



City of Bellevue

Human Resources

CIVIL SERVICE COMMISSION Meeting Agenda

April 12, 2016
Tuesday, 4:00 pm

City Hall Conference Room 1E-109

- I *Call to Order***
- II *Roll Call***
- III *Approval of Meeting Minutes for January 12, 2016***
- IV **New Business****

 - A. Welcome new civil service commissioner- Patty Sheffels**
 - B. Request to conduct a Fire Entry-Level Firefighter Hiring Process 2016**
 - C. Request to rehire Mike Lombardo**
 - D. Request to conduct a Police Major Promotional Exam**

- V **Announcement of Next Meeting: Tuesday, July 12, 2016**
City Hall**
- VI **Adjournment****

Informational Items:

FIRE

1. Proposed appointment to Acting Engineer
 2. Notice of Status Change – Promoted to Lieutenant-John Rickerson
 3. Notice of Status Change – Promotion to Firefighter/Engineer-Nate Cogdill
 4. Notice of Status Change – Promotion to Battalion Chief-Dave Beste
 5. Notice of Status Change – Promoted to Battalion Chief-Tony Mastrandrea
 6. Notice of Status Change – Resignation-Bruce Kroon
 7. Notice of Status Change – Promoted to Lieutenant- Brian Gomez
 8. Notice of Status Change – Promoted to Captain- Mark H Anderson
 9. Notice of Status Change – Promoted to Captain- Laurie Lamp
 10. Notice of Status Change – Proposed Appointment to Acting Engineer-Aaron Keller
 11. Notice of Status Change – Completion of probation- Joshua Helm
 12. Notice of Status Change – Retirement- Deputy Chief Michael Remington
 13. Notice of Status Change – Completion of probation- Jon Sobieski
 14. Notice of Status Change – Completion of probation- Aaron Keller
 15. Notice of Status Change – Completion of probation-Owen Jones
-
-

16. Notice of Status Change – Completion of probation- Emily Przbyski
17. Notice of Status Change – Completion of probation- Clark Richards
18. Notice of Status Change – Completion of probation- Devin Thomas
19. Notice of Status Change – Completion of probation- Grant Haschack
20. Notice of Status Change – Completion of probation- Steven Anderson
21. Notice of Status Change – Completion of probation- Joel Green

Police

22. Transfer- Officer Ben Richey to School Resource Officer
23. Acting- Major appointment John McCracken
24. Provisional- Captain-Marcia Harnden
25. Assignment- FTO Officer Cornmesser, Officer Romero, Officer Dill, Officer Smith, Officer McKinney
26. Assignment- End Background back to investigations
27. Promotion – Officer Brenda Johnson to Corporal
28. Termination- Officer Quayle
29. Eligibility List- Entry
30. Eligibility List- Entry
31. Eligibility List- Experienced Level
32. Eligibility List- Entry
33. Eligibility List- Experienced Level
34. Eligibility List- Experienced Level

**CITY OF BELLEVUE
CIVIL SERVICE COMMISSION
Meeting Minutes**

Tuesday
January 12, 2016
4:00 p.m.

Conference Room 1E-109
Bellevue City Hall
Bellevue, Washington

MEMBERS PRESENT: Tim Tow, Chair
Thomas Koger
Jeff Slayton

MEMBER ABSENT: Ernesto Simas, Vice-Chair

OTHERS PRESENT: Evon Hartmann, Human Resources
Jim Hershey, Police Department
Diane Kendall, Human Resources
Jerome Roaché, City Attorney's Office
Steve Thomas, Fire Department

MINUTES TAKER: Michelle Cash

I. CALL TO ORDER

The meeting was called to order at 4:01 p.m. by Chair Tow.

II. ROLL CALL

III. APPROVAL OF MEETING MINUTES

Motion by Commissioner Koger and second by Commissioner Slayton to approve the meeting minutes from the October 16, 2015 meeting as presented. Motion carried unanimously (3-0).

IV. NEW BUSINESS

A. Request to Conduct a Fire Lieutenant Exam in 2016

On behalf of the Fire Department, Mr. Thomas made an official request to conduct a promotional exam for the rank of Fire Lieutenant in May and/or June of 2016. The current eligibility list expires July 9, 2016, and vacancies are anticipated.

Motion by Commissioner Slayton and second by Commissioner Koger to authorize the request to conduct a promotional exam for the rank of Fire Lieutenant May and/or June of 2016. Motion carried unanimously (3-0).

B. Request for Extension of Battalion Chief Eligibility List to May 12, 2017

On behalf of the Fire Department, Mr. Thomas made an official request to extend the current certified Battalion Chief list one year, until May 12, 2017. Vacancies in this position are anticipated.

Motion by Commissioner Slayton and second by Commissioner Koger to authorize the request to extend the current certified Battalion Chief list one year, until May 12, 2017. Motion carried unanimously (3-0).

C. Election of a New Chair and Vice-Chair

Chair Tow opened nominations for the Bellevue Civil Services Commission Chair position.

Motion by Commissioner Slayton and second by Chair Tow to appoint Commissioner Simas as the Bellevue Civil Services Commission Chair.

Chair Tow requested other nominations for the Bellevue Civil Services Commission Chair position. There were none. Therefore, nominations were closed.

At the question, motion carried unanimously (3-0) to appoint Vice-Chair Simas as the Bellevue Civil Services Commission Chair.

Chair Tow opened nominations for the Bellevue Civil Services Commission Vice-Chair position.

Motion by Chair Tow and second by Commissioner Slayton to appoint Commissioner Koger as the Bellevue Civil Services Commission Vice-Chair.

Chair Tow requested other nominations for the Bellevue Civil Services Commission Vice-Chair position. There were none. Therefore, nominations were closed.

At the question, motion carried unanimously (3-0) to appoint Commissioner Koger as the Bellevue Civil Services Commission Vice-Chair.

V. ANNOUNCEMENT OF NEXT MEETING

Chair Tow announced that the next regularly scheduled Civil Service Commission meeting will be held on Tuesday, April 12, 2016.

