

REDMOND FIRE & RESCUE
CIVIL SERVICE COMMISSION MINUTES
April 2, 2026

COMMISSIONERS PRESENT: Lois Northrup, Arron Curtis, and Katie Graham

STAFF PRESENT: Fire Chief Ryan Herrera and Human Resources Manager Diane Cox

BOARD MEMBER PRESENT: Director Gary Ollerenshaw attended virtually

CALL TO ORDER: Commissioner Lois Northrup called the meeting to order at 1:00 p.m.

ROLL CALL: All Present.

CONSENT AGENDA:

- Election of Chairperson: Lois Northrup moved to nominate Katie Graham as the commission chairperson. The motion was seconded by Arron Curtis and approved by unanimous vote.
- Approval of Minutes: A motion was made by Arron Curtis to approve the November 17, 2025, Civil Service meeting minutes. The motion was seconded by Katie Graham and approved by unanimous vote.
- Firefighter/Paramedic Eligibility List Update: HR Manager Diane Cox shared with the commission that the top 5 candidates on the firefighter/paramedic eligibility list were hired and are currently in a 13-week academy. Since the hiring of the five candidates, the firefighter/paramedic eligibility list has been updated and all candidates currently on the list have been informed of their current ranking.
- Captain Eligibility List Certification: HR Manager Diane Cox reviewed the following information regarding the Captain promotional process:
 - Five internal applicants applied to participate in the promotional process
 - The assessment date was March 19, 2026
 - Evaluators signed confidentiality and non-disclosure agreements to keep contents of testing confidential and preserve the integrity of the process.
 - A study guide was provided to the five applicants three months before the assessment day
 - A final overview and professional panel interview/presentation questions were provided to applicants one month before the assessment day.
 - The assessment day included four sections: Professional Interview/Presentation, Technical Interview Panel, Blue Card Scenarios, and a

Motor Vehicle Extrication. Fire Chief Herrera provided an overview of each section and explained its importance in evaluating a candidate's readiness to perform in the Captain position.

- A challenge opportunity was provided to applicants. Four questions on the technical panel test were challenged. Three questions were confirmed to be accurate, and one question was removed from the test due to a gate code being changed without the knowledge of the District.

The Commission was presented with the attached ranked eligibility list. A motion was made by Lois Northrup to certify the Captain's Eligibility List. The motion was seconded by Arron Curtis and approved by unanimous vote.

ADJOURN: Being no further business, the meeting was adjourned at 1:16 p.m.

Approved:

Katie Graham, Chairperson

Date

Attest:

Diane Cox, District Recorder

Date