 with a volunteer agency in Polson, Montana, since then, I have strived to continue my education and career in the fire service by going through EMT school, fire academy, and hiring on as a reserve firefighter on the municipal side, and a full time firefighter on the industrial side. Before fire, my background consisted of agriculture, mechanical body work, social services, and construction experience making me well rounded in a lot of trades.

I am very quick to solve problems and work well with others as well as by myself, as well as a firm believer of leaving your at home problems at the door and coming to work with a positive attitude every day and keeping that tempo the entire work shift. I think I would be a valuable asset to your company with these skills.

Thank you for taking the time to consider me for this position, I look forward to hearing from you in the future.

Keller Phenicie.

EMPLOYMENT APPLICATION



CITY OF COLLEGE PLACE
 625 S College Ave
 College Place, Washington 99324
 509-394-8517
<http://www.cpwa.us>

Read, Cooper Page
2000020 FIREFIGHTER/EMT

Received: 6/22/25 2:43 PM

For Official Use Only:

QUAL: _____

DNQ: _____

☐ Experience

☐ Training

☐ Other: _____

PERSONAL INFORMATION

POSITION TITLE: FIREFIGHTER/EMT	EXAM ID#: 2000020
NAME: (Last, First, Middle) Read, Cooper Page	SOCIAL SECURITY NUMBER: N/A
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 629 South College Avenue, College Place, Washington 99324	EMAIL ADDRESS: cpread2004@gmail.com
HOME PHONE: 480-737-4022	NOTIFICATION PREFERENCE: Email
DRIVER'S LICENSE: ☐ Yes ☐ No	LEGAL RIGHT TO WORK IN THE UNITED STATES? ☐ Yes ☐ No
What is your highest level of education? Some College	

PREFERENCES

ARE YOU WILLING TO RELOCATE? ☐ Yes ☐ No ☐ Maybe
WHAT TYPE OF JOB ARE YOU LOOKING FOR? Regular
TYPES OF WORK YOU WILL ACCEPT: Full Time
SHIFTS YOU WILL ACCEPT: Day, Evening, Night, Rotating, Weekends, On Call (as needed)
OBJECTIVE: I want to secure a career position in the fire department so that I can use my skills to provide the community a high level of care and support while being a dedicated and responsible member for my colleagues

EDUCATION

DATES:	SCHOOL NAME: Walla Walla University	
LOCATION: (City, State/Province) College Place, Washington	DID YOU GRADUATE? ☐ Yes ☒ No	DEGREE RECEIVED: No Degree
MAJOR: Automotive	UNITS COMPLETED: 3 - Quarter	
DATES:	SCHOOL NAME: Monterey Bay Academy	
LOCATION: (City, State/Province) La Selva Beach, California	DID YOU GRADUATE? ☒ Yes ☐ No	DEGREE RECEIVED: High School Diploma

WORK EXPERIENCE

DATES: From: 9/2023 To: Present	EMPLOYER: College Place Fire Department	POSITION TITLE: Volunteer Lead Resident
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 629 S College Ave, College Place, Washington, 99324		COMPANY URL: https://www.cpwa.us/departments/fire/contact_us.php
PHONE NUMBER: 5095296506	SUPERVISOR: Charlie Drury - B-shift Lieutenant	MAY WE CONTACT THIS EMPLOYER? ☒ Yes ☐ No
HOURS PER WEEK: 48	# OF EMPLOYEES SUPERVISED: 2	
DUTIES: Emergency response to fire and medical situations, Daily vehicle checks, Station cleaning, training new recruits, continuing training for shift, and orientation for new residents.		
REASON FOR LEAVING: Currently still volunteering		

CERTIFICATES AND LICENSES

TYPE: Emergency Medical Technician Certification
--

LICENSE NUMBER: EMT.ES.61521712	ISSUING AGENCY: Washington State Department of Health
TYPE: Firefighter 1	
LICENSE NUMBER: 8090481	ISSUING AGENCY: International Fire Service Accreditation Congress
TYPE: Hazardous Materials Operations	
LICENSE NUMBER: 8090481	ISSUING AGENCY: International Fire Service Accreditation Congress
TYPE: Hazardous Materials Awareness	
LICENSE NUMBER: 8090481	ISSUING AGENCY: International Fire Service Accreditation Congress
TYPE: Wildland FFT2	
LICENSE NUMBER:	ISSUING AGENCY: National Wildfire Coordinating Group

Skills
OFFICE SKILLS: Typing: Data Entry:
OTHER SKILLS:
LANGUAGE(S): English - ☐ Speak ☐ Read ☐ Write

ADDITIONAL INFORMATION
Nothing Entered For This Section

REFERENCES		
REFERENCE TYPE: Professional	NAME: Charlie Drury	POSITION: B-shift Lieutenant of College Place Fire Department
ADDRESS: (Street, City, State/Province, Zip/Postal Code)		
EMAIL ADDRESS: CDrury@cpwa.us		PHONE NUMBER: 5095409931
REFERENCE TYPE: Professional	NAME: Natillie Jackson	POSITION: College Place Fire Department, day shift member
ADDRESS: (Street, City, State/Province, Zip/Postal Code)		
EMAIL ADDRESS: nattiliejcksn1@gmail.com		PHONE NUMBER: 5093010814
REFERENCE TYPE: Professional	NAME: Ian Schroetlin	POSITION: C-Shift FF/EMT
ADDRESS: (Street, City, State/Province, Zip/Postal Code)		
EMAIL ADDRESS: Ian.Schroetlin@gmail.com		PHONE NUMBER: 5092543631

Agency-Wide Questions

- 1. Are you able to perform the essential functions of the job with or without reasonable accommodation?**
Yes
- 2. Have you ever been employed by the City of College Place?**
No
- 3. Where did you first hear about this opportunity?**
Other
- 4. If you selected "Other" on the previous question, please tell us where you heard about this job opportunity. If the question is not applicable, please write 'N/A.'**
My advisor at Walla Walla University informed me of the program and put me in contact with Robbie West.
- 5. Have you ever been terminated or forced to resign due to misconduct or unsatisfactory service? A "Yes" reply does not automatically disqualify you.**
No
- 6. If you answered "Yes" to being terminated, please explain:**
- 7. Does a member of your family currently work for the City of College Place?**
No