VI. INFORMATIONAL ITEMS

FIRE

1. Proposed appointment to Acting Engineer/Lieutenant, Captain, Battalion Chief and Deputy Chief
2. Notice of Status Change—Resignation-Richard Burke
3. Notice of Status Change—Promotion to Lieutenant-Dan Tripple
4. Notice of Status Change—Promotion to Firefighter/Engineer
5. Notice of Status Change—Promoted to Firefighter/Engineer-Charlie Kimball
6. Notice of Status Change—Lateral Recruit Academy to probationary Firefighter-Brett Krache
7. Notice of Status Change—Probationary status to regular status-Nick Kramer
8. Notice of Status Change—Lateral Recruit Academy to probationary Firefighter-Andrew Morford
9. Notice of Status Change—Lateral Recruit Academy to probationary Firefighter-Brian Dillon
10. Notice of Status Change—Lateral Recruit Academy to probationary Firefighter Donald Hovancsek
11. Notice of Status Change—Lateral Recruit Academy to probationary Firefighter-James Bailey
12. Notice of Status Change—Lateral Recruit Academy to probationary Firefighter-Jordan Scott
13. Notice of Status Change—Lateral Recruit Academy to probationary Firefighter-Daniel Castillo
14. Notice of Status Change—Lateral Recruit Academy to probationary Firefighter-Paul Zavaglia
15. Notice of Status Change—Lateral Recruit Academy to probationary Firefighter-Richard Smith
16. Notice of Status Change—Lateral Recruit Academy to probationary Firefighter-Michael Tobin
17. Notice of Status Change—Lateral Recruit Academy to probationary Firefighter-Chad Halterman
18. Notice of Status Change—Lateral Recruit academy to probationary Firefighter-Michael Atkinson
19. Notice of Status Change—Lateral Recruit Academy to probationary Firefighter-Bruno Heller
20. Notice of Status Change—Serving as Medical Service Officer
21. Notice of Status Change—Acting-Nathan Cogdill
22. Notice of Status Change—Acting-Tony Mastrandrea
23. Notice of Status Change—Acting-Brian Gomez
24. Notice of Status Change—Marty LaFave
25. Notice of Status Change—Acting-Mark Anderson
26. Eligibility List-Fire Deputy Chief
27. Eligibility List-Fire Captain

POLICE

28. Retirement-Mike Johnson
29. Transfer-Lieutenant McElyea to SET
30. Promotion-Officer Jones to Corporal
31. Transfer-Officer Greg Oliden to Property Crimes Detective
32. Assignment-Officer Blankenstein, Officer Felder, Officer Castellanos-SWAT Team
33. Transfer-Officer Trizuto Special Assault Unit
34. Termination-Officer Williams
35. Promotion-Corporal Buck to Lieutenant, Officer Masseth to Corporal
36. Eligibility List-Corporal
37. Eligibility List-Entry
38. Eligibility List-Experienced Level
39. Eligibility List-Experienced Level
40. Eligibility List-Entry
41. Eligibility List-Experienced Level

VII. ADJOURNMENT

Motion by Commissioner Koger and second by Commissioner Slayton to adjourn the meeting at 4:06 p.m. Motion carried unanimously (3-0).



City of Bellevue
Fire Department

Mark Risen, Chief

Bellevue Fire Department

April 1, 2016

RECEIVED

MAR 31 2016

TO: Kerry Sievers, Chief Examiner
Civil Service Commission

HUMAN RESOURCES
CITY OF BELLEVUE

FROM: Mark Risen, Fire Chief

SUBJ: REQUEST TO CONDUCT AN ENTRY-LEVEL FIREFIGHTER HIRING PROCESS
IN 2016

In accordance with Civil Service Rules and Regulations, please accept this correspondence as an official request to conduct an entry-level firefighter examination process to establish an entry-level firefighter eligibility list in 2016.

Due to recent retirements and in anticipation of additional retirements in the near future, we expect the need to fill several vacancies.

Based on the number and timing of retirements or resignations that may occur, vacancies may be filled from an entry-level list. The most recent entry-level firefighter list expired on September 19, 2015. Vacancies in 2016 have been filled from a lateral entry-level firefighter eligibility list, which has been exhausted. If it is determined that a need exists to hire entry-level firefighters, a current eligibility list will need to be in place to begin the hiring process.

Should I determine the need to hire entry-level firefighters, the department would prepare an Entry-Level Firefighter job announcement based on the following minimum qualifications and scoring which have not changed since the last entry level hiring process.

Minimum qualifications:

- Be at least 18 years of age by date of hire
- Have a high school diploma or GED Certificate
- Be a U.S. Citizen with the ability to read and write the English language
- Must be in appropriate physical condition and meet medical standards as established by the City of Bellevue Fire Department
- Have a valid Washington driver's license by date of hire (and ability to maintain)

Additional details of the exam process and scoring are as follows:

- Written exam is conducted by Public Safety Testing.
- Candidates must pass a Candidate Physical Assessment Test (CPAT).
- Oral Interview is conducted by the Fire Department.
- Candidates are ranked on 60/40 scale (Oral board/written exam), then Military preference points (if applicable) are added to determine ranking on eligibility list.

If you have any questions, please contact me at 452-6895.

A handwritten signature in blue ink, appearing to read "Mark Risen", is written over a horizontal line.

Mark Risen
Fire Chief

APR 01 2016

City of
Bellevue

Post Office Box 90012 • Bellevue, Washington • 98009-9012

HUMAN RESOURCES
CITY OF BELLEVUE

March 30, 2016

TO: Bellevue Civil Service Commission

FROM: Mark Risen, Fire Chief

SUBJ: REQUEST TO REHIRE MIKE LOMBARDO

I am requesting permission to begin the process to rehire Mike Lombardo a previous employee of the department who left in good standing June 5, 2015, which falls clearly within the 5 year window. 2009 Civil Service Rules governing this situation are found under Section 4.03 Reemployment. For situations where the department desires to rehire;

“At the request of the appointing authority and upon approval by the Civil Service Commission, any person who has resigned in good standing, and who has attained permanent status prior to separation may, within five years of the effective date of his/her separation, be reemployed in an entry level position provided that he/she can successfully pass the examination, and provided there are no employees of the same department who have been laid off and whose names appear on a reemployment list for the department. Persons reentering the classified service through reemployment must complete a one year probationary period in order to regain permanent status. Seniority and continuous service in the department will be counted only from the reemployment date. Previous service will not be restored to seniority.”

Mr. Lombardo resigned due to a disability; therefore, this request is subject to the successful completion of an updated background check, medical evaluation and psychological exam. Upon successful completion of the above, he will be returned to duty, which will include a retraining program and a one year probationary period.

Upon your approval, it is our intent to make a conditional offer of employment utilizing the above criteria.

Respectfully,

A handwritten signature in blue ink, appearing to read "Mark Risen", written over a horizontal line.


Mark Risen
Fire Chief

“The Bellevue Fire Department exists to assist the public in the protection of life and property by minimizing the impact of fire, medical emergencies, and potential disasters or uncontrolled events that affect the community and environment.”



