

Police & Fire Commission

Tuesday, March 20, 2018

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1 The Meeting of the Police & Fire Commission was called to order at 5:31 p.m. on Tuesday,
2 March 20, 2018. It was noted that the meeting had been announced and a notice posted at City
3 Hall.

4

5 Roll call was taken with the following members present: Lori Olson, Tom Brewer, John Every,
6 Mark Dahlke, Tom Kennedy.

7

8 Also Present: City Administrator Eric Rindfleisch, Mayor Joe Chilsen, City Attorney Sean
9 O’Flaherty, Human Resource Director Hope Burchell, Acting Police Chief Troy Miller

10

11 **Item 2 – Approval of minutes from the previous meeting**

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13 Motion by Tom Brewer, second by Lori, to approve the minutes from the previous meeting as
14 printed and on file in the City Clerk’s Office.

15

16 On voice vote, motion carried.

17

18 **Item 3 – Public Input (limited to 3 minutes per individual)**

19

20 Mark called for anyone wishing to provide public input.

21

22 **Jasson Jobe, City of Onalaska Police Sergeant**

23

24 **No address given**

25

26 “Thanks for letting me speak. ... This year I will have been here for 20 years. I have a lot of
27 pride in the Onalaska Police Department, and you still have a good group of men and women
28 working here after the incident that just happened that we lost [former Police] Chief [Jeff
29 Trotnic] through [his] resignation. With that being said, I am here to speak against the idea of
30 the Emergency Services Director or Administrator. When Jeff Trotnic started here he addressed
31 the whole department in a meeting, and he said he wasn’t going to be using this [job] as a
32 steppingstone. Shortly after that, he applied for another department. I knew he applied for other
33 agencies, but I’ve realized recently when I was told he actually applied for five different agencies
34 while he was here. This was an apparent steppingstone for him. I fear that with this Emergency
35 Services Director administration position that you would just be attracting another person from
36 outside who is just looking to pad their resume and move on. About two weeks ago I was
37 approached by a city leader outside my department, and I was asked what I thought of the idea of
38 an Emergency Services Administrator [or] Director. At that time, I told him I did not like the
39 idea. I was told we were in a ‘unique situation’ with the Police Chief being gone and the Fire
40 Chief [Don Dominick] retiring in June, and then we should at least look into this option. Later in
41 the conversation the comment was made by that leader, based on what I had said to him, [was],
‘What you’re saying is if it’s not broken, don’t fix it.’ That’s what I meant. The OPD is not

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42 broken. What was broken was the leadership that we had, and that is now gone. I understand
43 there is a possibility that the Emergency Services Director/Administrator would be a non-sworn
44 position, so basically you would be taking another sworn position away from the Police
45 Department. In 2000 we had 29 sworn positions in the department. Now we have 28. With the
46 chief being gone we have 27 still employed, and with the vacancy that we have we have 27. If
47 you look back at the 20-plus years and the growth in this city and [the fact] this department has
48 not grown, I don't know how that can happen. Now, it may be shrinking again. We are in a
49 situation where we need a Police Chief. I ask that you look outside the box and the fancy titles,
50 classes or degrees, but not a new position and title as being proposed. I ask that you think about
51 the men and women who work here, and what would be best for them and the department. I ask
52 that you look to the experience and dedication that is still within this department, and look at
53 what they have to offer. Lastly, I believe there are only four or five communities in the entire
54 State of Wisconsin that operate under this type of structure with an Emergency Services Director
55 or Administrator. Altoona, Wisconsin just recently ended theirs."