Job Specific Supplemental Questions

1. **Do you have a high school diploma or GED?**
Yes
 2. **Do you have a valid driver's license?**
Yes
 3. **Will you be at least 21 years of age at the time of hire?**
Yes
 4. **Are you a US Citizen or Lawful Permanent Resident?**
Yes
 5. **Do you have a minimum of one year of firefighting experience?**
Yes
 6. **Do you have a valid and current Washington State EMT B license?**
Yes
 7. **Do you have a current and valid IFSAC Firefighter I certification?**
Yes
 8. **Do you have a Wildland Firefighter 2 certification?**
Yes
 9. **Do you have any of the following certifications?**
No
 10. **Which best describes your secondary education?**
Some college
 11. **Other secondary education:**
 12. **Final candidate(s) selected will be required to complete a comprehensive background check to include an integrity interview, job suitability testing, reference checks, criminal history check, driving record, education and certification verification, and review of training records. Upon conditional offer of employment, candidate(s) must successfully complete a psychological evaluation, and a physical examination tailored to the specific job description (to include drug and alcohol testing). Are you willing and able to go through this process, if selected?**
Yes
-

The following terms were accepted by the applicant upon submitting the online application:

By clicking the Accept & Submit button, I hereby certify that every statement I have made in this application is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for elimination from further considerations, or for dismissing me after I begin work. I understand that I will have to produce documentation verifying identity and employment eligibility in the U.S. I understand that this completed application is the property of the City of College Place and will not be returned. I authorize the City of College Place to solicit information from my previous employers regarding my performance record, reason for leaving and any information they may have concerning me. I hereby release all parties and persons connected with any such requests for information from all liability. I authorize the verification of any and all information listed above.

This application was submitted by Cooper Page Read on 6/22/25 2:43 PM

Signature _____

Date _____

Cooper Read

629 S College Ave
College Place, WA 99324
480-737-4022
Cpread2004@gmail.com

Objective

To secure a career position with The College Place Fire Department so I can continue to develop and apply my skills in firefighting, medical care, and community service. I am committed to continuous professional growth and working with a team, all while adhering to a high standard of honesty, respect, service, cooperation, and diversity.

Skills and certifications

- EMT-B
- FF-1
- Hazmat Operations
- Hazmat Awareness
- Wildland FF-2
- Experience as Engine Operator/Pumper

Experience

College Place Fire Department, College Place, WA - Volunteer FF/EMT - September 2023 - Present

- Promoted to Lead resident in July 2024.
- Work a full 48/96 schedule
- Residency President
- Daily responsibilities include station cleaning, rig checks, inventory, training new members, scheduling shift training, as well as responding to medical and fire calls

Walla Walla County Fire District 4, Walla Walla, WA- Volunteer EMT - May 2024 - September 2024

- Participated in the EMS standby for the Walla Walla Drag Strip

Education

Walla Walla University, College Place, WA - September 2022 - 2023

- General Studies, Automotive, Welding, Machining, and Woodworking

Monterey Bay Academy, La Selva Beach, CA - **High School Diploma** - September 2018 -June 2022

- Graduated with a GPA of 3.7.

Cooper Read

629 S College Ave
College Place, WA, 99324
(480) 737-4022
Cpread2004@Gmail.Com

June 18th 2025

Hiring Committee

City of College Place
625 S College Ave
College Place, WA, 99324

Dear Hiring Committee

I am writing to express my passion and commitment to securing a career position at the College Place Fire Department. As a determined and focused individual, I strive to use my teamwork, physical abilities, and knowledge in places where they would be most useful, and this department is where I see that happening. I look forward to further developing these skills with the College Place Fire Department.

I have volunteered for the College Place Fire Department for 2 years and 9 months. In this time, I have been promoted to Lead-Resident and taken the opportunity to become the Residency president. With the department's aid, I have received my state EMT-B, NREMT, Firefighter 1, Hazmat Operations, Hazmat Awareness, and Wildland FF2. I am currently preparing to take the structure FF2 practical test. Along with that, I am aiming to have my engine operator/pumper certificate within the next year. The department and community have given me so much, and it is only right that I return the favor.

Along with these certificates, I have developed a strong work ethic, the ability to make decisions under stress, and mental/physical durability. My core values that will aid the department and community are continued training, community involvement, safety, open and honest communication, and respect. I work great in a team or alone and will pick up the slack or jobs no one else wants to do.

I would be grateful to expand upon these topics and speak about how I want to make a long-term commitment to the department and community. Thank you for considering my application.

Sincerely

Cooper Read

EMPLOYMENT APPLICATION



CITY OF COLLEGE PLACE
 625 S College Ave
 College Place, Washington 99324
 509-394-8517
<http://www.cpwa.us>

Renwick, Aidan
2000020 FIREFIGHTER/EMT

Received: 7/2/25 7:59 PM

For Official Use Only:

QUAL: _____

DNQ: _____

☐ Experience

☐ Training

☐ Other: _____

PERSONAL INFORMATION

POSITION TITLE: FIREFIGHTER/EMT		EXAM ID#: 2000020
NAME: (Last, First, Middle) Renwick, Aidan		SOCIAL SECURITY NUMBER: N/A
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 107 Green Street, Walla Walla, Washington 99362		EMAIL ADDRESS: aidan.renwick@icloud.com
HOME PHONE: 509-540-1255	ALTERNATE PHONE: (509)540-1255	NOTIFICATION PREFERENCE: Email
DRIVER'S LICENSE: ☐ Yes ☐ No		LEGAL RIGHT TO WORK IN THE UNITED STATES? ☐ Yes ☐ No
What is your highest level of education? High School		

PREFERENCES

ARE YOU WILLING TO RELOCATE? ☐ Yes ☐ No ☐ Maybe
WHAT TYPE OF JOB ARE YOU LOOKING FOR? Regular
TYPES OF WORK YOU WILL ACCEPT: Full Time
SHIFTS YOU WILL ACCEPT: Day, Evening, Night, Rotating, Weekends
OBJECTIVE: My objective is to get a career in the fire service.