Bellevue Police Department

MEMORANDUM

Date: April 8, 2016
To: Kerry Sievers, Chief Examiner
From: Steve Mylett, Chief of Police 
Subject: Police Major Promotional Exam - 2016

In accordance with Civil Service Rules and Regulations, please accept this correspondence as an official request to conduct a promotional exam for the rank of Police Major in 2016.

There is no current eligibility list. We expect to have a vacancy in this position in 2016. We intend to prepare the Police Major announcement based on the following minimum qualifications:

- Must have completed two (2) years of continuous service as a Bellevue Police Captain by the application date.
- The candidate must have no semiannual evaluations showing a "Below Standards" rating during the previous 12 months or sustained discipline resulting in suspension or demotion within the last 12 months.

The exam will consist of an Interview and a resume review.

APR 07 2016

HUMAN RESOURCES
CITY OF BELLEVUECity of
Bellevue

Post Office Box 90012 • Bellevue, Washington • 98009-9012

April 6, 2016

TO: Bellevue Civil Service Commission

FROM: Mark Risen, Fire Chief

SUBJ: PROPOSED APPOINTMENT TO ACTING ENGINEER

Due to Firefighter/Engineer Bob Wentland being placed on modified duty for the next few months, there is a need to place staff in acting status for Firefighter Engineer.

2009 Civil Service Rules governing this situation are found under Section 4.03 Acting. For situations where the department intends to make an "acting appointment" exceeding the duration of twenty (20) working shifts, in part;

"An acting appointment is a temporary appointment to a position during the temporary absence of the regular incumbent.....:

"The appointing authority shall make all such acting appointments based on merit, efficiency and fitness. Whenever the appointing authority makes an acting appointment which exceeds twenty (20) consecutive calendar days, he/she shall immediately submit to the Commission a written memorandum stating 1) the name of the person appointed; 2) the reasons why such appointment is necessary; and 3) the estimated date on which the appointment shall cease. No person shall be permitted to hold an acting appointment to the same position, as defined in the City's budget, for more than six (6) months total within any twelve (12) month period..."

The department expects Firefighter/Engineer Bob Wentland to be out for some time, thereby creating the need to propose an appointment under Section 4.03. I propose that Firefighter Josh McCoy be the appointed Acting Engineer assigned until Firefighter/Engineer Bob Wentland returns to full duty.

Mark Risen
Fire Chief



RECEIVED

NOTICE OF CHANGE IN CIVIL SERVICE STATUS

MAR 31 2016

HUMAN RESOURCES
CITY OF BELLEVUE

Date: March 25, 2016

To: The Secretary and Chief Examiner

Recommendation is hereby made for the following change in employee status:

John Rickerson
Name

Firefighter Engineer
Present Classification

Fire/EMS
Division and Section

\$36.55
Rate of Pay

Character of Change: Regular Status Promotion Reclassification
 Change of Pay Demotion Lay Off
 Suspension for Hours Dismissal Resignation

Reasons for Change:

(State in detail. If disciplinary, include specific instances. If for demotion, dismissal or reduction in salary, the reasons here giving must be the same as those furnished the employee.)

Promoted to Lieutenant.

Date Effective: April 1, 2015


Probationary Lieutenant
New Classification

Fire Suppression
Division

Fire/EMS
Section

\$40.03
Rate of Pay


Recommending Officer


Fire Chief or his designee

Secretary & Chief Examiner



NOTICE OF CHANGE IN CIVIL SERVICE STATUS

MAR 31 2016

Date: March 25, 2016

HUMAN RESOURCES
CITY OF BELLEVUE

To: The Secretary and Chief Examiner

Recommendation is hereby made for the following change in employee status:

Nate Cogdill Acting Firefighter Engineer
Name Present Classification

Fire/EMS \$36.55
Division and Section Rate of Pay

Character of Change: Regular Status Promotion X Reclassification
 Change of Pay Demotion Lay Off
 Suspension for Hours Dismissal Resignation

Reasons for Change:

(State in detail. If disciplinary, include specific instances. If for demotion, dismissal or reduction in salary, the reasons here giving must be the same as those furnished the employee.)

Promoted to Firefighter Engineer.

Date Effective: April 1, 2015

Probationary Firefighter Engineer Fire Suppression
New Classification Division

Fire/EMS \$36.55
Section Rate of Pay

K. Mahoney
Recommending Officer

M. L. Rosen
Fire Chief or his designee

Secretary & Chief Examiner



RECEIVED

NOTICE OF CHANGE IN CIVIL SERVICE STATUS

MAR 31 2016

HUMAN RESOURCES
CITY OF BELLEVUE

Date: March 25, 2016

To: The Secretary and Chief Examiner

Recommendation is hereby made for the following change in employee status:

Dave Beste
Name

Captain
Present Classification

Fire/EMS
Division and Section

\$44.03
Rate of Pay

Character of Change: Regular Status Promotion Reclassification
 Change of Pay Demotion Lay Off
 Suspension for Hours Dismissal Resignation

Reasons for Change:

(State in detail. If disciplinary, include specific instances. If for demotion, dismissal or reduction in salary, the reasons here giving must be the same as those furnished the employee.)

Promoted to Battalion Chief.

Date Effective: April 1, 2016

Probationary Battalion Chief
New Classification

Fire Suppression
Division

Fire/EMS
Section

\$51.31
Rate of Pay

Recommending Officer

Fire Chief or his designee

Secretary & Chief Examiner



RECEIVED

NOTICE OF CHANGE IN CIVIL SERVICE STATUS

MAR 31 2016

HUMAN RESOURCES
CITY OF BELLEVUE

Date: March 25, 2016

To: The Secretary and Chief Examiner

Recommendation is hereby made for the following change in employee status:

Tony Mastrandrea Acting Battalion Chief
Name Present Classification

Fire/EMS \$51.31
Division and Section Rate of Pay

Character of Change: Regular Status Promotion X Reclassification
 Change of Pay Demotion Lay Off
 Suspension for Hours Dismissal Resignation

Reasons for Change:

(State in detail. If disciplinary, include specific instances. If for demotion, dismissal or reduction in salary, the reasons here giving must be the same as those furnished the employee.)

Promoted to Battalion Chief.

