

## **AGENDA**

### **GIG HARBOR CIVIL SERVICE COMMISSION SPECIAL MEETING Thursday, October 30, 2025 – 12:00 p.m.**

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, September 3, 2025**
- III. CERTIFICATION OF ENTRY AND LATERAL/EXCEPTIONAL HIRING  
LISTS**
- IV. ADJOURN**

## MINUTES

### GIG HARBOR CIVIL SERVICE COMMISSION SPECIAL MEETING Wednesday, September 3, 2025


In Person:  
Civic Center | Executive Conference Room

Online Via Zoom:

<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:** Chair Perry called the meeting to order at 1:06 p.m. Commissioners Perry, Steingraber, and Bleich were present in addition to Civil Service Secretary Costanti as staff.
- II. **APPROVAL OF MINUTES – Thursday, August 7, 2025:** The minutes of Thursday, August 7, 2025 were approved.
- III. **CERTIFICATION OF LATERAL/EXCEPTIONAL HIRING LIST:** Certification of lateral/exceptional hiring list was confirmed.
- IV. **ADJOURN:** The meeting was adjourned at 1:15 p.m.



Shannon Costanti  
HR Director/Civil Service Secretary & Chief Examiner



# Memo

**TO:** Civil Service Commissioners  
**FROM:** Shannon Costanti, Civil Service Secretary  
**SUBJECT:** Eligibility Removals through October 13, 2025  
**DATE:** October 14, 2025

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Please find below a detailed list of candidates that have been removed from the lateral/exceptional eligibility list through October 13, 2025:

<b>NAME</b>	<b>REASON</b>	<b>EFFECTIVE DATE</b>
Kelly Lietz	Withdrew	10.09.2025
Weston King	Withdrew	10.13.2025



POLICE DEPARTMENT

Date: October 16, 2025

To: Shannon Costanti, Civil Service Secretary

From: Tray Federici, 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 entry level, exceptional entry, and lateral candidates for the position of police officer.

Thank you.



**CIVIL SERVICE**

**GIG HARBOR POLICE DEPARTMENT  
ENTRY LEVEL POLICE OFFICER  
CERTIFIED ELIGIBILITY REGISTER  
OCTOBER 30, 2025**

<b>RANKING</b>	<b>CANDIDATE</b>
<b>1</b>	Joshua Cofield
<b>2</b>	Kelly Palmore
<b>3</b>	Zach Guess
<b>4</b>	Nick Rodriguez
<b>5</b>	Giovanni Leon-Gonzalez

I do hereby certify this to be the top scoring eligibles available as outlined in the request for certification provided by Chief Federici on October 16, 2025. This certified list shall be in effect for 45 days from its date of issuance (December 15, 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

10.17.25

Date



**CIVIL SERVICE**

**GIG HARBOR POLICE DEPARTMENT  
LATERAL/EXCEPTIONAL POLICE OFFICER  
CERTIFIED ELIGIBILITY REGISTER  
OCTOBER 30, 2025**

<b>RANKING</b>	<b>CANDIDATE</b>
<b>1</b>	Dustin Hulbrock
<b>2</b>	April Goff
<b>3</b>	Gary Hardnett Jr.
<b>4</b>	Cali Hinzman

I do hereby certify this to be the top scoring eligibles available as outlined in the request for certification provided by Chief Federici on October 16, 2025. This certified list shall be in effect for 45 days from its date of issuance (December 15, 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

10.17.25

Date