EDUCATION

DATES:	SCHOOL NAME: Walla Walla Online	
LOCATION: (City, State/Province) Walla Walla, Washington	DID YOU GRADUATE? ☐ Yes ☐ No	DEGREE RECEIVED: High School Diploma
DATES:	SCHOOL NAME: Southeast Area Technical Skills Center	
LOCATION: (City, State/Province) Walla Walla Washington United States, Washington	DID YOU GRADUATE? ☐ Yes ☐ No	DEGREE RECEIVED: High School Diploma

WORK EXPERIENCE

DATES: From: 6/2024 To: Present	EMPLOYER: Walla Walla County Fire District #4	POSITION TITLE: Resident Firefighter
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 2251 S Howard St, Walla Walla, Washington, 99362		
PHONE NUMBER: (509)-529-1282	SUPERVISOR: Casey Sewell - Lieutenant	MAY WE CONTACT THIS EMPLOYER? ☐ Yes ☐ No
HOURS PER WEEK: 72	# OF EMPLOYEES SUPERVISED: 0	
DUTIES: *Perform normal station duties (cleaning apparatus, station cleaning, ect) * Maintain and operate emergency apparatus *Check and maintain my PPE and any and all response equipment * Respond quickly, and effectively on emergency apparatus * Complete Fire Academy * Attend job related training's		
REASON FOR LEAVING: Still currently employed here.		
DATES: From: 6/2023 To: 6/2025	EMPLOYER: Summit Lawn Care	POSITION TITLE: Laborer

ADDRESS: (Street, City, State/Province, Zip/Postal Code) 1239 Studebaker Drive, Walla Walla Wa, Washington, 99362		
PHONE NUMBER: (509)-301-3598	SUPERVISOR: JD Jaspersen - Business Owner	MAY WE CONTACT THIS EMPLOYER? ☒ Yes ☐ No
HOURS PER WEEK: 30	# OF EMPLOYEES SUPERVISED: 0	
DUTIES: * Maintain/operate equipment * Communicate with clientele * Manage job sites * Manage/haul materials		
REASON FOR LEAVING: I was offered the Summer Hire position at Walla Walla County Fire District #4.		
DATES: From: 1/2024 To: 6/2024	EMPLOYER: College Place Fire Department	POSITION TITLE: Resident Firefighter
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 629 S College Ave, College Place , Washington, 99324		
PHONE NUMBER: (509)-529-6506	SUPERVISOR: Emily Downs - Lieutenant	MAY WE CONTACT THIS EMPLOYER? ☒ Yes ☐ No
HOURS PER WEEK: 42	# OF EMPLOYEES SUPERVISED: 0	
DUTIES: * Perform normal station duties (cleaning apparatus, station cleaning, ect) * Maintain and operate emergency apparatus * Check and maintain my PPE and any and all response equipment * Respond quickly, and effectively on emergency apparatus * Complete Fire Academy * Attend job related training's		
REASON FOR LEAVING: I was offered the same position at a station that I believe will set me up better for a career.		
DATES: From: 10/2022 To: 6/2023	EMPLOYER: Mountain View Tree Service	POSITION TITLE: Groundsman
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 2485 Silverton Rd, Salem , Oregon, 97301		
PHONE NUMBER: (503)-363-0991	SUPERVISOR: Isaac long - Operation manager	MAY WE CONTACT THIS EMPLOYER? ☒ Yes ☐ No
HOURS PER WEEK: 30	# OF EMPLOYEES SUPERVISED: 0	
DUTIES: * Drag brush * Fell tree's * Rigging branches with pulley system * Check and maintain trucks and equipment * Operate chipper and compact equipment		
REASON FOR LEAVING: I was offered a job at better pay, with a leadership role.		
DATES: From: 7/2022 To: 9/2022	EMPLOYER: Good Stalk Farms	POSITION TITLE: Farm Hand
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 3053 Russel Creek Rd , Walla Walla, Washington, 99362		
PHONE NUMBER: (509)-301-3878	SUPERVISOR: Andrea Unk - Book Keeper/ Manager	MAY WE CONTACT THIS EMPLOYER? ☒ Yes ☐ No
HOURS PER WEEK: 60	# OF EMPLOYEES SUPERVISED: 0	
DUTIES: * Drove wheat truck * Maintained equipment * Communicated effectively with combine operators		
REASON FOR LEAVING: Harvest came to an end.		
DATES: From: 3/2021 To: 10/2021	EMPLOYER: Dwelly Jones Vineyard	POSITION TITLE: Vineyard hand
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 3053 Russel Creek Rd , Walla Walla, Washington, 99362		
PHONE NUMBER: (509)-301-3878	SUPERVISOR: Andrea Unk - Vineyard Owner	MAY WE CONTACT THIS EMPLOYER? ☒ Yes ☐ No
HOURS PER WEEK: 30	# OF EMPLOYEES SUPERVISED: 0	
DUTIES: * Pruning, thinning, plant maintenance * Mole patrol, and poisoning * Vineyard maintenance and repairs		

REASON FOR LEAVING:

The grape season was over.