56

57 Sergeant Jobe was informed he had reached his three-minute speaking limit.

58

59 **Shawn Colgan, Onalaska Police Department Officer**

60 **No address given**

61

62 "Good evening, Police and Fire Commission. According to the information gathered the last
63 time we added a position, except for last year was in 2000. Between 2000 and 2010 we saw a
64 population increase of 16 percent in the City of Onalaska. This does not include the last eight
65 years of potential growth that we have seen. We are the hub of the north metro area in our
66 region. All major thoroughfares go through our jurisdiction. Since 2000 we have seen an
67 increase in infrastructure and commerce. I don't know how long each of you have lived here,
68 but since 2000 we have seen the Market Place, National Drive, Midwest [Drive], [and] the area
69 by Wal-Mart dramatically increase over that timeframe. Other areas of growth are the
70 Wellington Greens neighborhood, Country Club Estates, Aspen Valley, and the entire Green
71 Coulee area. The amount of homes being built is at an incredible rate in our area to the point
72 where builders are unable to keep up with the demand, and therefore home prices continue to
73 rise. I can continue for quite some time, but we all know that Onalaska has become the hub of
74 our metro area. This brings me to the potential of cutting a sworn position. It wasn't until last
75 year that we finally added a position, and now this idea to cut a sworn member has come up.
76 The idea of cutting this position for the small amount of income saved compared to a
77 multimillion dollar staffing budget does not make sense to me. Police and fire departments are
78 too important to have one person half the time involved in each. Each profession needs, and
79 truly deserves, its own leader. That leader needs to be there to hold each department
80 accountable, and to lead and guide the department through their vision. Each department needs
81 to have its own resource specifically knowledgeable in their area of expertise. Each department
82 needs to have someone who specifically knows the never-ending policies, procedures, statutes,

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83 court cases, equipment, training, et cetera, for their specific area of expertise. Each department
84 needs to have its own advocate for requesting and implementing specific equipment and
85 personnel in their area of expertise. This can only be accomplished by Police and Fire being
86 managed by someone independently to each department. I am against one person, especially
87 someone [who is] not trained in our areas being appointed. Instead, what we need is someone
88 who is proven [and has] ties to the community, and who has buy-in to each department,
89 managing and leading their own department. Thank you very much.”

90

91 **Andrew Barnhardt, City of Onalaska Firefighter/EMT**

92 **No address given**

93

94 Andrew noted he has served as a firefighter/EMT with the City of Onalaska since 2009 and said,
95 “I sit on the Executive Board for the La Crosse Area Professional Firefighters Local 127.
96 Regarding the concept of Public Safety Director, I want to inform the commission of the strong
97 opposition to the Public Safety Director position by the City of Onalaska firefighters. This
98 concept has been widely controversial as both a director and an entire department concept.
99 Whichever way the commission shall choose to pursue, I hope that through research we can
100 efficiently recognize that this concept is not for the City of Onalaska, and we can continue to
101 move forward in the process of filling positions with individuals who are trained,
102 knowledgeable, and have experience in their respectable positions. We owe it to this great city
103 to continue to strive for excellence in our public service sector with strong, dependable leaders
104 who have walked in the shoes they are overseeing. Thank you.”

105

106 **Tim Berg, City of Onalaska Police Professional Standards Sergeant**

107 **No address given**

108

109 “I’ve been employed with the department for 20 years. Fifteen of those years I have served as a
110 sergeant. During my time working for the city I have learned a great deal about the importance
111 of having a strong leader in both the Police and Fire Departments. The biggest benefit of hiring
112 a Public Safety Manager, in my opinion, would be to save money. I simply don’t think this is a
113 place that you want to cut corners and try to save money. In fact, I think this could ultimately
114 cost you more money in the long run. The Police and Fire Departments will both be facing some
115 significant challenges in the next few years. And with those challenges, I think each department
116 needs a strong leader to help us get through them. Having separate chiefs will allow each person
117 to focus 100 percent on the needs and challenges of the individual departments. So with that, I
118 respectfully ask that you not go this route and you keep things as they are in the current form.
119 Thank you.”

