



Meeting Minutes

Civil Service Commission

City Hall
601 4th Avenue E
Olympia, WA 98501

Contact: Telli Norton
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Tuesday, September 16, 2025

8:30 AM

Room 112 & Zoom

Zoom: <https://us02web.zoom.us/j/89053523259>

1. CALL TO ORDER

Meeting was called to order at 8:30am.

1.A ROLL CALL

Linda Villegas Bremer - Commission Chair, Reiko Callner - Commissioner, Oscar Soule - Commissioner, Telli Norton - Senior HR Generalist & Chief Examiner, Ray Brady - Interim Deputy Chief of Police, and Sean O'Brien - Police Hiring & Training Sergeant.

2. APPROVAL OF AGENDA

Commissioner Oscar Soule moved to approve. Approval was seconded by Commissioner Reiko Callner. No questions or requested changes. All votes aye. The agenda was approved.

3. APPROVAL OF MINUTES

Approval of August 19, 2025 Civil Service Commission Meeting Minutes

Commissioner Reiko Callner moved to approve. Approval was seconded by Commissioner Oscar Soule. No questions or requested changes. All voted aye. The August 19th minutes were approved.

4. PUBLIC COMMENT

No public comment was received.

5. ANNOUNCEMENTS

Telli Norton shared the Police Department's Sergeant promotion assessment center will be held next week.

6. BUSINESS ITEMS

Approval of Entry Level Police Officer Register

Commissioner Oscar Soule moved to approve. Approval was seconded by Commissioner Reiko Callner. Telli Norton walked through the staff report and register.

Discussion: Commissioner Oscar Soule asked if 29 eligible candidates was a high number. Sergeant Sean O'Brien explained that is an average number. Commissioner Reiko Callner then asked about the vacancy rate. Sergeant Sean O'Brien the department has recently hired 3 entry-level police officers, bringing the vacancy number to 14. Commissioner Reiko Callner stated the question was brought up as a result of an event downtown not having police presence. Interim Deputy Chief, Ray Brady, thanked Commissioner Reiko Callner for bringing it to their attention and that the department should have had a different response. He noted that staffing continues to be a major complication and overtime to meet minimum staffing requirements has been difficult. Commissioner Reiko Callner suggested having the department PIO reach out to the community organizers in that situation.

All voted aye. The Entry-Level Police Officer Register was approved.

Approval of Police Lieutenant Register

Commissioner Reiko Callner moved to approve. Approval was seconded by Commissioner Oscar Soule. Telli Norton walked through the staff report and register. No questions or comments.

All voted aye. The Police Lieutenant Register was approved.

Approval of Entry-Level Firefighter-Paramedic Register

Commissioner Oscar Soule moved to approve. Approval was seconded by Commissioner Reiko Callner. Telli Norton walked through the staff report and register.

Discussion: Commissioner Oscar Soule asked about how the announcement for the paramedic school opportunity went out to staff. Telli Norton explained the process and the Medic One contract.

All voted aye. The Entry-Level Firefighter-Paramedic Register was approved.

7. REPORTS

No reports.

8. OTHER TOPICS

Commissioner Reiko Callner shared that she was part of the community

policing position interview board and that she was impressed by the large number of candidates. She was curious if the city had made a hiring decision. Telli Norton shared that she had not heard that an official appointment had been made.

9. ADJOURNMENT

The meeting was adjourned at 8:48am.

Accommodations