CERTIFICATES AND LICENSES

TYPE: CPR and First Aid	
LICENSE NUMBER: 1027297	ISSUING AGENCY: American Safety and Health Institute
TYPE: Traffic Control Flagger	
LICENSE NUMBER: 48769	ISSUING AGENCY: Oregon Department of Transportation
TYPE: OSHA 10	
LICENSE NUMBER: 14-006374446	ISSUING AGENCY: OSHA
TYPE: Firefighter I	
LICENSE NUMBER: 3398312	ISSUING AGENCY: IFSAC
TYPE: Hazmat Operations	
LICENSE NUMBER: 3398311	ISSUING AGENCY: IFSAC
TYPE: Hazmat Awareness	
LICENSE NUMBER: 3398310	ISSUING AGENCY: IFSAC
TYPE: BLS Provider	
LICENSE NUMBER: 255412176242	ISSUING AGENCY: American Heart Association
TYPE: Washington State EMT-B	
LICENSE NUMBER: ES61647317	ISSUING AGENCY: Washington State Department of Health
TYPE: EMT- Basic	
LICENSE NUMBER: E3884452	ISSUING AGENCY: National Registry of Emergency Medical Technicians.

Skills

OFFICE SKILLS: Typing:50 Data Entry:12000
OTHER SKILLS: Bilingual, Spanish and English - Intermediate - 13 years and 6 months Operation of hand and Power Tools - Expert - 4 years and 4 months Operation and Driving Manual Vehicles - Expert - 2 years and 7 months
LANGUAGE(S): Spanish - ■ Speak ■ Read ■ Write

ADDITIONAL INFORMATION**Additional Information**

I am currently in the Walla Walla County EMT program scheduled to be done December 14th, 2024. I plan to take my National Registry exam December 21st, 2024.

REFERENCES

REFERENCE TYPE: Professional	NAME: Emily Downs	POSITION: Firefighter/Paramedic
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 1436 Pat Ave, Walla Walla , Washington 99362		
EMAIL ADDRESS: downse393@gmail.com		PHONE NUMBER: (503)-724-6442
REFERENCE TYPE: Professional	NAME: Jim Stovall	POSITION: Firefighter/Paramedic
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 907 Martin Drive, Walla Walla, Washington 99362		
EMAIL ADDRESS: jstovall@ci.richland.wa.us		PHONE NUMBER: (360)-931-6119
REFERENCE TYPE: Professional	NAME: Cody Maine	POSITION: Community FF/Paramedic

ADDRESS: (Street, City, State/Province, Zip/Postal Code) 925 Hedine Rd, Walla Walla , Washington 99362		
EMAIL ADDRESS: cmaine79@me.com		PHONE NUMBER: (541) 310-1244
REFERENCE TYPE: Personal	NAME: Eric Matson	POSITION: Construction Technology Instructor
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 1139 East Alder, Walla Walla Washington United States, Washington 99362		
EMAIL ADDRESS: ejmatson@wwps.org		PHONE NUMBER: (509) 473-4318
REFERENCE TYPE: Personal	NAME: Jacob Butenhoff	POSITION: Wrestling Coach/ Teacher
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 1035 Southview Dr, Walla Walla Washington United States, Washington 99362		
EMAIL ADDRESS: jabutenhoff@wwps.org		PHONE NUMBER: (509) 521-0068
REFERENCE TYPE: Professional	NAME: Chris Worden	POSITION: Captain FF/Paramedic
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 3435 Ranch Rd, Walla Walla Washington United States, Washington 99362		
EMAIL ADDRESS: cworden61@gmail.com		PHONE NUMBER: (509) 301-2771
REFERENCE TYPE: Professional	NAME: Dean Walker	POSITION: FF/Paramedic
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 1315 Dakota St, Walla Walla Washington United States, Washington 99362		
EMAIL ADDRESS: dean.walker151@gmail.com		PHONE NUMBER: (208) 669-3454
REFERENCE TYPE: Professional	NAME: Alex Bruner	POSITION: FF/Paramedic
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 1404 E Sumach Street, Walla Walla Washington United States, Washington 99362		
EMAIL ADDRESS: Alex.bruner@yahoo.com		PHONE NUMBER: (509) 629-2592

Agency-Wide Questions

- 1. Are you able to perform the essential functions of the job with or without reasonable accommodation?**
Yes
- 2. Have you ever been employed by the City of College Place?**
No
- 3. Where did you first hear about this opportunity?**
City of College Place Facebook
- 4. If you selected "Other" on the previous question, please tell us where you heard about this job opportunity. If the question is not applicable, please write 'N/A.'**
N/A
- 5. Have you ever been terminated or forced to resign due to misconduct or unsatisfactory service? A "Yes" reply does not automatically disqualify you.**
No
- 6. If you answered "Yes" to being terminated, please explain:**
N/A
- 7. Does a member of your family currently work for the City of College Place?**
No

Job Specific Supplemental Questions

1. **Do you have a high school diploma or GED?**
Yes
 2. **Do you have a valid driver's license?**
Yes
 3. **Will you be at least 21 years of age at the time of hire?**
No
 4. **Are you a US Citizen or Lawful Permanent Resident?**
Yes
 5. **Do you have a minimum of one year of firefighting experience?**
Yes
 6. **Do you have a valid and current Washington State EMT B license?**
Yes
 7. **Do you have a current and valid IFSAC Firefighter I certification?**
Yes
 8. **Do you have a Wildland Firefighter 2 certification?**
Yes
 9. **Do you have any of the following certifications?**
No
 10. **Which best describes your secondary education?**
No secondary education (HS Diploma or GED only)
 11. **Other secondary education:**
N/A
 12. **Final candidate(s) selected will be required to complete a comprehensive background check to include an integrity interview, job suitability testing, reference checks, criminal history check, driving record, education and certification verification, and review of training records. Upon conditional offer of employment, candidate(s) must successfully complete a psychological evaluation, and a physical examination tailored to the specific job description (to include drug and alcohol testing). Are you willing and able to go through this process, if selected?**
Yes
-

The following terms were accepted by the applicant upon submitting the online application:

By clicking the Accept & Submit button, I hereby certify that every statement I have made in this application is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for elimination from further considerations, or for dismissing me after I begin work. I understand that I will have to produce documentation verifying identity and employment eligibility in the U.S. I understand that this completed application is the property of the City of College Place and will not be returned. I authorize the City of College Place to solicit information from my previous employers regarding my performance record, reason for leaving and any information they may have concerning me. I hereby release all parties and persons connected with any such requests for information from all liability. I authorize the verification of any and all information listed above.

