

MINUTES
POLICE AND FIRE COMMISSION
Superior, Wisconsin

1. A special meeting of the Board of the Police and Fire Commission for the City of Superior was called to order Thursday, November 12, 2020 at 4:30 p.m. Participants the meeting via Google Meet.

2. ROLL CALL

Commissioners present: Howard Hendrickson, Ephraim Nikoi, Arthur Gil de Lamadrid

Also present: Chief Alexander, Chief Gordon, HR Director Koneczny

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. Police & Fire department updates

Chief Alexander said that overall things are good in the department. He said we were able to get the COVID outbreaks under control. We did have a period when a handful of people were confirmed, but it's been about three weeks since we've had one. We are continually reminding people to use their PPE and take precautions, and we also went back to restricting people's presence within the department. Chief Alexander talked about the need for the hiring process to begin again. Between COVID and recruit schools not being able to function at the same level that they previously did, and possibly up to four retirements in the next year, we will be short staffed for much of 2021. Chief Alexander talked about the training that department members attended last year on Fair & Impartial Policing. This was very good training and largely dealt with de-escalation, professional communication, and implicit and unconscious bias. We now have two officers that have been trained to be trainers in this area, so we can have follow up training for officers. This will allow us to revisit these topics at a much greater frequency than we have in the past.

Chief Gordon said the Fire Department has now had three positive COVID cases, one department member is still off of work. Luckily none of them had severe symptoms. Chief Gordon has put a plan in place to make sure the department can continue to provide service to the community during COVID outbreaks. Chief Gordon said in preparation for a possible bigger outbreak, he has been working on a plan in the event that more department members are affected by COVID. Interviews for new firefighters are scheduled for next week. Some candidates are coming from out of town, so Chief's interviews will take place on that same day as to not make people travel to our city twice. Chief Gordon said the goal is to have four great candidates hired and for them to begin in January. This would put the department at full staffing again, as there have been shortages all through 2020.

No Action

5. Approval of minutes: October 14 and October 28, 2020

Motion by Commissioner Hendrickson, seconded by Commissioner Gil de Lamadrid and carried to approve the minutes from the October 14, 2020 meeting.

Motion by Commissioner Gil de Lamadrid, seconded by Commissioner Hendrickson and carried to approve the minutes from the October 28, 2020 meeting.

6. Police Officer testing process

HR Director Koneczny presented a rough draft for the upcoming testing process. The deadline for applications will likely be December 13th and then the process will move forward with scheduling interviews, etc. There was also some discussion on in-person versus virtual interviews.

Motion by Commissioner Hendrickson, seconded by Commissioner Gil de Lamadrid and carried to approve the Police Officer testing process.

7. Lateral transfers

Chief Alexander explained that this process would offer an open enrollment period for applications for people who are already certified, licensed to be a police officer, or eligible for it through reciprocity. Chief Alexander said this would make it more encouraging for officers from other departments to apply with our department without going through the entire hiring process. Chief Alexander said often this type of process will allow someone to come into the department higher in the pay scale than a new officer. This would offer an extra incentive for officers to transfer to our department. This aspect would need our police unions' approval. Chief Alexander said this would be beneficial to us in that we may get more qualified officers and might offset the hardship of department shortages. Chief Alexander said he can bring some draft language to Commissioners at a future meeting. Chief Gordon said he would be interested in this process for the fire department as well.

No Action

Motion by Commissioner Gil de Lamadrid, seconded by Commissioner Hendrickson and carried to adjourn at 5:09 p.m.

*Submitted by: Donna Swanson
Recording Secretary*