



CITY OF SOUTH ST. PAUL MEETING AGENDA

CIVIL SERVICE COMMISSION

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

Monday, June 1, 2026
10:00 AM

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



CIVIL SERVICE COMMISSION AGENDA REPORT

DATE: June 1, 2026
DEPARTMENT: Police
PREPARED BY: Brian Wicke
AGENDA ITEM NUMBER: 3.A.

MEETING TYPE

Civil Service Commission

AGENDA ITEM

Civil Service Meeting Minutes of May 5th, 2026.

ACTION TO BE CONSIDERED OR DESIRED OUTCOME

Approve as submitted.

OVERVIEW

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

SOURCE OF FUNDS

N/A

ATTACHMENTS

1. 2026 - 0505 Regular Meeting Minutes

South St. Paul Civil Service Meeting

DATE/ PLACE/ TIME:

Tuesday, May 5th, 2026
City Hall Council Chambers
9:00 AM

RECORDER:

Brianna Rosburg

PERSONS ATTENDING:

Commissioner John Lagoo
Commissioner James Woodburn
Commissioner Kay Francis
Chief Brian Wicke
Commander Mike Running
Commander Dan Salmey

Commissioner Francis called the meeting to order at 9:00AM.

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

Motion to approve the civil service regular meeting minutes for April 7th, 2026, was made by Commissioner Lagoo and seconded by Commissioner Woodburn. Motion passed (3-0).

Motion to approve the special meeting minutes for April 14th, 2026, was made by Commissioner Woodburn and was seconded Commissioner Lagoo. Motion passed (3-0).

The Chief provided a department update. The City Council will be extending CSO Hunter Fox a conditional offer of employment for an entry-level police officer position. His hiring will bring the department to 36 authorized officers, leaving one remaining vacancy. Applications for that position have been accepted, with the posting scheduled to close Friday, May 8.

Officers Katharine Kitchen, Timothy Neirby, and Karly Schadt have all advanced to Phase II of the FTO program and are doing very well. Due to the unique nature of the ICPOET program, these non-traditional law enforcement candidates have provided the department with valuable insight into areas where institutional learning gaps exist and how those gaps can be better addressed. As a result, their FTO process will be extended potentially by approximately one month. Overall, the program has proven very successful, and the officers continue to perform exceptionally well.

Commander Salmey has ordered a new patrol vehicle, a Ford F-150, thanks to the department's partnership with the Department of Traffic Safety to proactively address distracted driving concerns. The vehicle is anticipated to be deployed around Labor Day.

The department is currently in week three of the Ranzy homicide trial, which has required a substantial commitment of departmental resources and personnel time. The incident involved a series of poor decisions by all parties involved. During the robbery, the victim fired back at the suspects, resulting in the death of one individual. The case presents additional complexities due to the victim being legally prohibited from possessing a firearm. The remaining participant in the incident is scheduled to stand trial later this summer.

This year's Senior games which have been known as "Water Wars, Nerf Wars, and Senior Assassins", have generated significant concern due to the use of realistic-looking water guns and imitation firearms. While the rules of the games have been clearly communicated and can be harmless when followed appropriately, violations of those rules have resulted in increased weapons-related calls and the potential for dangerous situations. In one recent incident near a school, a driver pointed what was later determined to be a squirt gun out of a vehicle window. Due to effective police work, officers quickly identified and located the individuals involved. The victims in the incident genuinely believed they were facing a deadly threat. Other jurisdictions have also reported active shooter-type calls that were later determined to involve individuals escalating these games beyond their intended rules.

Thirteen department staff members will accompany the Slifko family to Washington, D.C. for Peace Officers Memorial Week. Sergeant Cory Slifko will be added to the Roll Call of Heroes by the Minnesota Fraternal Order of Police, and Katie Slifko will place a rose on the memorial board in his honor. The week's culminating event is the national memorial service held on the Capitol grounds, where typically the President gives the speech but in his absence the Vice President will deliver remarks on behalf of the administration. During the absence of command staff attending the memorial events, the West St. Paul Police Department will provide administrative coverage for the city.

On behalf of the Commissioners, they would like to extend their sincere gratitude to those attending the Washington, D.C. memorial events. They are very appreciative of your willingness to represent the department and honor Sergeant Cory Slifko and his family during this important occasion.

There was no other business before the Commission.

A motion to adjourn the meeting was made by Commissioner Lagoo and seconded by Commissioner Woodburn. Motion passed (3-0). The meeting was adjourned at 9:24 AM

NEXT MEETING DATE:

Monday, June 1st, 2026
City Hall Council Chambers
10:00 AM



CIVIL SERVICE COMMISSION AGENDA REPORT

DATE: June 1, 2026
DEPARTMENT: Police
PREPARED BY: Brian Wicke
AGENDA ITEM NUMBER: 4.A.