This application was submitted by Aidan Renwick on 7/2/25 7:59 PM

Signature_____

Date_____

Aidan T. Renwick

107 Green Street
Walla Walla, WA 99362
(509) 540-1255
aidan.renwick@icloud.com

2nd of July, 2025

To whom it may concern,

I am interested in the position of firefighter/EMT as advertised on Facebook and spoken about amongst colleagues. I am dedicated, and passionate about serving, and protecting any community I have the opportunity to serve. I am coachable, work hard, and maintain a positive attitude. I have a passion for every aspect of the fire service, and am excited about the opportunity at hand.

I have experience in project management, equipment operation and maintenance, and many other blue-collar skills. In my year of residency, I have shown exceptional dedication to getting better at my job as a firefighter/emt. I spend lots of time training, and learning about the different areas of the fire and ems service. Given my outstanding passion and dedication towards the fire service, I believe I would make an excellent addition to the College Place Fire Department.

In conclusion, I am ambitious, passionate, and ready to learn. I believe I portray the values of the College Place at a very high standard. Given my work history, and life experience and skills, I will make a superb asset to citizens and members of your community.

Sincerely, Aidan Renwick

● **Aidan T. Renwick**

Aidan Renwick

107 Green Street, Walla Walla, WA 99362

509-540-1255

aidan.renwick@icloud.com

Education

Walla Walla Online, Walla Walla, Washington

Class of 2024

Southeast Area Technical Skills Center, Walla Walla, Washington

Class of 2024

Skills and Certification

- Bilingual (English and Spanish)
- BLS Provider CPR and First Aid certified
- Traffic Control Flagger Certified
- EMT - Basic
- Wildland Red Card
- Osha-10
- EVIP Certified
- Firefighter I
- Hazmat Operations and Awareness

Work Experience

Dwelly Jones Vineyard/GoodStalk Farms, Walla Walla, Wa

March 2021 to September 2022

- Vineyard maintenance/plant maintenance
- Operate/maintain harvest equipment
- Communicate effectively w/ combine operators

Mountain View Tree Service, Walla Walla, Wa

October 2022 to June 2023

- Lower branches w/ pulley system
- Check/maintain/operate equipment

Summit Lawn Care, Walla Walla, Wa

June 2023 to June 2025

- Maintain/operate equipment
- Communicate with clientele
- Manage job sites

Walla Walla County Fire District #4, Walla Walla, Wa

June 2024 to Present

- Check/maintain/operate apparatus and equipment
- Maintain/clean station and apparatus
- Attend/complete job related classes and trainings
- Assist in community activities

Bluewood Ski Patrol, Dayton, Wa

December 2024 to Present

- Pursue training to fulfill task book
- Check/ maintain emergency response equipment
- Handle/assist in patient care and transport
- Maintain lift towers, rope lines , etc.

EMPLOYMENT APPLICATION



CITY OF COLLEGE PLACE
625 S College Ave
College Place, Washington 99324
509-394-8517
<http://www.cpwa.us>

Smith, Bethany A
2000020 FIREFIGHTER/EMT

Received: 7/2/25 5:46 PM

For Official Use Only:

QUAL: _____

DNQ: _____

☐ Experience

☐ Training

☐ Other: _____

PERSONAL INFORMATION

POSITION TITLE: FIREFIGHTER/EMT	EXAM ID#: 2000020
NAME: (Last, First, Middle) Smith, Bethany A	SOCIAL SECURITY NUMBER: N/A
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 4320 crescent road, Pasco, Washington 99301	EMAIL ADDRESS: smithbethany81@yahoo.com
HOME PHONE: 5099485928	NOTIFICATION PREFERENCE: Email
DRIVER'S LICENSE: ☐ Yes ☐ No	LEGAL RIGHT TO WORK IN THE UNITED STATES? ☐ Yes ☐ No
What is your highest level of education? Associate's Degree	

PREFERENCES

ARE YOU WILLING TO RELOCATE? ☐ Yes ☐ No ☐ Maybe
TYPES OF WORK YOU WILL ACCEPT: Full Time

EDUCATION

DATES:	SCHOOL NAME: Columbia Basin College	
LOCATION: (City, State/Province) Pasco , Washington	DID YOU GRADUATE? ☐ Yes ☐ No	DEGREE RECEIVED: Associate's
MAJOR: General Studies		
DATES:	SCHOOL NAME: Chiawana High School	
LOCATION: (City, State/Province) Pasco , Washington	DID YOU GRADUATE? ☐ Yes ☐ No	DEGREE RECEIVED: High School Diploma

WORK EXPERIENCE

DATES: From: 2/2023 To: Present	EMPLOYER: Walla Walla County Fire District 5	POSITION TITLE: Resident FF/EMT
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 460 West Humorist St., Burbank, Washington, 99323		
PHONE NUMBER: (509) 547-8341	SUPERVISOR: Ryan Thompson - Fire Lieutenant/ AEMT	MAY WE CONTACT THIS EMPLOYER? ☐ Yes ☐ No
HOURS PER WEEK: 72	# OF EMPLOYEES SUPERVISED: 0	
DUTIES: Perform all the duties of structural firefighter, EMT, wildland firefighter, and apparatus operator. I have also trained in high and low angle rope rescue, swift water rescue, ice rescue and vehicle extrication.		
REASON FOR LEAVING: Currently employed.		
DATES: From: 3/2022 To: Present	EMPLOYER: Splash and Swim School	POSITION TITLE: Swim Instructor/ Coach
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 3841 Mt Adams View Dr, Richland, Washington		
PHONE NUMBER: (509) 578-9135	SUPERVISOR: Marissa Williard - Manager/ Owner	MAY WE CONTACT THIS EMPLOYER? ☐ Yes ☐ No
HOURS PER WEEK: 40	# OF EMPLOYEES SUPERVISED: 10	

DUTIES:

Safely manage 1-40 kids in the pool while providing a learning environment. Teach all ages of people at all stages of knowledge how to improve their swimming and water safety skills. This position also requires effective communication with parents and kids. When being head coach of the swim team the position required organization of races and ensuring competitors were prepared.

