RENTON REGIONAL FIRE AUTHORITY

CIVIL SERVICE COMMISSION

REGULAR MEETING AGENDA

MEETING DATE	MEETING TIME	MEETING LOCATION
October 27, 2026	4:00 PM	Fire Station 13

COMMISSIONERS IN ATTENDANCE

Sanjeev Yonzon, Chair; Bill Flora, Vice Chair; Kara Scales, Commissioner

CALL REGULAR MEETING TO ORDER

REVIEW AND APPROVAL OF REGULAR MINUTES

August 18, 2026, regular meeting minutes*

PUBLIC COMMENT

Members of the audience may comment on items relating to any matter related to RFA business under the Public Comment period. Comments are limited to three (3) minutes per person.

UNFINISHED BUSINESS

None.

NEW BUSINESS

- Review of Examination report:
  - Entry Level Firefighter**
- Entry Level Firefighter Eligibility list**
- Chief's Interviews**
  - Ten (10) new Entry Level Firefighters were sent conditional offers with a start date of January 21, 2027.

OTHER BUSINESS

- Personnel Updates:
  - One (1) Resignation**
- Next Regular Meeting is scheduled for November 17, 2026, at 4:00 p.m.**

Commission Members:
Sanjeev Yonzon, Chair
Bill Flora, Vice Chair
Kara Scales, Commissioner

MEETING DATE October 27, 2026 **MEETING TIME** 4:00 PM

ADJOURNMENT

*Requires Commission Action
**Informational Only-No Action Required

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CIVIL SERVICE COMMISSION

REGULAR MEETING AGENDA

MEETING DATE	MEETING TIME	MEETING LOCATION
August 18, 2026	4:00 PM	Fire Station 13

COMMISSIONERS IN ATTENDANCE

Bill Flora, Vice Chair; Kara Scales, Commissioner.

CALL REGULAR MEETING TO ORDER

Bill Flora called the regular meeting to order at 4:10 PM.

REVIEW AND APPROVAL OF REGULAR MINUTES

A motion to approve the regular meeting minutes from the July 21, 2026, Civil Service meeting was made by Vice Chair Bill Flora and seconded by Commissioner Kara Scales. All members voted yes. Motion carried.

PUBLIC COMMENT

Members of the audience may comment on any matter related to RFA business during the Public Comment period. Comments are limited to three (3) minutes per person.

UNFINISHED BUSINESS

None.

NEW BUSINESS

- Deputy Fire Marshal position update: Final job offer extended and accepted by the candidate, who was hired August 1, 2026, with a start date of August 3, 2026.** (Information Only – No Action Required)
- Invitations for Entry Level Firefighter Oral Boards will be sent to 220 applicants on August 31, 2026. Oral Boards will be held the week of September 21-25, 2026, with intent to hire ten (10) Entry Level Firefighters, 55 of whom will be invited to chief's interviews in October 2026.** (Information Only – No Action Required)

OTHER BUSINESS

- The next regular meeting is scheduled for September 15, 2026; however, due to scheduling conflicts, staff is requesting to cancel the meeting.* (Action Required)
- Vice Chair Bill Flora moved to approve canceling the September 15, 2026, meeting and rescheduling the October 20, 2026, meeting to Tuesday, October 27, 2026; Commissioner Kara Scales seconded. All members voted yes. Motion carried.
- The next regular meeting will be Tuesday, October 27, 2026.** (Information Only – No Action Required)

ADJOURNMENT

A motion to adjourn at 4:12 PM was made by Vice Chair Bill Flora and seconded by Commissioner Kara Scales. All members voted yes. Motion carried.

SIGNATURE

Carolina Alba

Carolina Alba
Civil Service Secretary/Chief Examiner

10/19/2026

Date

Civil Service Commission

Examination Report

Entry Level Firefighter

Date Open & Close	Continuous – August 25, 2026
Total # of applications received	2,139
Total # of candidate interviews	220
Oral boards date	September 21, 2026 – September 25, 2026
Total # added to eligibility list	39

Minimum Qualifications Required

The Renton Regional Fire Authority confirmed all eligible candidates met the minimum eligibility criteria: age 18 or older; current, valid NTN written exam and CPAT scores; a current, valid driver's license; a high school diploma or GED; and citizenship or legal residency.

