

AGENDA

GIG HARBOR CIVIL SERVICE COMMISSION SPECIAL MEETING Thursday, July 24, 2025 – 3:00 PM

In Person:
Civic Center | Executive Conference Room

Online:
<https://us06web.zoom.us/j/88356037550?pwd=ajZXak55Z2JGRTIEcHdROVJBaUF1Zz09>
Call-in: (253) 215-8782 Meeting ID: 883 5603 7550 Passcode: 645548

- I. CALL TO ORDER/ROLL CALL**
- II. NEW COMMISSIONERS WELCOME**
- III. INTERIM CHIEF FEDERICI INTRODUCTION AND MESSAGE**
- IV. APPROVAL OF MINUTES – Tuesday, April 29, 2025**
- V. APPOINTMENT OF VICE CHAIR**
- VI. RECRUITING UPDATE**
- VII. CERTIFICATION OF LATERAL/EXCEPTIONAL HIRING LIST**
- VIII. ADJOURN**

MINUTES

GIG HARBOR CIVIL SERVICE COMMISSION SPECIAL MEETING

Wednesday, April 29, 2025 at 1:00 p.m.

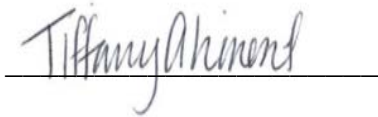
In Person:

Civic Center | Executive Conference Room

Online via Zoom:

<https://us06web.zoom.us/j/88356037550?pwd=ajZXak55Z2JGRTIEcHdROVJBaUF1Zz09>

- I. **Call to Order:** Chair Charles Perry called the meeting to order at 1:05 pm. Commissioner Tom Brown was present.
- II. **Approval of Minutes:** The minutes of Thursday, March 6, 2025, were approved.
- III. **30-Day Extension of Lateral/Exceptional Certified Hiring List:** A 30-day extension of the Lateral/Exceptional Certified Hiring List was approved and passed.
- IV. **Assessment Center:** A Sergeant's Promotional Assessment Center was approved and passed.
- V. **Adjourn:** The meeting was adjourned at 1:11 pm.



Tiffany Aliment, Assistant City Clerk
for HR Director/Civil Service Secretary & Chief Examiner



POLICE DEPARTMENT

Date: July 11, 2025

To: Shannon Costanti, Civil Service Secretary

From: Tray Federici, (Lieutenant) Interim Chief of Police

Re: Request for Certified Lists

To further the hiring process within the police department, I am requesting a current certified list of eligible exceptional entry and lateral candidates for the position of police officer.

Thank you.



CIVIL SERVICE

**GIG HARBOR POLICE DEPARTMENT
LATERAL/EXCEPTIONAL POLICE OFFICER
CERTIFIED ELIGIBILITY REGISTER
JULY 24, 2025**

RANKING	CANDIDATE
1	Gustavo Ferrari
2	William Natkha

I do hereby certify this to be the top scoring eligibles available as outlined in the request for certification provided by Interim Chief Federici on July 11, 2025. This certified list shall be in effect for 45 days from its date of issuance (September 8, 2025). Upon request, the Commission may extend such certification for additional 30-day periods. The appointing authority must file a request for any appointment from such certification with the Commission.

Shannon M Costanti

Shannon Costanti
Civil Service Secretary

07.16.25

Date



POLICE DEPARTMENT

DATE: June 03, 2025
TO: Officer Anthony Blackwell
FROM: Lieutenant Tray Federici, Interim Chief of Police
RE: APPOINTMENT TO REGULAR EMPLOYMENT

I am pleased to notify you that on June 03, 2025, you successfully completed your 12-month probationary period for the position of Police Officer as required by the Gig Harbor Civil Service Rules and are hereby appointed to regular employment status as a Police Officer for the Gig Harbor Police Department.

Congratulations and I wish you continued success in your law enforcement career.

cc: Civil Service Commission
Gig Harbor Human Resources



POLICE DEPARTMENT

DATE: May 28, 2025
TO: Shannon Costanti, Civil Service Secretary
FROM: Kelly Busey, Chief of Police
RE: Probationary Employee

Probationary Police Officer Joshua Holbrook did not successfully complete his field training program and was dismissed, effective May 27, 2025.



April 30, 2025

Skylar Doktor
[REDACTED]
[REDACTED]

Re: Confirmation of Appointment Letter – Lateral Police Officer

Dear Skylar,

Thank you for your cooperation throughout the background investigation process. We have concluded our review, and this letter serves as confirmation of your appointment as a Lateral Probationary Police Officer for the City of Gig Harbor, effective Monday, May 12, 2025.

You are required to meet all requirements for a Lateral Probationary Police Officer, including serving and successfully completing a twelve (12) month probationary period and successfully completing our departmental Field Training Program. Your starting monthly base salary will be \$8,858.33. Your vacation accrual rate will be 10.34 hours per month, with an additional 2 floating holidays per year (available after 90 days of employment). Your sick leave accrual rate will be 8 hours per month. Your benefits will become effective July 1, 2025.

We're pleased to welcome you to the Gig Harbor Police Department. We are confident you will succeed with the police department team and that you will find your work with us to be challenging and rewarding.

Sincerely,

Shannon M Costanti

Shannon Costanti
Human Resources Director

Accepted,

Skylar Doktor

Skylar Doktor

Cc: Civil Service Commission
Human Resources