REASON FOR LEAVING:

Currently employed.

DATES: From: 5/2023 To: Present	EMPLOYER: Franklin County Fire District 3	POSITION TITLE: Emergency Hire FF/EMT
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 7809 N Rd 36, Pasco, Washington, 99301		
PHONE NUMBER: (509) 547-9306	SUPERVISOR: Jason Langston - Captain	MAY WE CONTACT THIS EMPLOYER? ☒ Yes ☐ No
HOURS PER WEEK: 72	# OF EMPLOYEES SUPERVISED: 0	

DUTIES:

During my employment with Franklin County Fire District 3 I operated as a structural and wildland firefighter and patient care giver as a licensed EMT-IV. Along with call response duties I was responsible for station chores and maintenance. Additionally, I was asked to instruct some volunteer trainings and be a company officer at the local volunteer fire academy.

REASON FOR LEAVING:

I was employed as an emergency hire from May 2023 to October 2023. In October I switched from my emergency hire position to a volunteer position due to my emergency hire position contract ending.

CERTIFICATES AND LICENSES

TYPE: Emergency Medical Technician	
LICENSE NUMBER: EMT.ES.61410910	ISSUING AGENCY: Washington State Department of Health
TYPE: IS.100.C	
LICENSE NUMBER:	ISSUING AGENCY: Federal Emergency Management Institute
TYPE: IS-200.C	
LICENSE NUMBER:	ISSUING AGENCY: Federal Emergency Management Institute
TYPE: IS-700.B	
LICENSE NUMBER:	ISSUING AGENCY: Federal Emergency Management Institute
TYPE: IS-800.D	
LICENSE NUMBER:	ISSUING AGENCY: Federal Emergency Management Institute
TYPE: Washington State Boater Education Card	
LICENSE NUMBER: 00457548	ISSUING AGENCY: National Association of State Boating Law Administrators
TYPE: Firefighter 1	
LICENSE NUMBER: 3461087	ISSUING AGENCY: International Fire Service Accreditation Congress
TYPE: Firefighter 2	
LICENSE NUMBER: 3401472	ISSUING AGENCY: International Fire Service Accreditation Congress
TYPE: Hazardous Materials Awareness	
LICENSE NUMBER: 3461058	ISSUING AGENCY: International Fire Service Accreditation Congress
TYPE: Hazardous Materials Operations	
LICENSE NUMBER: 3461074	ISSUING AGENCY: International Fire Service Accreditation Congress
TYPE: EMT- IV Technician Endorsement	
LICENSE NUMBER: EMT.ES.61410910	ISSUING AGENCY: Washington State Department of Health
TYPE: NWCG Firefighter type 2	
LICENSE NUMBER:	ISSUING AGENCY: National Wildfire Coordinating Group

TYPE: NWCG Firefighter type 1	
LICENSE NUMBER:	ISSUING AGENCY: National Wildfire Coordinating Group
TYPE: National Registry of Emergency Medical Technicians	
LICENSE NUMBER: E3722409	ISSUING AGENCY: National Registry of Emergency Medical Technicians

Skills

OFFICE SKILLS: Typing: Data Entry:
OTHER SKILLS:
LANGUAGE(S): Spanish - ■ Speak ■ Read ■ Write

ADDITIONAL INFORMATION**Nothing Entered For This Section****REFERENCES**

REFERENCE TYPE: Personal	NAME: Lynsey Hyson	POSITION:
ADDRESS: (Street, City, State/Province, Zip/Postal Code) Pasco, Washington 99301		
EMAIL ADDRESS: Lynsey.hyson@yahoo.com		PHONE NUMBER: (206) 999-9573
REFERENCE TYPE: Professional	NAME: Ryan Thompson	POSITION: Lieutenant/ AEMT
ADDRESS: (Street, City, State/Province, Zip/Postal Code) Pasco, Washington 99301		
EMAIL ADDRESS: rthompson@WWCFD5.org		PHONE NUMBER: (509)264- 0107
REFERENCE TYPE: Professional	NAME: Justin Lessard	POSITION: Captain/ Paramedic
ADDRESS: (Street, City, State/Province, Zip/Postal Code) Burbank, Washington 99323		
EMAIL ADDRESS: jlessard@wwcfd5.org		PHONE NUMBER: 1 (509) 881-1429
REFERENCE TYPE: Professional	NAME: Paul Olheiser	POSITION: Deputy Cheif
ADDRESS: (Street, City, State/Province, Zip/Postal Code) Burbank, Washington 99323		
EMAIL ADDRESS: polheiser@wwcfd5.org		PHONE NUMBER: (503) 741-0930
REFERENCE TYPE: Professional	NAME: Peter Sinclair	POSITION:
ADDRESS: (Street, City, State/Province, Zip/Postal Code) Walla Walla, Washington		
EMAIL ADDRESS: petersinclair1008@gmail.com		PHONE NUMBER: (509)578-6523

Agency-Wide Questions

- 1. Are you able to perform the essential functions of the job with or without reasonable accommodation?**
Yes
- 2. Have you ever been employed by the City of College Place?**
No
- 3. Where did you first hear about this opportunity?**
Other
- 4. If you selected "Other" on the previous question, please tell us where you heard about this job opportunity. If the question is not applicable, please write 'N/A.'**
Deputy Chief Olheiser
- 5. Have you ever been terminated or forced to resign due to misconduct or unsatisfactory service? A "Yes" reply does not automatically disqualify you.**
No
- 6. If you answered "Yes" to being terminated, please explain:**
- 7. Does a member of your family currently work for the City of College Place?**
No

