



Meeting Minutes

Civil Service Commission

City Hall
601 4th Avenue E
Olympia, WA 98501

Contact: Telli Norton
360.709.2775

Tuesday, July 15, 2025

8:30 AM

Room 112

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

1. CALL TO ORDER

Meeting was called to order at 8:29am.

1.A ROLL CALL

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

2. APPROVAL OF AGENDA

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

3. APPROVAL OF MINUTES

Approval of June 17, 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 June 17, 2025 meeting minutes were approved.

4. PUBLIC COMMENT

No public comment was received.

5. ANNOUNCEMENTS

No new announcements.

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 Reiko Callner noted the great numbers and diversity for this register. Commissioner Reiko Callner asked about the Police Department's current vacancies. Interim Police Chief Shelby Parker shared that there are currently 16 vacancies and that is expected to rise with a few more pending separations. Interim Police Chief Shelby Parker shared that the department has implemented a new hiring incentive program that they are hopeful will result in filling vacancies and lowering the turnover rate.

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

Approval of Changes to Police Sergeant Job Classification

Commissioner Reiko Callner moved to approve. Approval was seconded by Commissioner Oscar Soule. Interim Police Chief Shelby Parker explained the requested change, to add a 12 years of experience in lieu of a college degree.

Discussion: Commission Chair Linda Villegas Bremer asked how the department arrived at the 12 years minimum. Interim Chief Shelby Parker explained this was a thought through decision based on how they receive years of service bars, which are in 3 year increments. The goal was a minimum of 10, but with how service bars are granted, 12 made the most practical sense for the department. She shared there are several members of the department that feel they have hit a ceiling because they don't have formal education, however, they are talented police officers who have a lot to offer the department.

All voted aye. The Changes to the Police Sergeant Job Classification were approved.

7. REPORTS

No reports.

8. OTHER TOPICS

Discussion: Commissioner Reiko Callner asked if the police department could share anything regarding the civilian deaths downtown. Interim Police Chief Shelby Parker shared that the investigation is ongoing and the technology behind these investigations can be time intensive. Commissioner Reiko Callner shared her experience with a similar case. Interim Police Chief Shelby Parker shared that the department is openly communicating with the public and press regarding this case - to the extent they are able during an open

investigation.

9. ADJOURNMENT

The meeting was adjourned at 8:55am.