MEETING TYPE

Civil Service Commission

AGENDA ITEM

Approve Eligible Register

ACTION TO BE CONSIDERED OR DESIRED OUTCOME

Approve Eligible Register 2026-Combined

OVERVIEW

During the regular meeting of the Civil Service held on June 2nd, 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 2025-02 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. Eligible register 2025-03 was established on February 2nd, 2026 and pursuant to Civil Service Rule 12(g), this register was combined with 2025-02 to form 2025-Combined.

In May 2026, the department accepted eighteen applications for the position of police officer and facilitated a traditional hiring process. Three applicants did not meet minimum eligibility requirements, two failed to respond to requests for interview, and two failed to show for scheduled interviews, leaving a total of eleven applicants who fully participated in the hiring process. Upon conclusion of the panel interviews, three applicants obtained a score above the minimum threshold of sixty percent and are seated on register 2026-01 in order of finish.

As there are currently two eligible registers already in place, pursuant to Civil Service Rule 12(g), they have been combined with the current register to form 2026-Combined and the candidates have been seated in order of finish. Candidates from register 2025-02 are designated with a *, candidates from register 2025-03 are designated with a **, and candidates from register 2026-01 are designated with a ***. As a register expires, candidates from that respective list will be removed from 2026-Combined.

With the availability of future ICPOET courses through Hennepin Technical College undetermined at this time, by approving this combined eligible register, 2026-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. 2025-2 FINAL Eligible Register as of 20260121
2. 2025-3 FINAL Eligible Register as of 20260421
3. 2026-1 FINAL Eligible Register as of 20260601
4. 2026-1 FINAL Eligible Register as of 20260601 - COMBINED

NAME		FIRST ORAL GROSS	FIRST ORAL WEIGHTED	SECOND ORAL GROSS	SECOND ORAL WEIGHTED	VETERAN'S PREFERENCE	RESERVE/ CSO - Bonus	TOTAL SCORE	FINAL RANKING
Howard **	Alex	28.00	23.33	53.33	59.26			82.59	3
Smith	Christopher	24.33	20.28	52.67	58.52			78.80	6
Bagherzadeh	Setareh	31.00	25.83	47.33	52.59			78.42	7
Smith	Morgan	25.00	20.83	46.33	51.48			72.31	8
Byrne	Steve	32.00	26.67	33.00	36.67			63.33	9

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 (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.

* (Waived Certification)

** (Not Currently Eligible)

Exp: 08/03/2026

NAME		FIRST ORAL GROSS	FIRST ORAL WEIGHTED	SECOND ORAL GROSS	SECOND ORAL WEIGHTED	VETERAN'S PREFERENCE	RESERVE/ CSO - Bonus	TOTAL SCORE	FINAL RANKING
Gonzalez	Kevin	48.00	26.67	44.33	49.26			75.92	6
Sanders	Mason	12.50	6.94	49.00	54.44			61.39	7

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 (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.

- * (Waived Certification)
- ** (Not Currently Eligible)

Exp: 02/01/2027

NAME		<i>FIRST ORAL</i>	<i>FIRST ORAL</i>	<i>SECOND ORAL</i>	<i>SECOND ORAL</i>	<i>VETERAN'S</i>	<i>RESERVE/</i>	TOTAL	FINAL
		<i>GROSS</i>	<i>WEIGHTED</i>	<i>GROSS</i>	<i>WEIGHTED</i>	<i>PREFERENCE</i>	<i>CSO - Bonus</i>	SCORE	RANKING
Thompson	Brendan	54.00	30.00	63.00	70.00			100.00	1
Abrahamson	Nathan	44.67	24.82	38.00	42.22			67.04	2
Watterson	Garrett	8	4.44	51.00	56.67			61.11	3

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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.

Exp: 05/031/2027

NAME		FIRST ORAL GROSS	FIRST ORAL WEIGHTED	SECOND ORAL GROSS	SECOND ORAL WEIGHTED	VETERAN'S PREFERENCE	RESERVE/ CSO - Bonus	TOTAL SCORE	FINAL RANKING
Thompson***	Brendan	54.00	30.00	63.00	70.00			100.00	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
Abrahamson***	Nathan	44.67	24.82	38.00	42.22			67.04	7
Byrne*	Steve	32.00	26.67	33.00	36.67			63.33	8
Sanders**	Mason	12.50	6.94	49.00	54.44			61.39	9
Watterson***	Garrett	8	4.44	51.00	56.67			61.11	10

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.

*(2025-02 Cadet Applicant - Eligibility Exp 8/3/2026))

** (2025-03 Applicant - Eligibility Expires 02/01/2027)

*** (2026-01 Applicant - Eligibility Expires 05/31/2027)

Exp: 05/31/2027