Date Effective: April 1, 2016

Probationary Battalion Chief Fire Suppression
New Classification Division

Fire/EMS \$51.31
Section Rate of Pay

R. Markowitz
Recommending Officer

M. C. Rosen
Fire Chief or his designee

Secretary & Chief Examiner



BELLEVUE FIRE DEPARTMENT

Personnel

NOTICE OF CHANGE IN CIVIL SERVICE STATUS

RECEIVED

MAR 31 2016

HUMAN RESOURCES
CITY OF BELLEVUE

Date: March 25, 2016

To: The Secretary and Chief Examiner

Recommendation is hereby made for the following change in employee status:

Bruce Kroon
Name

Battalion Chief
Present Classification

Fire/EMS
Division and Section

\$51.31
Rate of Pay

Character of Change: Regular Status Promotion Reclassification
 Change of Pay Demotion Lay Off
 Suspension for Hours Dismissal X Resignation

Reasons for Change:

(State in detail. If disciplinary, include specific instances. If for demotion, dismissal or reduction in salary, the reasons here giving must be the same as those furnished the employee.)

Resigning at the rank of Battalion Chief after 20 years of service with the Bellevue Fire Department, hired by Spokane Valley Fire as Deputy Chief.

Date Effective: April 1, 2016

N/A
New Classification

Fire/EMS
Division

Fire/EMS
Section

\$N/A
Rate of Pay

[Signature]
Recommending Officer:

[Signature]
Fire Chief or his designee

Secretary & Chief Examiner



NOTICE OF CHANGE IN CIVIL SERVICE STATUS

MAR 31 2016

HUMAN RESOURCES
CITY OF BELLEVUE

Date: March 25, 2016

To: The Secretary and Chief Examiner

Recommendation is hereby made for the following change in employee status:

Brian Gomez
Name

Acting Lieutenant
Present Classification

Fire/EMS
Division and Section

\$37.69
Rate of Pay

Character of Change: Regular Status Promotion Reclassification
 Change of Pay Demotion Lay Off
 Suspension for Hours Dismissal Resignation

Reasons for Change:

(State in detail. If disciplinary, include specific instances. If for demotion, dismissal or reduction in salary, the reasons here giving must be the same as those furnished the employee.)

Promoted to Lieutenant.

Date Effective: April 1, 2015

Probationary Lieutenant
New Classification

Fire Suppression
Division

Fire/EMS
Section

\$40.03
Rate of Pay

Recommending Officer

Fire Chief or his designee

Secretary & Chief Examiner



NOTICE OF CHANGE IN CIVIL SERVICE STATUS

MAR 31 2016

HUMAN RESOURCES
CITY OF BELLEVUE

Date: March 25, 2016

To: The Secretary and Chief Examiner

Recommendation is hereby made for the following change in employee status:

Mark H. Anderson
Name

Lieutenant
Present Classification

Fire/EMS
Division and Section

\$40.03
Rate of Pay

Character of Change: Regular Status Promotion Reclassification
 Change of Pay Demotion Lay Off
 Suspension for Hours Dismissal Resignation

Reasons for Change:

(State in detail. If disciplinary, include specific instances. If for demotion, dismissal or reduction in salary, the reasons here giving must be the same as those furnished the employee.)

Promoted to Captain.

Date Effective: April 1, 2016

Probationary Captain
New Classification

Fire Suppression
Division

Fire/EMS
Section

\$41.46
Rate of Pay

Recommending Officer

Fire Chief or his designee

Secretary & Chief Examiner



MAR 31 2016

HUMAN RESOURCES
CITY OF BELLEVUE

NOTICE OF CHANGE IN CIVIL SERVICE STATUS

Date: May 25, 2016

To: The Secretary and Chief Examiner

Recommendation is hereby made for the following change in employee status:

Laurie Lamp
Name

Lieutenant
Present Classification

Fire/EMS
Division and Section

\$40.03
Rate of Pay

Character of Change: Regular Status Promotion Reclassification
 Change of Pay Demotion Lay Off
 Suspension for Hours Dismissal Resignation

Reasons for Change:

(State in detail. If disciplinary, include specific instances. If for demotion, dismissal or reduction in salary, the reasons here giving must be the same as those furnished the employee.)

Promoted to Captain.

Date Effective: April 1, 2016

Probationary Captain
New Classification

Fire Suppression
Division

Fire/EMS
Section

\$41.46
Rate of Pay

Recommending Officer

Fire Chief or his designee

Secretary & Chief Examiner

MAR 01 2016

City of
Bellevue

Post Office Box 90012 • Bellevue, Washington • 98009-9012

HUMAN RESOURCES
CITY OF BELLEVUE

February 24, 2016

TO: Bellevue Civil Service Commission

FROM: Mark Risen, Fire Chief

SUBJ: PROPOSED APPOINTMENT TO ACTING ENGINEER

Due to an on-duty injury incurred on December 22nd by FF/Engineer Lewis Stoliker, there is a need to place staff in acting status for Firefighter Engineer.

2009 Civil Service Rules governing this situation are found under Section 4.03 Acting. For situations where the department intends to make an "acting appointment" exceeding the duration of twenty (20) working shifts, in part;

"An acting appointment is a temporary appointment to a position during the temporary absence of the regular incumbent.....:

"The appointing authority shall make all such acting appointments based on merit, efficiency and fitness. Whenever the appointing authority makes an acting appointment which exceeds twenty (20) consecutive calendar days, he/she shall immediately submit to the Commission a written memorandum stating 1) the name of the person appointed; 2) the reasons why such appointment is necessary; and 3) the estimated date on which the appointment shall cease. No person shall be permitted to hold an acting appointment to the same position, as defined in the City's budget, for more than six (6) months total within any twelve (12) month period..."

The department expects Firefighter/Engineer Lewis Stoliker to be out for some time, thereby creating the need to propose an appointment under Section 4.03. I propose that Firefighter Aaron Keller be the appointed Acting Engineer assigned until Firefighter/Engineer Lewis Stoliker returns to full duty.

Mark Risen
Fire Chief



NOTICE OF CHANGE IN CIVIL SERVICE STATUS

RECEIVED

Date: February 24, 2016

MAR 01 2016

To: The Secretary and Chief Examiner

HUMAN RESOURCES
CITY OF BELLEVUE

Recommendation is hereby made for the following change in employee status:

Joshua Helm
Name

Probationary Firefighter/Engineer
Present Classification

Fire/EMS
Division and Section

\$34.81
Rate of Pay

Character of Change: Regular Status Promotion Reclassification
 Change of Pay Demotion Lay Off
 Suspension for _____ Hours Dismissal Resignation

Reasons for Change:

(State in detail. If disciplinary, include specific instances. If for demotion, dismissal or reduction in salary, the reasons here giving must be the same as those furnished the employee.)

Moved from probationary status to regular status.