120

121 **Lance Tryggstad, President, La Crosse Area Professional Firefighters Association**

122 **No address given**

123

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124 “We represent La Crosse, Holmen, and Onalaska career firefighters. I rise tonight in strong
125 opposition to the Public Safety Director concept. There are two departments here tonight –
126 Police and Fire. Both of them are public safety focused, but operationally different in many
127 aspects. You need a leader who has been on the streets, made arrests, and been in a courtroom to
128 lead the men and women of the Police Department. Likewise, you need a Fire Chief who has
129 crawled down a hallway, felt carpet burning their knees, or performed CPR on someone’s loved
130 one while they watched from the hallway to understand the staffing and equipment needs of
131 firefighters. To say that one person can be all of this and lead both departments equally is
132 shortsighted, at best. One, or quite possibly both departments, will suffer. Onalaska residents
133 and visitors deserve better. Government’s basic functions that deserve the focus and attention
134 and public safety has to be number one. Instead of focusing on efficiencies that aren’t there with
135 this concept, we should be making sure that both departments have capable leaders in place, and,
136 more importantly, are resilient and can perform at the topnotch level every time someone calls 9-
137 1-1. Everyone deserves better, and I think that this shortsighted concept ends up hurting you in
138 the long run. Thank you.”

139

140 **Wayne Nagy, City of Onalaska Lieutenant Firefighter/EMT**

141 **516 8th Avenue North**

142 **Onalaska**

143

144 Wayne noted he has been in fire service for 30 years and said, “I’m opposed to this [Public
145 Safety Director], too. There are almost 800 fire departments in the state, and I think there are
146 only a couple of them that run with a Public Safety Officer. I think that says something right
147 there. We work well with the Police Department right now, and one of things in the hierarchy
148 for command structure is unified command. That’s when you have two separate command
149 structures working together, and that’s the way I see us set up. I see that it in the field, and I
150 think it should be the same way in management, too. Thank you.”

151

152 **Chad Marcon, City of Onalaska Police Department Investigator**

153 **1312 Kingswood Lane**

154 **Onalaska**

155

156 “I have been employed with the department for the last 21½ years. I wanted to take this
157 opportunity to speak to the PFC tonight regarding the permanent promotion of [Acting Police]
158 Chief Troy Miller. I have been fortunate enough to have worked alongside Chief Miller for the
159 last two decades, and I have the utmost confidence and respect for him. Chief Miller has the
160 highest level of integrity, professionalism, and work ethic seen in his profession. He has earned
161 the trust and the respect of not only our entire department, but also the citizens of Onalaska. I
162 feel the city would unnecessarily be spending a significant amount of money in a nationwide
163 search when the most qualified candidate to lead our department is already filling the capacity,
164 and quite honestly, has been doing so for the last several years. I struggle to understand the

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165 unnecessary risk of hiring someone from outside the department when Chief Miller has
166 consistently proven his leadership and loyalty to this department. Additionally, I would like to
167 speak to you tonight regarding the hiring of a Public Safety Director. I believe as both a citizen
168 and an employee of the City of Onalaska that this would be a mistake. I have serious concerns
169 about the ability of one person effectively leading two very complex departments. This person
170 would more than likely come from outside the area, and would not have the essential knowledge
171 of the department structures, personnel, and city itself that would be necessary. To task one
172 person to oversee both departments with such different structures and responsibilities would be a
173 huge mistake and a disservice to the members of both the Police and Fire Departments, along
174 with the citizens of Onalaska. I believe that hiring a Public Safety Director would only lead to
175 problems for both departments. Thank you for your time.”

176

177 **Pete Jakowski, City of Onalaska Police Investigator**

178 **No address given**

179

180 Pete noted he has been a member of the Onalaska Police Department for 33 years and said, “I
181 currently live in Onalaska, and have for a majority of those years. I’m not motivated to speak
182 with you tonight for any personal gain. I do not intend to apply for any recently vacated
183 positions, and I will likely retire in a few years or they will kick me out. I am here because I
184 want what is best for the City of Onalaska, [and the] Onalaska Police and Fire Departments. I
185 was surprised when I recently heard about the city exploring the practice of having a Police and
186 Fire Administration combined. This practice is rarely heard of because it does not work. You
187 may end up with a Fire Chief who knows little about policing, or a Police Chief who knows little
188 about firefighting. Or, worst-case scenario, someone who convinces you they know everything
189 about both. Law enforcement equipment, training, laws, and the public’s perception of the
190 police is constantly changing. But what remains the same is our reliance on leadership, modern
191 equipment, training, and most of all, our brother officers and firefighters to be sure we all go
192 home safe at night. I’m concerned that this type of administration will pit one department
193 against the other, decrease morale, and diminish the quality of two exceptional city departments.
194 Please don’t let this experiment place the city’s police and firefighters in harm’s way. Thank
195 you.”