Examination Process - Summary

The examination process consists of a written examination and the Candidate Physical Ability Test (CPAT).

On August 24, 2026, exam scores were pulled from written tests taken within the previous twelve months. Candidates who met the minimum requirements were invited to schedule an oral board interview. Candidates with the highest weighted exam scores were given priority for oral board invitations.

A total of 220 oral board interviews were scheduled, with thirty-nine (39) candidates receiving a passing score and being placed on the eligibility list.

Assessment Components and Scoring

Written Examination:

Entry-level firefighter applicants took the written exam through National Testing Network (NTN) within the previous twelve months and had a valid CPAT on file.

The written exam takes approximately two hours and covers four major categories: Human Relations, Mechanical, Reading, and Math. Candidates must pass each component of the exam. Exam scores are weighted entirely on the Human Relations component.

The CPAT consists of a stair climb, hose drag, equipment carry, forcible entry, ladder raise/extension, search, rescue, and ceiling breach/pull, and must be completed within 10 minutes and 20 seconds to pass.

The top 515 candidates were invited to self-schedule an oral board interview; of those, 220 scheduled an interview.

Oral Boards:

The entry-level firefighter oral boards were conducted from September 21, 2026, through September 25, 2026. All candidates were asked the same three questions, and each question was worth a maximum of thirty points. The oral board total was then multiplied by 1.1 to produce a maximum score of 100. A minimum score of 70 was required to pass the oral board.

Of the 220 scheduled interviews, there were 10 no-shows, 19 cancellations, 152 fails, and 39 passes. Overall scores consisted of two weighted parts: the NTN written exam (25%) and the oral board (75%).

The following panel members served on the entry-level firefighter interview panels: Lt. Dylan Guyll, Eng. Greg LeBlanc, Firefighter Cody Olson, Lt. Alex Keith, Eng. Pat Boltz, and Firefighter Brandon Weeks.

Scoring Summary

Written Exam: 100 points maximum (25% of score)
Oral Board: 100 points maximum (75% of score)
Veteran's Preference Points: 5%-10% of the combined passing score

Veteran's preference points (if applicable) are added to each candidate's combined score to create a final score. Final scores were then ranked to establish the current eligibility list, which will expire at the end of this hiring process.

CIVIL SERVICE COMMISSION

DATE: October 1, 2026

TO: Chief Heitman, Fire Chief

FROM: Carolina Alba, Civil Service Secretary/Chief Examiner

SUBJECT: **Eligibility List for Firefighter – October 2026**

The following is a ranked list of candidates for the position of Firefighter, as established through a competitive examination process. Names are ranked according to the final score and are valid until the end of the current hiring process.

Rank	Name
1	Ryan Guindon
2	Jacob Ross
3	Ezra Guyll
4	Michael Nissen
5	Eli Guyll
6	Isaac Royal
7	Caleb Curl
8	Spencer Jaeckel
9	Levi Harper
10	London Houston
11	Ethan Weisbrod
12	Nicole Anderson
13	Mika Allison
14	Finn McCrea Anson
15	Payton Stroud
16	Hannah Sack
17	Jorge Aguirre Lomas
18	Joshua Gibson
19	John Mendrin
20	Sam Montgomery
21	Jeff Kiesz
22	Wyatt Smotherman
23	Tavus Gardner
24	Merik Van Hollebeke
25	Graison Calbert
26	Beverly Hofer
27	Theodore Dittmer
28	Neil Eric Fuhrmann
29	Angel Dees
30	Tyler Eggers
31	Heston Pettis
32	Dylan Wolfe
33	Kristopher Campbell
34	Deanna Gutierrez
35	Gage Gilbertson
36	George Henry Funk
37	Andrew Ramona
38	Noah Abu-Allan
39	Brian Ly

Carolina Alba
Civil Service Secretary/Chief Examiner