



Meeting Minutes

Civil Service Commission

City Hall
601 4th Avenue E
Olympia, WA 98501

Contact: Telli Norton
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Tuesday, November 18, 2025

8:30 AM

Room 112 & Zoom

Zoom: <https://us06web.zoom.us/j/89590024094>

1. CALL TO ORDER

Meeting was called to order at 8:31am.

1.A ROLL CALL

Linda Villegas Bremer - Commission Chair, Reiko Callner - Commissioner, Telli Norton - Senior HR Generalist/Chief Examiner, Ray Brady Deputy Chief of Police, and Nicole Anderson - Fire Executive Assistant

2. APPROVAL OF AGENDA

Commissioner Reiko Callner moved to approve. Approval was seconded by Commission Chair Linda Villegas Bremer. No questions or comments. All voted aye. The agenda was approved.

3. APPROVAL OF MINUTES

Approval of October 21, 2025 Civil Service Commission Meeting Minutes

Commissioner Reiko Callner moved to approve. Approval was seconded by Commission Chair Linda Villegas Bremer. No questions. Commission members voice appreciation for detailed minutes. All voted aye. The minutes was approved.

4. PUBLIC COMMENT

No public comment.

5. ANNOUNCEMENTS

Telli Norton shared that the Fire Department promoted Hillory Flowers to Deputy Chief to fill the vacancy of Mike Buchanan who is retiring at the end of the year. Hillory's previous Assistant Chief role has been filled by the existing register internal candidate, Kevin Maltz.

6. BUSINESS ITEMS**Approval of Entry Level Police Officer Register**

Commissioner Reiko Callner moved to approve. Approval was seconded by Commission Chair Linda Villegas Bremer. Telli Norton walked through the staff report and register.

Discussion: Telli Norton shared that the top candidate, Bailey Hodgson, should have been removed from the active register as he was hired and started on 11/3/25.

All voted aye. The Entry Level Police Officer register was approved.

Approval of Lateral Police Officer Register

Commissioner Reiko Callner moved to approve. Approval was seconded by Commission Chair Linda Villegas Bremer. Telli Norton walked through the staff report and register.

Discussion: Commission Reiko asked about the community member. Telli Norton shared they are a supervisor at Intercity Transit and have participated on several oral boards.

Commission Chair Linda Villegas Bremer asked about the lateral hiring process. Deputy Chief Brady shared that laterals join the department having already completed the academy but still go through a department field training process.

All voted aye. The Lateral Police Officer register was approved.

7. REPORTS

No reports.

8. OTHER TOPICS

Discussion: Commissioner Reiko Callner asked about the number of Police Officer vacancies. Deputy Chief Brady and Telli Norton confirmed they believe with a recent hire the department has 11 vacancies. Commissioner Reiko Callner asked how many commissioned officers the department would have if fully staffed. DC Brady shared that there were 88 commissioned positions from the Chief down. Commissioner Reiko Callner asked if he knew the ratio of residents to officers. DC Brady stated he can pull that information from

WASPC (Washington Association of Sheriff's & Police Chief's) and that he would provide that.

9. ADJOURNMENT

The meeting was adjourned at 8:41am.

Accommodations