196

197 **Lisa Gerbig, City of Onalaska Police Sergeant**

198 **No address given**

199

200 Lisa noted she has a been a member of the Onalaska Police Department for 18 years and said,
201 “The nature of our jobs as police officers is extremely unique, as many of the speakers have
202 previously stated. Members of both the Police and Fire Departments need to have a leader who
203 specializes in our specific fields of expertise. Many of us here have weathered the storms that
204 we have endured that have been brought to us by our previous leadership. We’re still here and
205 proud of the department that we work for. In this room, represented right now alone, we have

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206 over 150 years of police service alone. That's not counting our firefighters. Please trust that we
207 have the best interest of both the City of Onalaska and our professions in mind when we ask you
208 to make this decision tonight. Thank you."

209

210 **Corey Yonkovich, City of Onalaska Firefighter/EMT**

211 **No address given**

212

213 Corey noted he has been a member of the City of Onalaska Fire Department for 26 years and
214 said, "I grew up on this Fire Department as a little boy, when I was about four years old, so I've
215 been around this department for many years. I've been through many challenges with the Fire
216 Department. I had the privilege of being one of the first full-time firefighters hired, along with a
217 full-time lieutenant. I feel if we go to this Public Service Director it will be detrimental to both
218 departments. We work well with both Police and Fire. From what I've understood about this
219 concept, it's possibly going to cost the city more money. I've heard departments are pitted
220 against each other – one may get more money, one may not get more money. Right now, we are
221 both doing the same jobs the best we can, providing the best public service we can. I would like
222 to see our department keep growing on both ends, on Police and Fire. As we continue going on
223 26 years, the service is a long time and we've seen a lot of changes. Some of you have been
224 through those changes with us and seen the battles we have won. I would like to see our
225 departments keep growing separately, but together, with separate chiefs. I think that would be
226 the best option for our community. Thanks."

227

228 **Troy Miller, Acting Police Chief for the City of Onalaska**

229 **No address given**

230

231 "First and foremost, I want to thank you for the confidence you've instilled in me for appointing
232 me to [serve as] Acting Chief last meeting. It is greatly appreciated. I think I mentioned last
233 week that the reason I've been so successful is the troops that have my back, the support I've
234 given. I think it's very evident tonight if you look into the audience that the support is there. It's
235 very important to me that you truly understand that I have not asked for this support. I have not
236 solicited this support. Being quite frank and honest with you, I had not even really thought about
237 trying to become the Police Chief of this department until I was approached on it. I bring that
238 forward because I believe there are people in the public and possibly [serving] on commissions
239 who believe I have been soliciting our officers to come forward and speak for me. That truly is
240 not the case. I am honored that they have the support for me that they do and that they're
241 showing here today. What I've heard is pride in our department, and we truly have that. The
242 Fire Department has that. Both departments have been through their struggles. I've heard that
243 we work well together as departments, and we truly do. I don't there is any firefighter or police
244 officer who wouldn't risk their life for the other person. You people want to do the same thing
245 as we do – I believe that in my heart – and that is the right thing, what is right for our
246 departments. I don't want the decision to be made hastily over dollar signs. I don't want it made

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247 because someone thinks it's a good idea, we're at the opportune time, and this opportunity may
248 never appear again with both chiefs being vacated at the same time. Those are not the right
249 reasons.

