



CITY OF SOUTH ST. PAUL MEETING AGENDA

CIVIL SERVICE COMMISSION

Council Chambers
125 3rd Avenue North
South St. Paul, MN 55075

Tuesday, April 14, 2026
7:30 AM

- 1. CALL TO ORDER**
- 2. APPROVAL OF AGENDA**
- 3. NEW BUSINESS**
 - A. Certification of Top Eligible Applicant(s)
- 4. ADJOURNMENT**



CIVIL SERVICE COMMISSION AGENDA REPORT

DATE: April 14, 2026
DEPARTMENT: Police
PREPARED BY: Brian Wicke
AGENDA ITEM NUMBER: 3.A.

MEETING TYPE

Civil Service Commission

AGENDA ITEM

Certification of Top Eligible Applicant(s)

ACTION TO BE CONSIDERED OR DESIRED OUTCOME

Certify Top Eligible Applicant(s)

OVERVIEW

During December 2025, the department facilitated a traditional entry level testing process for the position of police officer. As an existing eligible register existed, consistent with civil service rules, this new register was combined with the existing and presented for approval during the February 2, 2026, regular meeting.

Staff is preparing to recommend the appointment of additional police officer applicant(s) and, pursuant to civil service rule, a certification of the top applicant(s) must be forwarded to the City Council for consideration of appointment.

SOURCE OF FUNDS

N/A

ATTACHMENTS

1. 2025-3 FINAL Eligible Register as of 20260202 - COMBINED
2. 2026 0504 Officer Certify Top Three

NAME		FIRST ORAL GROSS	FIRST ORAL WEIGHTED	SECOND ORAL GROSS	SECOND ORAL WEIGHTED	VETERAN'S PREFERENCE	RESERVE/ CSO - Bonus	TOTAL SCORE	FINAL RANKING
Fox*	Hunter	49.00	27.22	63.00	70.00			97.22	1
Howard **	Alex	28.00	23.33	53.33	59.26			82.59	2
Smith**	Christopher	24.33	20.28	52.67	58.52			78.80	3
Bagherzadeh**	Setareh	31.00	25.83	47.33	52.59			78.42	4
Gonzalez	Kevin	48.00	26.67	44.33	49.26			75.92	5
Smith**	Morgan	25.00	20.83	46.33	51.48			72.31	6
Byrne**	Steve	32.00	26.67	33.00	36.67			63.33	7
Sanders	Mason	12.50	6.94	49.00	54.44			61.39	8

The Commission directed that the weighting of the scores would be 30% for initial oral interviews and 70% for the final interview.

Initial oral interviews scored as follows: Gross score divided by 36 or 54 (total points possible) then multiplied by 100 (put on 100 pt scale) then multiple by 0.30 (weighted value)

Final oral interview scored as follows: Gross score divided by 63 (total points possible) then multiplied by 100 (put on 100 pt scale) then multiplied by 0.70 (weighted value)

Those candidates who qualified for Veteran's Preference had ten (10) points added to their total score. Qualified disabled veterans had fifteen (15) points added to their total score.

Candidates that are current South St. Paul Police Reserves or Community Service Officer with at least one (1) year of service had five (5) points added to their score.

* (Not Currently Eligible)

** (Cadet Applicant - Eligibility Exp 8/3/2026))

Exp: 02/01/2027

MEMORANDUM

To: The Honorable Mayor James P. Francis
Members of the City Council
From: John Lagoo-Secretary
South St. Paul Police and Fire Civil Service Commission
Date: April 14th, 2026
Subject: Certification of the top standing names from the police officer eligibility list

In accordance with the Civil Service Rules for the Police Department, Rule 14, the below listed names are certified by this Commission as the top candidate(s) eligible for appointment for the position of police officer with the South St. Paul Police Department.

The police officer candidates are listed in their order of finish after completion of the testing process approved by this Commission.

- 1) Hunter Fox
- 2) Alex Howard
- 3) Christopher Smith

John Lagoo – Secretary