Date Effective: January 1, 2016

Firefighter/Engineer
New Classification

Fire Suppression
Division

Fire/EMS
Section

\$36.55
Rate of Pay

Recommending Officer

Fire Chief or his designee

Secretary & Chief Examiner



NOTICE OF CHANGE IN CIVIL SERVICE STATUS

RECEIVED

MAR 01 2016

HUMAN RESOURCES
CITY OF BELLEVUE

Date: February 24, 2016
To: The Secretary and Chief Examiner

Recommendation is hereby made for the following change in employee status:

R. Michael Remington Deputy Fire Chief
Name Present Classification

Fire/EMS \$69.62
Division and Section Rate of Pay

Character of Change: Regular Status Promotion Reclassification
Change of Pay Demotion Lay Off
Suspension for Hours Dismissal X Resignation

Reasons for Change:
(State in detail. If disciplinary, include specific instances. If for demotion, dismissal or reduction in salary, the reasons here giving must be the same as those furnished the employee.)

Retiring at the rank of Deputy Chief after 40 years of service with the Bellevue Fire Department.

Date Effective: April 1, 2016

N/A
New Classification

Fire/EMS
Division

Fire/EMS
Section

\$N/A
Rate of Pay

[Signature]
Recommending Officer:

[Signature]
Fire Chief or his designee

Secretary & Chief Examiner



NOTICE OF CHANGE IN CIVIL SERVICE STATUS

RECEIVED

Date: February 24, 2016

MAR 01 2016

To: The Secretary and Chief Examiner

HUMAN RESOURCES
CITY OF BELLEVUE

Recommendation is hereby made for the following change in employee status:

Jon Sobieski Probationary Firefighter/Engineer
Name Present Classification

Fire/EMS \$36.55
Division and Section Rate of Pay

Character of Change: Regular Status Promotion Reclassification
 Change of Pay Demotion Lay Off
 Suspension for _____ Hours Dismissal Resignation

Reasons for Change:

(State in detail. If disciplinary, include specific instances. If for demotion, dismissal or reduction in salary, the reasons here giving must be the same as those furnished the employee.)

Moved from probationary status to regular status.

Date Effective: January 1, 2016

Firefighter Fire Suppression
New Classification Division

Fire/EMS \$36.55
Section Rate of Pay

Recommending Officer

Fire Chief or his designee

Secretary & Chief Examiner



NOTICE OF CHANGE IN CIVIL SERVICE STATUS

RECEIVED

Date: February 24, 2016

MAR 01 2016

To: The Secretary and Chief Examiner

HUMAN RESOURCES
CITY OF BELLEVUE

Recommendation is hereby made for the following change in employee status:

Aaron Keller
Name

Firefighter
Present Classification

Fire/EMS
Division and Section

\$34.81
Rate of Pay

Character of Change: Regular Status Promotion Reclassification
 Change of Pay Demotion Lay Off
 Suspension for Hours Dismissal Resignation

Reasons for Change:

(State in detail. If disciplinary, include specific instances. If for demotion, dismissal or reduction in salary, the reasons here giving must be the same as those furnished the employee.)

Moved from probationary status to regular status.

Date Effective: March 1, 2016

Acting Firefighter/Engineer
New Classification

Fire Suppression
Division

Fire/EMS
Section

\$36.55
Rate of Pay

[Signature]
Recommending Officer

[Signature]
Fire Chief or his designee

Secretary & Chief Examiner



NOTICE OF CHANGE IN CIVIL SERVICE STATUS

RECEIVED

Date: February 24, 2016

MAR 01 2016

To: The Secretary and Chief Examiner

HUMAN RESOURCES
CITY OF BELLEVUE

Recommendation is hereby made for the following change in employee status:

Owen Jones
Name

Probationary Firefighter
Present Classification

Fire/EMS
Division and Section

\$28.71
Rate of Pay

Character of Change: Regular Status Promotion Reclassification
 Change of Pay Demotion Lay Off
 Suspension for Hours Dismissal Resignation

Reasons for Change:

(State in detail. If disciplinary, include specific instances. If for demotion, dismissal or reduction in salary, the reasons here giving must be the same as those furnished the employee.)

Moved from probationary status to regular status.

Date Effective: January 1, 2016

Firefighter
New Classification

Fire Suppression
Division

Fire/EMS
Section

\$32.97
Rate of Pay

Recommending Officer

Fire Chief or his designee

Secretary & Chief Examiner



NOTICE OF CHANGE IN CIVIL SERVICE STATUS RECEIVED

Date: February 24, 2016

MAR 01 2016

To: The Secretary and Chief Examiner

HUMAN RESOURCES
CITY OF BELLEVUE

Recommendation is hereby made for the following change in employee status:

Emily Przbylski Probationary Firefighter
Name Present Classification

Fire/EMS \$28.71
Division and Section Rate of Pay

Character of Change: Regular Status Promotion Reclassification
 Change of Pay Demotion Lay Off
 Suspension for Hours Dismissal Resignation

Reasons for Change:

(State in detail. If disciplinary, include specific instances. If for demotion, dismissal or reduction in salary, the reasons here giving must be the same as those furnished the employee.)

Moved from probationary status to regular status.

Date Effective: January 1, 2016

Firefighter Fire Suppression
New Classification Division

Fire/EMS \$32.97
Section Rate of Pay

[Signature]
Recommending Officer

[Signature]
Fire Chief or his designee

Secretary & Chief Examiner



NOTICE OF CHANGE IN CIVIL SERVICE STATUS

RECEIVED

Date: February 24, 2016

MAR 01 2016

To: The Secretary and Chief Examiner

HUMAN RESOURCES
CITY OF BELLEVUE

Recommendation is hereby made for the following change in employee status:

Clark Richards
Name

Probationary Firefighter
Present Classification

Fire/EMS
Division and Section

\$28.71
Rate of Pay

Character of Change: Regular Status Promotion Reclassification
 Change of Pay Demotion Lay Off
 Suspension for _____ Hours Dismissal Resignation

Reasons for Change:

(State in detail. If disciplinary, include specific instances. If for demotion, dismissal or reduction in salary, the reasons here giving must be the same as those furnished the employee.)

Moved from probationary status to regular status.