Job Specific Supplemental Questions

1. **Do you have a high school diploma or GED?**
Yes
 2. **Do you have a valid driver's license?**
Yes
 3. **Will you be at least 21 years of age at the time of hire?**
Yes
 4. **Are you a US Citizen or Lawful Permanent Resident?**
Yes
 5. **Do you have a minimum of one year of firefighting experience?**
Yes
 6. **Do you have a valid and current Washington State EMT B license?**
Yes
 7. **Do you have a current and valid IFSAC Firefighter I certification?**
Yes
 8. **Do you have a Wildland Firefighter 2 certification?**
Yes
 9. **Do you have any of the following certifications?**
IFSAC FF2, Wildland Firefighter 1
 10. **Which best describes your secondary education?**
Associate's degree (not fire related)
 11. **Other secondary education:**
 12. **Final candidate(s) selected will be required to complete a comprehensive background check to include an integrity interview, job suitability testing, reference checks, criminal history check, driving record, education and certification verification, and review of training records. Upon conditional offer of employment, candidate(s) must successfully complete a psychological evaluation, and a physical examination tailored to the specific job description (to include drug and alcohol testing). Are you willing and able to go through this process, if selected?**
Yes
-

The following terms were accepted by the applicant upon submitting the online application:

By clicking the Accept & Submit button, I hereby certify that every statement I have made in this application is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for elimination from further considerations, or for dismissing me after I begin work. I understand that I will have to produce documentation verifying identity and employment eligibility in the U.S. I understand that this completed application is the property of the City of College Place and will not be returned. I authorize the City of College Place to solicit information from my previous employers regarding my performance record, reason for leaving and any information they may have concerning me. I hereby release all parties and persons connected with any such requests for information from all liability. I authorize the verification of any and all information listed above.

This application was submitted by Bethany A Smith on 7/2/25 5:46 PM

Signature _____

Date _____

Bethany Smith

4320 Crescent Rd.

Pasco WA 99301

(509) 948- 5928

bsmith408@icloud.com

JOB RELATED EXPERIENCE

WALLA WALLA COUNTY FIRE DISTRICT 5- Burbank, Washington

February 2023-

Present

Resident Firefighter/ EMT

EMS Provider of the Year

2023 and 2024

- Structural and wildland fire suppression
- Safe apparatus operation
- Emergency medicine patient care provider

FRANKLIN COUNTY FIRE DISTRICT 3- Pasco, Washington

May 2024- October 2024

Emergency Hire Firefighter

- Structural and wildland fire suppression
- Safe apparatus operation
- Emergency medicine patient care provider
- Tri County Recruit Academy
 - Company Officer and hands on skill instructor

FRANKLIN COUNTY FIRE DISTRICT 3- Pasco, Washington

October 2024-

Present

Volunteer FF/EMT

- Structural and wildland fire suppression
- Safe apparatus operation
- Emergency medicine patient care provider
 - IV Technician Endorsement

November 2024

EDUCATION

Columbia Basin College

Associates of Arts and Sciences

September 2020- June

2022

EMT Certificate

September 2022- December 2022

CERTIFICATIONS/LICENSES

- IFSAC Firefighter I November 2023
- IFSAC Firefighter II May 2024
- NWCG Firefighter type 2 March 2023
- NWCG Firefighter type 1 January 2025
 - Incident Commander type 5 trainee
- National Registry Emergency Medical Technician December 2022

- EMT-IV
- Rescue Boat Deckhand certified, Ice Rescue Technician
- ICS 100, 200, 700, 800

November 2024
May 2023, February 2025
December 2022 and February 2023

Bethany Smith
(509) 948- 5928
bsmith408@icloud.com

July 1st, 2025

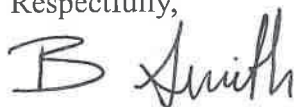
To the College Place Fire Department Hiring Committee,

I am writing this letter to express my interest in the open firefighter/ EMT position at the College Place Fire Department. Multiple aspects of your department have drawn me to this position, mainly, your department's operations. This includes being a department that does structure fire, wildland fire, and EMS. Also, being a combination department that has volunteers and residents. Over the past two years of being a resident firefighter, I have found a purpose in providing PT healthcare and a passion for firefighting.

My experience over the past two years encompasses every aspect of the job that is performed at the College Place Fire Department. This includes my IFSAC firefighter 1 and 2 certification, my wildland Firefighter type 1 certification and my EMT certification with an IV- technician endorsement. To get my fire 1 certification I went through an internal academy through my current resident program and finished my hazmat certifications with the local volunteer fire academy. Before getting structurally qualified, I spent months working on structure related firefighting skills with all of the career firefighters. Getting my IFSAC Fire 2 certification encompassed self- study and working with my current lieutenant for the hands- on and practical portions. While working through my wildland FFT1 taskbook I went on a total of 6 state mobilizations to include Spokane and California. I have been working under the walla walla county EMS protocols for almost 2.5 years, in addition to having worked as an EMT I also received my IV-Technician endorsement last November. Having gotten my start in the fire service as a resident and having been a company officer last year at TCRA I want to join a department with residents so that I can do for them what so many others have done for me.

Due to my experience over the past two years and my passion for the fire service, I feel that I would be an excellent addition to your department. I acknowledge that I still have quite a bit to learn, especially coming into a new department and look forward to the opportunity to work with your personnel to improve in all aspects of the fire service. Thank you for your time and consideration of my application.

Respectfully,

A handwritten signature in dark ink, appearing to read "B Smith". The signature is fluid and cursive, with the first letter "B" being large and prominent.

