

## **AGENDA**

### **GIG HARBOR CIVIL SERVICE COMMISSION SPECIAL MEETING Wednesday, September 3, 2025 – 1:00pm**

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. APPROVAL OF MINUTES – Thursday, August 7, 2025**
- III. CERTIFICATION OF LATERAL/EXCEPTIONAL HIRING LIST**
- IV. ADJOURN**

## MINUTES

### GIG HARBOR CIVIL SERVICE COMMISSION MEETING

Thursday, August 7, 2025

In Person:

Civic Center | Executive Conference Room

Online Via Zoom:


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

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- I. **CALL TO ORDER/ROLL CALL:** Chair Perry called the meeting to order at 3:01pm. Commissioners Perry, Bleich, and Steingraber were present in addition to Civil Service Secretary Costanti as staff.
- II. **APPROVAL OF MINUTES – Thursday, July 24, 2025:** The minutes of Thursday, July 24, 2025 were approved.
- III. **CERTIFICATION OF SERGEANT PROMOTION ASSESSMENT CENTER EXAM RESULTS:** Results of the sergeant promotion assessment center were confirmed.
- IV. **ADJOURN:** The meeting was adjourned at 3:17pm.



Shannon Costanti  
HR Director/Civil Service Secretary & Chief Examiner



POLICE DEPARTMENT

Date: August 26, 2025

To: Shannon Costanti, Civil Service Secretary

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

Re: Request for Certified List

To support the ongoing police officer hiring process, I am formally requesting a certified list of eligible exceptional/lateral candidates for the position of police officer.

Thank you.



**CIVIL SERVICE**

**GIG HARBOR POLICE DEPARTMENT  
LATERAL/EXCEPTIONAL POLICE OFFICER  
CERTIFIED ELIGIBILITY REGISTER  
SEPTEMBER 3, 2025**

<b>RANKING</b>	<b>CANDIDATE</b>
<b>1</b>	Cali Hinzman
<b>2</b>	Kelly Lietz
<b>3</b>	Weston King

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 August 26, 2025. This certified list shall be in effect for 45 days from its date of issuance (October 20, 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

08.26.25

Date



# Memo

**TO:** Civil Service Commissioners  
**FROM:** Shannon Costanti, Civil Service Secretary  
**SUBJECT:** Eligibility Removals through August 26, 2025  
**DATE:** August 26, 2025

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Please find below a detailed list of candidates that have been removed from the lateral/exceptional eligibility list through August 26, 2025:

<b>NAME</b>	<b>REASON</b>	<b>EFFECTIVE DATE</b>
Gustavo Ferrari	Background Investigation	08.26.2025
William Natkha	Background Investigation	08.26.2025



**CIVIL SERVICE**

**GIG HARBOR POLICE DEPARTMENT  
SERGEANT CERTIFIED PROMOTIONAL ELIGIBILITY REGISTER**

**ESTABLISHED AUGUST 7, 2025**

<b>RANKING</b>	<b>CANDIDATE</b>
<b>1</b>	Charles Dennis
<b>2</b>	Jarab Daniel
<b>3</b>	Jasen Raphael

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 August 7, 2025. This certified list shall be in effect for 45 days from its date of issuance (September 22, 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

08.07.25

Date



August 7, 2025

Jarab Daniel  
[REDACTED]

Re: Offer of Promotion – Police Sergeant

Dear Jarab,

Congratulations! We are excited you have chosen to continue serving the residents of the City of Gig Harbor within a new leadership role. Your skills and expertise will be critical to helping the city reach its goals and deliver quality services to the community we serve.

We are pleased to offer you the position of **Police Sergeant at Step 1** with the starting wage of **\$58.30 per hour (\$121,265 annually)**. This position is represented by Teamsters Local Union No. 117 and is subject to the terms of the collective bargaining agreement. Upon assuming this role, you will serve a 12-month probationary period.

If you accept this offer by signing below, your effective start date will be **August 18, 2025**. Details regarding your work schedule will be provided to you by Interim Chief Tray Federici. All other benefits will continue in accordance with the union contract.

On behalf of the mayor, chief, and myself, we are pleased to see you take on this new role. We are confident in your leadership abilities and look forward to supporting your continued growth and success.

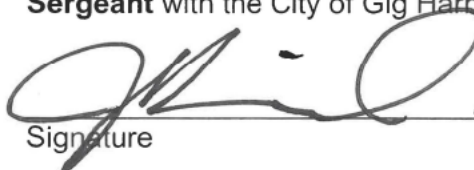
Sincerely,

Katrina Knutson  
City Administrator

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**Please sign and return your acceptance of this offer at your earliest convenience:**

I, **Jarab Daniel**, acknowledge that I have read and accept this offer of employment as a **Police Sergeant** with the City of Gig Harbor.

 112  
\_\_\_\_\_  
Signature

8-11-25  
\_\_\_\_\_  
Date

Cc: Payroll    Original: Personnel File