



CITY OF SOUTH ST. PAUL MEETING AGENDA

Monday, February 2, 2026

- 1. CALL TO ORDER**
- 2. APPROVAL OF AGENDA**
- 3. APPROVAL OF MEETING MINUTES**
 - A. Civil Service Meeting Minutes of January 5th, 2026
- 4. NEW BUSINESS**
 - A. Approve Eligible Register
- 5. STAFF UPDATES**
- 6. ADJOURNMENT**



AGENDA REPORT

DATE:

February 2, 2026

DEPARTMENT:

Police

PREPARED BY:

Brian Wicke

AGENDA ITEM NUMBER:

3.A.

MEETING TYPE

Regular Meeting

AGENDA ITEM

Civil Service Meeting Minutes of January 5th, 2026

ACTION TO BE CONSIDERED OR DESIRED OUTCOME

Approve as submitted.

OVERVIEW

Approval of Meeting Minutes for the regular meeting held on January 5th, 2026.

SOURCE OF FUNDS

N/A

ATTACHMENTS

1. 2026 0105 Regular Meeting Minutes

South St. Paul Civil Service Meeting

DATE/ PLACE/ TIME:

Monday, January 5th, 2026
City Hall Council Chambers
10:00 AM

RECORDER:

Brianna Rosburg

PERSONS ATTENDING:

Commissioner John Lagoo
Commissioner James Woodburn
Commissioner Kay Francis
Chief Brian Wicke
Commander Mike Running
Commander Dan Salmey
Sergeant Mike Dahl
Sergeant Matt Case
Officer Eric Peot
Officer Jessica Fuchs

Commissioner Woodburn called the meeting to order at 10:00AM.

Motion to approve the agenda for the regular meeting of Monday, January 5th, 2026, was made by Commissioner Lagoo and seconded by Commissioner Francis. Motion passed (3-0)

Motion to approve the civil service regular meeting minutes for December 1st, 2025, was made by Commissioner Francis and seconded by Commissioner Lagoo. Motion passed (3-0).

The Chief presented with the department update and reported that multiple training sessions were completed during the month, including use of force training, cold weather firearms training, ground fighting tactics at the CORE Training Facility, and required Patrol Online licensing trainings. The Chief provided an overview of the current officer hiring process and will be submitting three conditional offers of employment for ICPOET candidates to the City Council for consideration. The Officer panel so far will interview 19 candidates for the current Police Officer vacancy. The Chief also discussed the Community Service Officer (CSO) positions and their traditional role as a progression pathway into patrol officer positions. There were brief discussions among the group regarding clerical, reserves and explorers.

There was no other business before the Commission.

A motion to adjourn the meeting was made by Commissioner Lagoo and seconded by Commissioner Francis. Motion passed (3-0). The meeting was adjourned at 10:15 AM

NEXT MEETING DATE:

February 2nd, 2026

City Hall Council Chambers

10:00 AM



AGENDA REPORT

DATE:

February 2, 2026

DEPARTMENT:

Police

PREPARED BY:

Brian Wicke

AGENDA ITEM NUMBER:

4.A.

MEETING TYPE

Regular Meeting

AGENDA ITEM

Approve Eligible Register

ACTION TO BE CONSIDERED OR DESIRED OUTCOME

Approve Eligible Register 2025-Combined

OVERVIEW

During the regular meeting of the Civil Service held on June 2, 2025, the commission established a classification for "Police Cadet" and authorized the department to conduct a hiring process for this unique hiring program. Eligible register 2025-2 was established on August 4th, 2025 following this process, with three applicants hired.

In December 2025, the department accepted twenty-five applications for the position of police officer and facilitated a traditional hiring process. As the process progressed, five applicants either withdrew or didn't meet minimum application requirements, six applicants failed to respond to requests for additional data or schedule interviews, three applicants failed to show for their scheduled interviews, and eight applicants failed to achieve a score of 60% or greater upon completion of both interviews. The remaining three applicants scoring 60% or greater are seated in order of finish on eligible register 2025-3 for this stand-alone process, which is included in this packet as information.

As two eligible registers have been established, pursuant to Civil Service Rule 12(g), they have been combined into one and the candidates placed in order of their total weighted score. This combined eligible register is identified as 2025-3 Combined. Candidates from eligible register 2025-2 are identified with a ** designation following their last name and will be removed from the combined register after August 3rd, 2026, the original expiration date of register 2025-2.

As the availability of future ICPOET courses through Hennepin Technical College are undetermined at this time, by approving this combined eligible register, 2025-3 Combined, the department will be best positioned to hire additional officers through either the traditional or alternative licensure pathways.

SOURCE OF FUNDS

N/A

ATTACHMENTS

1. 2025-3 FINAL Eligible Register as of 20260202 - COMBINED
2. 2025-3 FINAL Eligible Register as of 20260202
3. 2025-2 FINAL Eligible Register as of 20260121