Date Effective: January 1, 2016

Firefighter
New Classification

Fire Suppression
Division

Fire/EMS
Section

\$32.97
Rate of Pay

Recommending Officer

Fire Chief or his designee

Secretary & Chief Examiner



NOTICE OF CHANGE IN CIVIL SERVICE STATUS RECEIVED

Date: February 24, 2016

MAR 01 2016

To: The Secretary and Chief Examiner

HUMAN RESOURCES
CITY OF BELLEVUE

Recommendation is hereby made for the following change in employee status:

Devin Thomas Probationary Firefighter
Name Present Classification

Fire/EMS \$28.71
Division and Section Rate of Pay

Character of Change: Regular Status Promotion Reclassification
 Change of Pay Demotion Lay Off
 Suspension for Hours Dismissal Resignation

Reasons for Change:

(State in detail. If disciplinary, include specific instances. If for demotion, dismissal or reduction in salary, the reasons here giving must be the same as those furnished the employee.)

Moved from probationary status to regular status.

Date Effective: January 1, 2016

Firefighter Fire Suppression
New Classification Division

Fire/EMS \$32.97
Section Rate of Pay


Recommending Officer


Fire Chief or his designee

Secretary & Chief Examiner



NOTICE OF CHANGE IN CIVIL SERVICE STATUS

RECEIVED

MAR 01 2016

HUMAN RESOURCES
CITY OF BELLEVUE

Date: February 24, 2016

To: The Secretary and Chief Examiner

Recommendation is hereby made for the following change in employee status:

Grant Haschack
Name

Probationary Firefighter
Present Classification

Fire/EMS
Division and Section

\$28.71
Rate of Pay

Character of Change: Regular Status Promotion Reclassification
 Change of Pay Demotion Lay Off
 Suspension for _____ Hours Dismissal Resignation

Reasons for Change:

(State in detail. If disciplinary, include specific instances. If for demotion, dismissal or reduction in salary, the reasons here giving must be the same as those furnished the employee.)

Moved from probationary status to regular status.

Date Effective: January 1, 2016

Firefighter
New Classification

Fire Suppression
Division

Fire/EMS
Section

\$32.97
Rate of Pay

Recommending Officer

Fire Chief or his designee

Secretary & Chief Examiner



NOTICE OF CHANGE IN CIVIL SERVICE STATUS

RECEIVED

MAR 01 2016

Date: February 24, 2016

To: The Secretary and Chief Examiner

HUMAN RESOURCES
CITY OF BELLEVUE

Recommendation is hereby made for the following change in employee status:

Steven Anderson
Name

Probationary Firefighter
Present Classification

Fire/EMS
Division and Section

\$28.71
Rate of Pay

Character of Change: Regular Status Promotion Reclassification
 Change of Pay Demotion Lay Off
 Suspension for _____ Hours Dismissal Resignation

Reasons for Change:

(State in detail. If disciplinary, include specific instances. If for demotion, dismissal or reduction in salary, the reasons here giving must be the same as those furnished the employee.)

Moved from probationary status to regular status.

Date Effective: January 1, 2016

Firefighter
New Classification

Fire Suppression
Division

Fire/EMS
Section

\$32.97
Rate of Pay

Recommending Officer

Fire Chief or his designee

Secretary & Chief Examiner



RECEIVED

NOTICE OF CHANGE IN CIVIL SERVICE STATUS

MAR 01 2016

Date: February 24, 2016

To: The Secretary and Chief Examiner

HUMAN RESOURCES
CITY OF BELLEVUE

Recommendation is hereby made for the following change in employee status:

Joel Green Probationary Firefighter
Name Present Classification

Fire/EMS \$28.71
Division and Section Rate of Pay

Character of Change: Regular Status Promotion Reclassification
 Change of Pay Demotion Lay Off
 Suspension for Hours Dismissal Resignation

Reasons for Change:

(State in detail. If disciplinary, include specific instances. If for demotion, dismissal or reduction in salary, the reasons here giving must be the same as those furnished the employee.)

Moved from probationary status to regular status.

Date Effective: January 1, 2016

Firefighter Fire Suppression
New Classification Division

Fire/EMS \$32.97
Section Rate of Pay

Recommending Officer

Fire Chief or his designee

Secretary & Chief Examiner



Bellevue Police Department

EXECUTIVE ORDER

Number: 2016-14 ♦ Pub. Date: 04/01/16 ♦ Eff. Date: TBD

Transfer

On March 30, 2016, oral interviews were held for an opening in the School Resource Officer Unit. Officer Ben Richey was selected to fill this position. The date of transfer will be determined later as staffing permits.

Congratulations to Officer Richey on his selection.


Pat Spak
Acting Chief of Police



Bellevue Police Department
MEMORANDUM

RECEIVED

MAR 17 2016

HUMAN RESOURCES
CITY OF BELLEVUE

Date: 03/16/2016

FROM: Chief Steve Mylett
TO: Civil Service Commission

approved
3/16/16
[Signature]

Acting Major Appointment

Pursuant to Civil Service Commission Rule 7.02, I am notifying you of an Acting Appointment I intend to make, effective March 28, 2016, which will exceed twenty (20) consecutive calendar days. I intend on appointing Captain John McCracken to Acting Major of Patrol. This Acting Appointment is due to the three month absence of Patrol Major Patrick Arpin as he will be attending the FBI National Academy for law enforcement executives. We need to ensure the patrol division is adequately supervised by a Major during his absence. The estimated date on which the appointment shall cease is June 30, 2016.



Bellevue Police Department
MEMORANDUM

RECEIVED

MAR 17 2016

HUMAN RESOURCES
CITY OF BELLEVUE

Date: 03/16/2016

FROM: Chief Steve Mylett
TO: Civil Service Commission

*approved
3/14/16*


Provisional Captain Appointment

Pursuant to Civil Service Commission Rule 7.02, I am notifying you of a Provisional Appointment I intend to make, effective April 1, 2016. I intend on appointing Lt. Marcia Harnden to Provisional Captain in Patrol. Captain Harnden possesses the necessary qualifications, knowledge, abilities, skills and temperament required for the position. This Provisional Appointment is due to the vacancy of one Captain position on March 31st due to retirement and absence of current eligibility list. The estimated date on which the appointment shall cease is June 30, 2016 or when a promotional Captain's eligibility list is established, whichever is sooner.



Bellevue Police Department

EXECUTIVE ORDER

Number: 2016-013 ♦ Pub. Date: 03/22/16 ♦ Eff. Date: 04/01/16

Assignment

As a result of testing conducted on March 11, 2016, the following officers are assigned to Field Training positions. The change is effective 04.01.16.

New Field Training Officers

Officer Tyler Cornmesser

Officer Tony Romero

Officer Paul Dill

Upon Successful Completion of Probation

Officer Scott Smith

Officer Alycia McKinney

We wish them success in this very important assignment.

