



# Meeting Minutes

## Civil Service Commission

City Hall  
601 4th Avenue E  
Olympia, WA 98501

Contact: Telli Norton  
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**Tuesday, January 20, 2026**

**8:30 AM**

**Room 112**

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In person or via 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, Oscar Soule - Commissioner, Telli Norton - Senior HR Generalist/Chief Examiner, Ray Brady Deputy Chief of Police, Sean O'Brien - Police Sergeant, and Nicole Anderson - HR Program Specialist

**2. APPROVAL OF AGENDA**

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

**3. APPROVAL OF MINUTES**

Commissioner Oscar Soule moved to approve. Approval was seconded by Commissioner Reiko Callner.

Commissioner Reiko Callner noted on page 2, "Commission" needed to be updated to "Commissioner". Telli Norton stated those updates would be made.

All voted aye to approve with discussed updated. The minutes were approved as amended.

Approval of November 18, 2025 Civil Service Commission Meeting Minutes

**4. PUBLIC COMMENT**

No public comment received.

**5. ANNOUNCEMENTS**

There were no announcements.

**6. BUSINESS ITEMS**

Approval of Entry-Level Firefighter-Paramedic Register

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

Discussion: Commissioner Reiko Callner asked about the candidate pool selection. Telli Norton explained that this was an internal opportunity for current firefighters that wanted to attend paramedic school to become firefighter/paramedics.

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

Approval of Entry Level Police Officer Register

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

Discussion: Commissioner Reiko Callner asked about the community members on the panels. Police Sergeant, Sean O'Brien shared the occupations of the community members.

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

Approval of Lateral Police Officer Register

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

No questions or comments.

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

**7. REPORTS**

No reports.

**8. OTHER TOPICS**

Commissioner Reiko Callner mentioned proposed legislation this session that would forbid law enforcement officers from wearing masks except under specific circumstances, and the distressing situations around the country involving federal ICE enforcement. She stated she knows a lot of local citizens are concerned about what is going on, noted the possibility of clashes between local law enforcement and ICE officials who tend to wear masks, and wondered what, if anything, OPD could be doing or is doing to get in front of the issues. She also referenced a specific local law enforcement case here in Thurston County in which citizens mistook local officers for ICE, and the citizens deployed whistles to notify other citizens about the presence of ICE, and was wondering what, if anything, the department was doing to get ahead of it and what communication was being had to avoid unintended interference with regular law enforcement activities. Deputy Police Chief, Ray Brady stated that both he and Interim Chief Parker are committed to trying to address these issues ahead of time. He continued that the department has done well this far and there are more things in progress. The Chief and Deputy Chief have had the opportunity to reach out and meet with communities of faith, marginalized communities, communities of color, and some of those that are directly affected by situations such as this. In these meetings he further explained that they will take the OPD policies and procedures with them to help the community understand how the department functions, its standards, and its overall mission to protect and have the community feel safe. The department has a goal of de-escalating these tensions, but there are limitations as to what they can do regarding the federal government authority, however, they want the community to know when they see the OPD patch, what type of response they will get and the commitment to all community members. DC Brady continued that they are tracking the new laws and Commissioner Callner offered her assistance in interfacing with community groups if needed. DC Brady shared his appreciation and that he would pass that along to Interim Chief Parker.

**9. ADJOURNMENT**

The meeting was adjourned at 8:44am.

Accommodations