



Civil Service Commission
Special Meeting
November 17, 2025 / 2:00 pm
City Council Chambers

Chairman: William Teafor
Commissioners: Gary Hanna
Matt Steadman

CITY OF SELAH
115 West Naches Avenue
Selah, Washington 98942

Fire Chief: James Lange
Interim Police Chief: Michael Gause
Chief Examiner: Michelle Damron

AGENDA

- A. Call to Order
- B. Roll Call
- C. Approval of Minutes – August 14, 2025 Meeting
- D. Communications
- E. General Business
- F. Old Business
- G. New Business
 - 1. Interim Police Chief Michael Gause
 - a. Civil Service Rules Amendment
- H. Board Member Reports
- I. Staff Reports
- J. Adjournment



City of Selah Civil Service Commission

Thursday, August 14, 2025
City Hall Council Chambers

A. CALL TO ORDER – Chair Teaforde called the meeting to order at 1:00 p.m.

B. ROLL CALL

Commissioners Present: Gary Hanna, Matthew Steadman, Bill Teaforde

Staff Present: Fire Chief Jim Lange; Chief Examiner Michelle Damron; Mayor Roger Bell

C. APPROVAL OF MINUTES: July 10, 2025 Regular Scheduled Meeting

Commissioner Steadman moved to approve the minutes as presented. Commissioner Hanna seconded. Motion carried unanimously.

G. NEW BUSINESS

1. Certify Assistant Fire Chief List

Chief Lange stated four applications were received for the Assistant Fire Chief position. All four of the candidates qualified and went through the examination process that included a written exam and oral board interview. Chief Lange explained that two of the four candidates passed and requested the Commission certify a list of two. Commissioner Hanna made a motion to approve. Commissioner Steadman seconded. Motion carried unanimously.

J. ADJOURNMENT

Chair Teaforde moved to adjourn the meeting, and Commissioner Steadman seconded. Motion carried unanimously.

The meeting was adjourned at 1:03 p.m.

Approved: _____

Bill Teaforde

Matthew Steadman

Gary Hanna



Selah Police Department

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November 10, 2025

AGENDA ITEM: Consideration of Proposed Amendments to Rule III, Section 7: Lateral Entry for Police Officers

SUBJECT: Updates to lateral entry requirements to align with Washington State standards and expand eligibility to out-of-state police officers.

BACKGROUND: To address recruitment needs and attract a wider pool of qualified candidates, the Selah Police Department proposes amendments to the Lateral Entry program. The changes are designed to ensure compliance with state standards while opening the application process to experienced officers from other states.

PROPOSED CHANGES (Rule III, Section 7; Lateral Entry for Police Officers):

- A) A through E requirements as listed in Rule III, Section 4;
- B) Washington State Certified Police Officer or **successful completion of an equivalent Police Academy** prior to hire;
- C) Must have completed his/her probationary period inclusive of one year of regular full-time service. ~~with a Washington State law enforcement agency;~~
- D) Must not have been out of law enforcement for more than **twenty-four** ~~eighteen (18)~~ **(24)** months prior to application date;
- E) ~~Washington State~~ Peace Officer Certificate must be in full force without **any** additional training **needed, apart from the Washington State Equivalency Academy.**; ~~or Washington State Training Commission classes at the time of hire.~~
- F) **Must have a minimum of 24 months working as a full-time commissioned police officer.**

RECOMMENDATION: Move to approve the proposed amendments to Rule III, Section 7, as presented (on page 2).

Section 7 Lateral Entry (Trained and Experienced Police Officers) as a Supplement to the Entry Level Application Process

Whenever there is an entry level vacancy with the Police Department, the Chief of Police has the option to request lateral entry examination as a supplement to the entry level process to fill the vacancy. Minimum qualifications for the lateral entry applicant are:

- A) A through E requirements as listed in Rule III, Section 4;

B) Washington State Certified Police Officer or successful completion of an equivalent Police Academy prior to hire;

C) Must have completed his/her probationary period inclusive of one year of regular full-time service.

D) Must not have been out of law enforcement for more than twenty-four (24) months prior to application date;

E) Peace Officer Certificate must be in full force without any additional training needed, apart from the Washington State Equivalency Academy.

F) Must have a minimum of 24 months working as a full-time commissioned police officer.