Stephen Mylett
Chief of Police



Bellevue Police Department

EXECUTIVE ORDER

Number: 2016- 10 ♦ Pub. Date: 2/10/16♦ Eff. Date: 2/11/16

Assignment

Effective February 11, 2016, Detective Ebersole will return to Investigations, completing his temporary assignment in PSU assisting with background investigations. He will report to Captain Lynch.

Pat Spak
Acting Chief of Police



Bellevue Police Department

EXECUTIVE ORDER

Number: 2016-08 ♦ Pub. Date: 02/02/16 ♦ Eff. Date: 02/16/16

Promotion

I am pleased to announce that Officer Brenda Johnson is promoted to Corporal and assigned to Patrol effective February 16, 2016.

Please join me in wishing her success as she serves in her new position.

Patrick Arpin
Acting Chief of Police



Bellevue Police Department

EXECUTIVE ORDER

Number: 2016-07 ♦ Pub. Date: 1/29/16 ♦ Eff. Date: 01/29/16

Termination

Effective January 29, 2016, Officer Kevin Quayle's employment with the Bellevue Police Department has been terminated.

We wish him well in his future endeavors.



Stephen Mylett
Chief of Police



**CIVIL SERVICE COMMISSION
ENTRY LEVEL POLICE OFFICER
ELIGIBILITY LIST
3/28/2016**

Last Name	First Name	Rank	Expiration Date
Martin	Kevin	1	2/1/2017
Smith	Spencer	2	3/25/2017
Bratlien	Erin	3	3/25/2017
Graves	Oliver	4	2/1/2017
Labonite	Ayesha	5	2/1/2017
Gribbon	James	6	2/1/2017
Roloff	Gabrielle	7	2/1/2017
Beard	Duke	8	12/11/2016
McGuire	Michael	9	3/25/2017
Kim	Eric	10	9/11/016
Smith	Darren	11	10/27/2016
Trench	Peter	12	12/11/2016
Marvin	Peter	13	3/25/2017
Harris	Alexandra	14	3/25/2017
Kerby	Matthew	15	3/25/2017
Buonvino	Joshua	16	2/1/2017
Wise	Dennis	17	3/25/2017
Meade	Spencer	18	3/25/2017
Hatcher	James	19	10/27/2016
Bakker	Kyle	20	2/1/2017
Guerrero	Edmund	21	3/28/2017
Atkin	Taylor	22	2/1/2017
Gonzales-Clave	Carlos	23	2/1/2017
Hanrahan	Christopher	24	3/25/2017
Olson	Nicolas	25	2/1/2017
Parrick	Trevor	26	9/11/2016
Turnbull	Chris	27	2/1/2017
Lassiter	Bradley	28	2/1/2017
Tran	Andrew	29	3/25/2017
Lin	Lin	30	12/11/2016
Larson	Luke	31	10/27/2016
Amoroso	Steve	32	12/11/2016
Comfort	Brandon	33	2/1/2017
Benfante	Stephanie	34	12/11/2016
Brais	Jimmy	35	10/27/2016
Mangialardi	William	36	8/11/2016
Paulson	Justin	37	12/11/2016

The above list was legally prepared and is hereby approved this 28th day of March 2016.

Kerry Sievers
Kerry Sievers, Secretary Chief Examiner

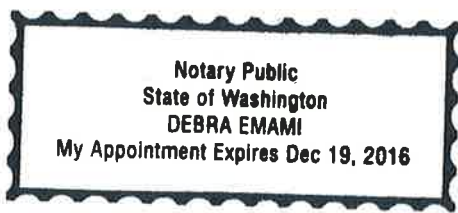
3/28/16
Date

Diane Kendall
Diane Kendall, HR Generalist

3/28/2016
Date

Given under my hand and official seal this 28th day of March 2016.

Debra Emami
Notary Public in and for the State of
Print Name Debra Emami
Washington, Residing in Duvall, WA
Expires: 12/19/16





**CIVIL SERVICE COMMISSION
ENTRY LEVEL POLICE OFFICER
ELIGIBILITY LIST
3/25/2016**

Last Name	First Name	Rank	Expiration Date
Martin	Kevin	1	2/1/2017
Smith	Spencer	2	3/25/2017
Ritnoppakun	Christopher	3	2/1/2017
Bratlien	Erin	4	3/25/2017
Graves	Oliver	5	2/1/2017
Labonite	Ayesha	6	2/1/2017
Gibbon	James	7	2/1/2017
Roloff	Gabrielle	8	2/1/2017
Beard	Duke	9	12/11/2016
McGuire	Michael	10	3/25/2017
Kim	Eric	11	9/11/016
Smith	Darren	12	10/27/2016
Trench	Peter	13	12/11/2016
Marvin	Peter	14	3/25/2017
Harris	Alexandra	15	3/25/2017
Kerby	Matthew	16	3/25/2017
Firstenburg	Kyle	17	2/1/2017
Buonvino	Joshua	18	2/1/2017
Wise	Dennis	19	3/25/2017
Meade	Spencer	20	3/25/2017
Hatcher	James	21	10/27/2016
Bakker	Kyle	22	2/1/2017
Atkin	Taylor	23	2/1/2017
Gonzales-Clave	Carlos	24	2/1/2017
Hanrahan	Christopher	25	3/25/2017
Olson	Nicolas	26	2/1/2017
Parrick	Trevor	27	9/11/2016
Turnbull	Chris	28	2/1/2017
Lassiter	Bradley	29	2/1/2017
Tran	Andrew	30	3/25/2017
Lin	Lin	31	12/11/2016
Larson	Luke	32	10/27/2016
Williams	Martin	33	3/25/2017
Amoroso	Steve	34	12/11/2016
Comfort	Brandon	35	2/1/2017
Benfante	Stephanie	36	12/11/2016
Brais	Jimmy	37	10/27/2016
Mangialardi	William	38	8/11/2016
Paulson	Justin	39	12/11/2016

The above list was legally prepared and is hereby approved this 25th day of March 2016.

Kerry Sievers
Kerry Sievers, Secretary Chief Examiner

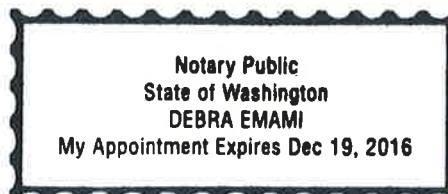
3/25/16
Date

Diane Kendall
Diane Kendall, HR Generalist

3/25/2016
Date

Given under my hand and official seal this 25th day of March 2016.

