

AGENDA

POLICE AND FIRE COMMISSION

Superior, WI 54880

Police & Fire Commissioners: Howard Hendrickson, Shawnu Ksicinski, Arthur Gil de Lamadrid,
ChaQuana McEntyre, Maria Cuzzo

Council Representative: Councilor Fennessey

The Board of the Police and Fire Commission for the City of Superior will meet in special session on Thursday, July 28th, 2022 at 2:00 p.m. in room 204 of the Government Center. This meeting can also be virtually accessed online by entering the following information:

[Join with Google Meet](#)

meet.google.com/cky-gmvm-azq

[Join by phone](#)

(US) +1 929-324-6420 PIN:942 877 046#

The following has been scheduled for discussion/action:

1. Call to order
2. Roll call
3. Recognition of notice to public
4. Approve Police Officer testing process

Adjournment

-John Kiel

Assistant Chief of Police

In compliance with Wisconsin Open Meetings Law, this agenda was:

Posted: Government Center, Douglas County Courthouse, Superior Public Library

Notified by email: Superior Telegram, Duluth News Tribune

The City of Superior complies with the Americans with Disabilities Act of 1990. If you are in need of an accommodation to participate in the public meeting process, please contact the City Clerk's Office at (715)395-7200 by 4:30 p.m. on the day prior to the scheduled meeting. We will attempt to accommodate any request depending on the amount of notice we receive.

c: Mayor Paine
City Clerk
Scott Gordon, Fire Chief

Cammi Janigo, Human Resources Director
Frog Prell, City Attorney
Charles Mahlen, WPPA, Local #27

***POLICE OFFICER EXAM PLAN
2022***

Timeline:

08/01/22	Begin advertising for Police Officer testing
08/21/22	Deadline for accepting application materials
08/31/22 & 09/01/22	Written exam to be given at Government Center by City HR personnel
09/17/22 or 09/24/22	Date for interviews and physical readiness test at SHS/UWS(?) PFC- PLEASE CHECK YOUR CALENDARS FOR AVAILABILITY ON THESE DATES
Sept/Oct	PFC to certify Police Officer hire list at Special Meeting

Recruitment:

Posting: Posting clearly defining requirements, deadlines, test elements and written and tentative oral dates
Scope of Recruitment: Regional – State-wide

Outreach Efforts:

Schools: UW System; UM System; WITC System; CVTC System; Fond Du Lac, Rice Lake, Hibbing, St. Scholastica, Lake Superior College, + many more colleges; WILENET (Asst Chief posts), City Commissions email, Facebook, All City email

Process:

1. Application Process:
Standard application - submit “photocopies” of transcripts at time of application
2. Screening:
Minimum Qualifications – see job description
3. Written Test:
Pass/Fail - Top 50 passing (70%+ on entire test, not by section) continue to the oral exam and physical readiness test.
Test: National Police Officer Selection Test (POST)
4. Oral Examination:
Up to five panels of three, made up of 1-PFC member and 2-SPD management and personnel
Define the rating criteria and oral questions
Preference given to WI certified candidates
5. Physical Agility:
Pass/Fail – Entry Physical Readiness Test (PRT)
6. Establish Eligible List:
“Certified” college transcripts required of all candidates on list at this point
7. PFC to certify top 5 candidates on eligible list
8. SPD conducts department interviews, performs Background Investigations of top candidates

Upon Vacancy:

9. Conditional Job Offer is Made
10. Post job offer Medical Exam, MMPI and Psychological Exam are completed