



Civil Service Commission  
Regular Scheduled Meeting  
May 9, 2024 / 1:00pm  
City Council Chambers

Chairman:  
Commissioners:

John Tierney  
Matt Steadman  
William Teaford

CITY OF SELAH  
115 West Naches Avenue  
Selah, Washington 98942

Fire Chief: James Lange  
Police Chief: Dan Christman  
Chief Examiner: Vacant

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## AGENDA

- A. Call to Order
- B. Roll Call
- C. Approval of Minutes – January 11, 2024 Meeting
- D. Communications
- E. General Business
- F. Old Business
- G. New Business
  - 1. Chief Christman
    - a. Certify 2024 Police Lieutenant List
  - 2. Rich Huebner
    - a. Excluding Leadership Positions from Civil Service System
- H. Board Member Reports
- I. Staff Reports
  - 1. Rich Huebner
    - a. Chief Examiner position update
- J. Adjournment



**City of Selah Civil Service Commission**  
Thursday, January 11, 2024  
City Hall Council Chambers

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

B. ROLL CALL

Commissioners Present: Chair John Tierney, Bill Teaford, Matthew Steadman  
Staff Present: Fire Chief James Lange; Chief Examiner/Secretary Treesa Morales

C. APPROVAL OF MINUTES: September 14, 2023 Regular Scheduled Meeting  
Commissioner Steadman moved to approve the minutes as presented. Commissioner Teaford seconded. Motion carried unanimously.

D. COMMUNICATIONS

Secretary Morales asked if all board members were interested in continuing to serve for an additional year, and if there was a desire for a change in Chair. Chair Tierney commented that he offered his resignation to Mayor Bell as a courtesy, and it was not accepted. All members indicated willingness to continue to serve another year, and Chair Tierney indicated willingness to continue in that role. No request was made for a change in Chair.

F. NEW BUSINESS

1. Certify 2024 Training Captain List

Chief Lange presented the list for the position of Training Captain. Chief Lange explained that all candidates were scored on a written test and a practical assessment, and the overall scores listed included the candidate’s total from the written test, the practical assessment, and any additional/applicable Civil Service award points.

Commissioner Steadman moved to approve the list as presented. Commissioner Teaford seconded. Motion carried unanimously.

H. ADJOURNMENT

Commissioner Teaford moved to adjourn the meeting, and Commissioner Steadman seconded.

The meeting was adjourned at 1:13 p.m.

Approved: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



## CIVIL SERVICE COMMISSION

**FROM:** Rich Huebner  
City Administrator

Daniel Christman  
Police Chief

**TO:** Civic Service Commission

**DATE:** May 7, 2024

**RE:** Police Lieutenant – Civil Service Certified List

On April 2, 2024, the City of Selah posted the employment opportunity for a Police Lieutenant, with a closing date of April 19, 2024. Three applications were received, and each applicant was deemed qualified and invited to participate in Oral Board Interviews.

The Oral Board consisted of the following Assessors:

1. Greg Cobb, Union Gap Police Chief
2. Johnnie Gusby, Sunnyside Police Commander
3. Jacob Church, Yakima County Sheriff's Office Lieutenant

Each candidate was evaluated on the following:

- Application Supplemental Questions (25 points available, 3 assessors, 75 points possible)
- Oral Board Interview (44 points available, 3 assessors, 132 points possible)

At the conclusion of the Oral Board interviews, the overall ranking is as follows:

Candidate Name	Supplemental	Oral Board	Overall Score	Percentage
1. Dustin Soptich	66.25	118	184.25	89%
2. Michael Gause	66.25	97	163.25	79%
3. Brandon Scherer	64	75	139	67%

Approved: (Y) / (N)

Meeting Date: May 9, 2024

Signature:

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John Tierney, Chair

WRITTEN STATEMENT BY SELAH’S POLICE CHIEF AND CITY ADMINISTRATOR  
REQUESTING THE SELAH CIVIL SERVICE COMMISSION’S CONCURRENCE TO  
REAFFIRM THAT THE DEPUTY POLICE CHIEF POSITION IS EXCLUDED  
FROM THE CIVIL SERVICE SYSTEM

RCW 41.12.050(2)&(3) allows for the deputy police chief position to be excluded from the civil service system when the police chief position has also been excluded.

The City Council previously excluded the police chief position from the civil service system. Such decision was fully at the discretion of the City Council. The City Council is expected to soon reaffirm that the police chief position is excluded, just to preclude any doubt and to create an up-to-date written record confirming such reality.

A former City police chief previously notified the former members of the Selah Civil Service Commission that he had selected the deputy police chief position to be an excluded position (which reality is confirmed, in part, by the fact that Eric Steen was thereafter appointed to the deputy police chief position without going through the civil service selection process). Such “initial selection” was fully at the discretion of the police chief, without any necessity of a concurrence by the civil service commission. By contrast, for additional or different positions – beyond those specified within the police chief’s initial selection – to become excluded positions, a concurrence by the civil service commission would be necessary.

Via this “Written Statement”, the City’s current police chief and current city administrator request that the current members of the Selah Civil Service Commission issue – on behalf of the Commission – a written concurrence to reaffirm that the deputy police chief position is an excluded position. As indicated in the preceding paragraph, a concurrence was not originally necessary (and, thus, it is most likely not technically necessary now). The concurrence is presently sought – nevertheless – just to preclude any possible doubt and to create an up-to-date written record confirming such reality (equivalent to, as set forth in the second paragraph of this Written Statement, the reason why the City Council is expected to soon reaffirm that the police chief position is excluded).

This is really just a housekeeping matter. The requested concurrence will reaffirm what has been the reality for quite some time, and serve as an up-to-date written record confirming such reality.

RESPECTFULLY SUBMITTED,

\_\_\_\_\_  
Daniel V. Christman, Police Chief

\_\_\_\_\_  
Date

\_\_\_\_\_  
Richard Huebner, City Administrator

\_\_\_\_\_  
Date

CONCURRENCE BY SELAH CIVIL SERVICE COMMISSION

Having considered the foregoing “Written Statement” during a public meeting on May 9, 2024, the current members of the Selah Civil Service Commission hereby issue – on behalf of the Commission – this written concurrence so as to reaffirm that the deputy police chief position is excluded from the civil service system.

\_\_\_\_\_  
John Tierney, Chairman

\_\_\_\_\_  
Date

\_\_\_\_\_  
William Teaford, Commissioner

\_\_\_\_\_  
Date

\_\_\_\_\_  
Matthew Steadman, Commissioner

\_\_\_\_\_  
Date