Bethany Smith



City of College Place

Civil Service Commission

Anthony Boyle, Commissioner
Bill Kelly, Commissioner
JoAnn Wiggins, Commissioner

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

2025 FIREFIGHTER ELIGIBILITY LIST TESTING INFORMATION

APPLICATION PERIOD - Applications are available online at the City of College Place Career Page at <https://www.governmentjobs.com/careers/cpwa>

OPEN: June 13, 2025

APPLICATIONS

DUE BY: July 3, 2025

PHYSICAL ABILITY TEST (PAT)

DATE: July 7, 2025 – 9:00am

PLACE: Fire Training Tower, 300 Cayuse, Walla Walla, WA

WRITTEN TEST

DATE: July 7, 2025 – 1:00pm

PLACE: College Place Fire Department, 629 S. College Ave, College Place, WA

ORAL INTERVIEW

DATE: July 8 & 9, 2025 as needed for overflow – time assigned after successful completion of PAT

PLACE: College Place Fire Department, 629 S. College Ave, College Place, WA

Firefighter testing information and requirements:

1. Minimum Requirements:

- Must have a high school diploma or GED.
- Must possess a valid state driver's license.
- Must be at least 18 years of age at time of Chief's Interview.
- Must be a US Citizen or Lawful Permanent Resident.
- Must have a Washington State EMT B license at the time of Chief's Interview.
- Preferred one year of firefighting experience at time of Chief's Interview.
- Preferred IFSAC Firefighter I certification at the time of Chief's Interview.
- Preferred Wildland Firefighter 2 at the time of Chief's Interview.

2. Testing Components and Scoring

- Physical Ability Test (10% of final score, must be completed in six (6) minutes or less to advance or be place on the eligibility list)
 - Under 4 minutes = 10%
 - 4:00 – 4:12 = 9%
 - 4:13 – 4:24 = 8%
 - 4:25 – 4:36 = 7%
 - 4:37 – 4:48 = 6%
 - 4:49 – 5:00 = 5%
 - 5:01 – 5:15 = 4%
 - 5:16 – 5:30 = 3%
 - 5:31 – 5:45 = 2%
 - 5:46 – 6:00 = 1%
 - 6:01 - + = Will not advance to written test
- Written Test (40% of final score, minimum of 70% to advance or be place on the eligibility list)
- Oral Interview (50 % of final score)

Additional percentage points available*:

1. Education & Certification
 - IFSAC FF2 = 1%
 - IFSAC Pump-Operator = 1%
 - IFSAC Instructor 1 = 1%
 - Wildland Firefighter 1 = 1%.
 - Qualifying degree in our field (Fire Science, Emergency Management etc.) = 1%
2. Veteran's Preference
3. Service as a Volunteer Firefighter for the College Place Fire Department (Max 5%, see Civil Service Rules)
 - Completion of 2nd year as a volunteer with the CPFD – 1%
 - Completion of 3rd year as a volunteer with the CPFD – 2%
 - Completion of 4th year as a volunteer with the CPFD – 3%
 - Completion of 5th year as a volunteer with the CPFD – 4%
 - Completion of 6th year as a volunteer with the CPFD – 5%

**Total additional percentage points will be multiplied by the total test score with the result added to obtain the final score. Candidates who have passed the PAT and written test will be placed on the eligibility list regardless of final score.*

Appointments are made from the Certified Eligibility List using the rule of three. The Fire Chief will interview candidates, and as the hiring authority, he will make a selection for a conditional offer to fill a vacancy, subject to the satisfactory outcome of the following background investigations:

- Criminal History check
- Medical/physical examination
- Psychological Examination
- Drug screening
- Background investigation
- Other background checks as deemed necessary to determine an applicant's fitness for employment.

The City of College Place is an Equal Opportunity Employer

Firefighter Testing 2025 - Results

PAT - 10%			Written - 40%					Interview - 50%				
Candidate		HR	Mechanical	Math	Reading	Average	Weighted	1	2	3	Average	Weighted
Phenicie, Keller	10.00%	89.17%	80.00%	88.89%	100.00%	89.52%	35.81%	62.00%	65.00%	50.00%	59.00%	29.50%
Hutchens, Grady	10.00%	88.75%	92.00%	88.89%	100.00%	92.41%	36.96%	76.00%	73.00%	78.00%	75.67%	37.83%
Read, Cooper	10.00%	85.42%	84.00%	88.89%	100.00%	89.58%	35.83%	77.50%	77.00%	60.00%	71.50%	35.75%
Martinez, Samuel	10.00%	77.29%	88.00%	88.89%	100.00%	88.55%	35.42%	83.00%	74.00%	76.00%	77.67%	38.83%
Smith, Bethany	10.00%	94.79%	100.00%	77.78%	100.00%	93.14%	37.26%	74.00%	70.00%	58.00%	67.33%	33.67%
Overson, Connor	10.00%	78.26%	92.00%	100.00%	100.00%	92.57%	37.03%	59.50%	55.00%	51.00%	55.17%	27.58%
Renwick, Aidan	10.00%	67.15%	92.00%	100.00%	100.00%	89.79%	35.92%	78.00%	73.00%	75.00%	75.33%	37.67%
Bollinger, Tanner	10.00%	61.94%	92.00%	94.44%	100.00%	87.10%	34.84%	75.00%	64.00%	52.00%	63.67%	31.83%

Candidate	Additional							
	Total Score	Add %	Final Score	% Total	Certs	Education	Volunteer	Veterans
Phenicie, Keller	75.31%	0.00%	75.31%	0.00%	0%	0%	0%	0%
Hutchens, Grady	84.80%	0.00%	84.80%	0.00%	0%	0%	0%	0%
Read, Cooper	81.58%	0.00%	81.58%	0.00%	0%	0%	0%	0%
Martinez, Samuel	84.25%	0.00%	84.25%	0.00%	0%	0%	0%	0%
Smith, Bethany	80.92%	1.62%	82.54%	2.00%	2%	0%	0%	0%
Overson, Connor	74.61%	0.75%	75.36%	1.00%	1%	0%	0%	0%
Renwick, Aidan	83.58%	0.00%	83.58%	0.00%	0%	0%	0%	0%
Bollinger, Tanner	76.67%	3.83%	80.50%	5.00%	2%	0%	3%	0%

Final	
Hutchens, Grady	84.80%
Martinez, Samuel	84.25%
Renwick, Aidan	83.58%
Smith, Bethany	82.54%
Read, Cooper	81.58%
Bollinger, Tanner	80.50%
Overson, Connor	75.36%
Phenicie, Keller	75.31%