Debra Emami
Notary Public in and for the State of
Print Name Debra Emami
Washington, Residing in Quincy, WA
Expires: 12/19/16





City of Bellevue Human Resources

CIVIL SERVICE COMMISSION EXPERIENCED POLICE OFFICER Eligibility List 3/23/2016

Last Name	First Name	Rank	Expiration Date
Russell	Daniel	1	11/10/2016
Kline	Kevin	2	2/1/2017
Dominquez	Hector	3	3/23/2017
Pituk	Peedo	4	11/10/2016
Barton	Bree	5	12/29/2016
Stafford	Audra	6	3/23/2017
Modica	Justin	7	2/18/2017

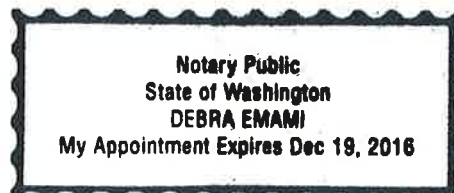
The above list was legally prepared and is hereby approved this 23rd day of March 2016.

Kerry Sievers 3/23/16
Kerry Sievers, Secretary Chief Examiner Date

Diane Kendall 3/23/2016
Diane Kendall, HR Generalist Date

Given under my hand and official seal this 23rd day of March 2016.

Debra Emami
Notary Public in and for the State of
Print Name Debra Emami
Washington, Residing in Ouvall, WA
Expires: 12/19/16





**CIVIL SERVICE COMMISSION
ENTRY LEVEL POLICE OFFICER
ELIGIBILITY LIST
2/1/2016**

Last Name	First Name	Rank	Expiration Date
Martin	Kevin	1	2/1/2017
Perrine	Daniel	2	9/11/2016
Ritnoppakun	Christopher	3	2/1/2017
Brookens	Cedric	4	9/11/2016
Sand	Josh	5	12/11/2016
Graves	Oliver	6	2/1/2017
Jackson	Deon	7	12/11/2016
Labonite	Ayesha	8	2/1/2017
MacGeorge	Christopher	9	2/1/2017
Gribbon	James	10	2/1/2017
Dolce	Michael	11	8/11/2016
Roloff	Gabrielle	12	2/1/2017
Beard	Duke	13	12/11/2016
Cangialosi	Thomas	14	10/27/2016
Kim	Eric	15	9/11/2016
Smith	Darren	16	10/27/2016
Trench	Peter	17	12/11/2016
Harpel	Nicolas	18	2/1/2017
Firstenburg	Kyle	19	2/1/2017
Buonvino	Joshua	20	2/1/2017
Starkel	Tyler	21	9/11/2016
Johnson	Taylor	22	10/27/2016
Gore	Caleb	26	12/11/2016
Fulton	Adam	24	9/11/2016
Lundin	Ryan	25	2/1/2017
Han	David	26	2/1/2017
Hatcher	James	27	10/27/2016
Yarbrough	James	28	9/11/2016
Bakker	Kyle	29	2/1/2017
Atkin	Taylor	30	2/1/2017
Gonzales-Clave	Carlos	31	2/1/2017
Cody-Berry	Ryan	32	10/27/2016
Sebers	Jefferey	33	12/11/2016
Wardesil	Tim	34	12/11/2016
Olson	Nicolas	35	2/1/2017
Skinner	Morgan	36	8/11/2016
Parrick	Trevor	37	9/11/2016
Turnbull	Chris	38	2/1/2017
Lassiter	Bradley	39	2/1/2017
Lin	Lin	40	12/11/2016
Larson	Luke	41	10/27/2016
Collard	Matthew	42	2/1/2017
Fuentes	Ashley	43	2/1/2017
Amoroso	Steve	44	12/11/2016
Comfort	Brandon	45	2/1/2017
Benfante	Stephanie	46	12/11/2016
Brais	Jimmy	47	10/27/2016
Mangialardi	William	48	8/11/2016
Paulson	Justin	49	12/11/2016

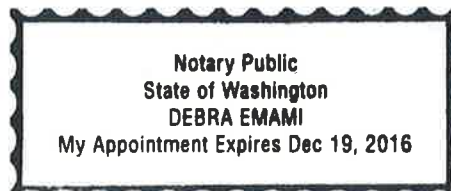
The above list was legally prepared and is hereby approved this 1st day of February 2016.

Kerry Sievers 2/1/2016
Kerry Sievers, Secretary Chief Examiner Date

Diane Kendall 2/1/2016
Diane Kendall, HR Generalist Date

Given under my hand and official seal this 1st day of February 2016.

Debra Emami
Notary Public in and for the State of
Print Name Debra Emami
Washington, Residing in Ouvall, WA
Expires: 12/19/2016





City of Bellevue Human Resources

CIVIL SERVICE COMMISSION EXPERIENCED POLICE OFFICER Eligibility List 2/18/2016

Last Name	First Name	Rank	Expiration Date
Russell	Daniel	1	11/10/2016
Kline	Kevin	2	2/1/2017
Koen	Glen	3	2/1/2017
Mc Donald	Todd	4	12/29/2016
Pituk	Peedo	5	11/10/2016
Barton	Bree	6	12/29/2016
Free	John	7	2/18/2017
Mitchell	Christine	8	12/29/2016
Callow	William	9	12/29/2016
Modica	Justin	10	2/18/2017

The above list was legally prepared and is hereby approved this 18th day of February 2016.

Kerry Sievers 2/18/16
Kerry Sievers, Secretary Chief Examiner Date

Diane Kendall 2/18/2016
Diane Kendall, HR Generalist Date

Given under my hand and official seal this 18th day of February 2016.

Debra Emami
Notary Public in and for the State of
Print Name Debra Emami
Washington, Residing in Everett, WA
Expires: 12/19/16





City of Bellevue Human Resources

CIVIL SERVICE COMMISSION EXPERIENCED POLICE OFFICER Eligibility List 2/1/2016

Last Name	First Name	Rank	Expiration Date
Russell	Daniel	1	11/10/2016
Kline	Kevin	2	2/1/2017
Koen	Glen	3	2/1/2017
Mc Donald	Todd	4	12/29/2016
Pituk	Peedo	5	11/10/2016
Barton	Bree	6	12/29/2016
Mitchell	Christine	7	12/29/2016
Callow	William	8	12/29/2016

The above list was legally prepared and is hereby approved this 1st day of February 2016.

Kerry Sievers
Kerry Sievers, Secretary Chief Examiner 2/01/2016
Date

Diane Kendall
Diane Kendall, HR Generalist 2/1/2016
Date

Given under my hand and official seal this 1st day of February 2016.

Debra Emami
Notary Public in and for the State of
Print Name Debra Emami
Washington, Residing in Ouvall, WA
Expires: 12/19/2016

