



CITY OF SOUTH ST. PAUL MEETING AGENDA

CIVIL SERVICE COMMISSION

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

Monday, July 6, 2026
10:00 AM

- 1. CALL TO ORDER**
- 2. APPROVAL OF AGENDA**
- 3. APPROVAL OF MEETING MINUTES**
 - A. Civil Service Meeting Minutes of June 1st, 2026.
- 4. NEW BUSINESS**
 - A. Certification of Top Eligible Applicants
- 5. STAFF UPDATES**
- 6. ADJOURNMENT**



CIVIL SERVICE COMMISSION AGENDA REPORT

DATE: July 6, 2026
DEPARTMENT: Police
PREPARED BY: Brian Wicke
AGENDA ITEM NUMBER: 3.A.

MEETING TYPE

Civil Service Commission

AGENDA ITEM

Civil Service Meeting Minutes of June 1st, 2026.

ACTION TO BE CONSIDERED OR DESIRED OUTCOME

Approve as submitted.

OVERVIEW

Approval of Meeting Minutes for the regular meeting held on June 1st, 2026.

SOURCE OF FUNDS

N/A

ATTACHMENTS

1. 2026 0601 Regular Meeting Minutes

South St. Paul Civil Service Meeting

DATE/ PLACE/ TIME:

Monday, June 1st, 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 Dan Salmey

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

Motion to approve the agenda for the regular meeting of Monday, June 1st, 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 Tuesday, May 5th, 2026, was made by Commissioner Lagoo and seconded by Commissioner Woodburn. Motion passed (3-0).

Commander Dan Salmey gave an update regarding the applicants and the applicants that are now the top three are; Brendan Thompson, Nathan Abrahamson, Garrett Watterson.

Motion to approve a blended list of 2025-02, 2025-03 and 2026-01 for the entry level police officer registry made by Commissioner Woodburn and seconded by Commissioner Lagoo. Motion passed. (3-0)

Chief Wicke provided a department update. He shared that the Ranzy trial required a significant amount of staff time, pulling personnel away from other investigations; however, the outcome was positive.

The department is currently preparing for the high school graduation and beginning planning efforts for Kaposia Days. Chief Wicke also advised that budgeting and planning for 2027 are underway, including plans to replace the department's issued firearms.

The department's three cadets continue to make excellent progress through the Field Training Officer (FTO) program. CSOs Fox and Abrahamson are scheduled to begin Skills training at the end of July, and CSOs Shields and Margarit have successfully completed their training and are now working independently.

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 10:29 AM

NEXT MEETING DATE:

Monday, July 6th, 2026
City Hall Council Chambers
10:00 AM



CIVIL SERVICE COMMISSION AGENDA REPORT

DATE: July 6, 2026
DEPARTMENT: Police
PREPARED BY: Brian Wicke
AGENDA ITEM NUMBER: 4.A.

MEETING TYPE

Civil Service Commission

AGENDA ITEM

Certification of Top Eligible Applicants

ACTION TO BE CONSIDERED OR DESIRED OUTCOME

Certify Top Eligible Applicants

OVERVIEW

During May 2026, the department facilitated an entry-level testing process with the eligible register "2026-Combined" created upon conclusion. The May 2026 process and eligible register were presented to the Commission during the regular meeting held on June 1st, 2026 and the register was formally adopted.

Staff are 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. 2026-1 FINAL Eligible Register as of 20260601 - COMBINED
2. 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
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

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: July 6th, 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) Brendan Thompson
- 2) Alex Howard
- 3) Christopher Smith

John Lagoo – Secretary