

**MINUTES**  
**POLICE AND FIRE COMMISSION**  
**Superior, Wisconsin**

1. The regular meeting of the Board of the Police and Fire Commission for the City of Superior was called to order Wednesday November 13, 2019 at 6:00 p.m. in Room 204, of the Government Center, Superior, Wisconsin.

2. ROLL CALL

Commissioners present: Shawnu Ksicinski, Arthur Gil de Lamadrid, ChaQuana McEntyre,  
Howard Hendrickson,

Also present: HR Director Koneczny, Chief Gordon, Asst. Chief Markon

There being a quorum present, the meeting was in order.

3. RECOGNITION OF NOTICE TO THE PUBLIC

The recording secretary mailed and/or delivered agendas and agenda packets to persons or organizations listed, and the meeting was legally noticed in accordance with Wisconsin State Statutes open meeting law.

4. Approval of minutes:

*Motion by Commissioner McEntyre, seconded by Commissioner Hendrickson and carried to approve the minutes from the October 9, 2019 meeting.*

5. Police & Fire department updates

Chief Gordon said there is a lot going on in the Fire Department. Interviews were just conducted. Chief Gordon said we have now exhausted the current hire list. Chief Gordon said he is hoping to fill two spots by the end of this year. There are two openings currently. He said they are still planning on testing in the spring to establish a new hire list. Chief Gordon talked about the department meetings he is holding with the five department committees. He said his plan is to have all employees have a voice in what is happening within the department, and even though everyone may not get exactly what they want, the Chief wants to provide a reason why or why not an idea will be implemented. Chief Gordon stressed the importance of the committees and how they work within the department. The Chief stated part of his goal is he wants people to be involved and to understand what it is that their role is, and where they can make an impact. The Chief also spoke about employee quarterly evaluations. Chief Gordon also gave a brief update on the progress of the new fire station and he spoke of a photo that Bob Jauch took of the Globe Elevator fire that is now displayed at the station.

Asst. Chief Markon said the department's staffing level is good right now. We have two people selected to be sworn in on January 3<sup>rd</sup> and they will begin recruit school in January. An officer recently made an announcement that he will retire in January. Asst. Chief Markon said there are still several officers that are at or near the age that they could retire in the near future. We will talk about the timeline for a new hiring process tonight. Asst. Chief Markon said we have been hiring steadily in the past several years

mainly due to many retirements. Promotions are also complete within the department after some recent retirements. Asst. Chief Markon told the commissioners that he will retire next April so he is in the process of delegating some of his duties at this time to help that transition.

*No action*

6. Letter from Chief Gordon; promotion, Zimmerman
7. Letter from Chief Gordon; completion of probationary period, Edwards
8. Letter from Chief Gordon; promotion, Baker
9. Letter from Chief Gordon; promotion, Lorenz
10. Letter from Chief Gordon; promotion, Melcher
11. Letter from Chief Alexander; completion of probationary period, Ciciora, Austin Johnson, Mattson

*Motion by Commissioner Gil de Lamadrid, seconded by Commissioner McEntyre and carried to receive and file items 6, 8, 9 and 10.*

*Motion by Commissioner Hendrickson, seconded by Commissioner Gil de Lamadrid and carried to approve items 7 and 11.*

12. Approve updated Police Officer certified hire list

*Motion by Commissioner Gil de Lamadrid, seconded by Commissioner Hendrickson and carried to approve the updated Police Officer certified hire list.*

13. Approve updated Firefighter certified hire list

*Motion by Commissioner Hendrickson, seconded by Commissioner McEntyre and carried to approve the updated Firefighter certified hire list.*

14. Approve Police Officer testing process

*Motion by Commissioner Hendrickson, seconded by Commissioner Ksicinski and carried to approve the Police Officer testing process.*

15. Review promotional processes

*No action*

*Motion by Commissioner Gil de Lamadrid, seconded by Commissioner Hendrickson and carried to adjourn the meeting at 7:10 p.m.*

*Submitted by: Donna Swanson  
Recording Secretary*