250

251 We hear about four departments in the State of Wisconsin that go to this [Public Safety Director
252 model]. I will offer you a document that was prepared by Jim Palmer from the Wisconsin
253 Professional Police Association that we received today. It does outline the jurisdictions in
254 Wisconsin that do have or have tried to have one person oversee both departments. What I do
255 want to point out to you is you need to pay attention to the specifics of these. Two of the
256 agencies do not have fire departments. They are actually contracted with other jurisdictions, so
257 they do not have their own. We have three departments on here that have volunteer fire
258 departments; they're not full-time departments. We have two agencies on here that are joint
259 police and fire, basically meaning that those officers and those firefighters are cross-trained to do
260 both jobs. The only one that maybe falls within our realm is Menomonee Falls with a population
261 of 36,000 and 58 officers. The information I have there for most of these is the Public Service
262 Director is a Chief of Police. I truly believe the Fire Department needs its own leadership. It
263 needs its own chief, just like the Police Department does."

264

265 Acting Police Chief Miller was informed he had reached his three-minute speaking limit.

266

267 Acting Police Chief Miller said, "I would like to introduce you with this document. I'm going
268 on face value that it is accurate. If documents are provided that prove any of this is in error, I
269 would request that it be brought to our attention as well."

270

271 The document Acting Police Chief Miller submitted contains the following information
272 regarding the consolidated public safety management model in Wisconsin:

273

- 274 • **Menomonee Falls (pop. 36,769):** Menomonee Falls has approximately 58 police
275 officers and a full-time fire department. Menomonee Falls staffs five fire district stations
276 with 10 firefighters, relying on volunteers for larger calls. The Police Chief is the
277 Director of Public Services.
- 278 • **Ashwaubenon (pop. 17,274):** Ashwaubenon has a joint police and fire agency. The
279 approximately 50 public safety officers are cross-trained to perform both law
280 enforcement and fire rescue services.
- 281 • **Oconomowoc (pop. 15,759):** Oconomowoc has approximately 25 police officers. The
282 Public Safety Director is the Police Chief. Oconomowoc does not maintain its own fire
283 department, but is served by the Western Lakes Fire Department, a consolidated fire
284 agency that serves four area municipalities.
- 285 • **Brown Deer (pop. 12,011):** Brown Deer has approximately 17 police officers and does
286 not utilize a Public Safety Director, Administrator, or any comparable position. Brown
287 Deer does not maintain its own fire department, but is served by the North Shore Fire

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- 288 Department, a consolidated fire agency that serves six municipalities in the suburban
289 Milwaukee area.
- 290 • **Sheboygan Falls (pop. 7,775):** Sheboygan Falls has approximately 10 police officers
291 and utilizes a volunteer fire department. The Police Chief is the Public Safety Director.
 - 292 • **Altoona (pop. 7,489):** Altoona has approximately 12 police officers and utilizes a
293 volunteer fire department. Altoona began utilizing a Public Safety Director to oversee
294 both police and fire agencies in 1999, but discontinued doing so in 2017. From 1999
295 until 2017, the Public Safety Director was always filled by a law enforcement position.
 - 296 • **Lake Delton (pop. 2,800):** Lake Delton has approximately 21 police officers and
297 utilizes a volunteer fire department. The Public Safety Director is the Police Chief.
 - 298 • **Palmyra (pop. 1,800):** Palmyra utilizes a joint police and fire agency. The
299 approximately six public safety officers are cross-trained to perform both law
300 enforcement and fire rescue services.

301
302 Mark called three times for anyone else wishing to provide public input and closed that portion
303 of the meeting.

304
305 Mark read into the record the following email from Deb Muleski, City of Onalaska Police
306 Department Law Enforcement Records Specialist: *"I am writing this email in lieu of attending
307 the PFC meeting on March 20, 2018 as I am unable to attend. I would, however, like to have
308 this read into the record. Thanks. I have been employed by the City of Onalaska in the Police
309 Department since March 8, 1999 as a Law Enforcement Records Specialist. I have been
310 employed under the last two chiefs, [Randy Williams and Jeff Trotnic]. I would like to express
311 my concern of replacing the Police Chief as well as Fire Chief with an Emergency Services
312 Director/Administrator. I don't believe that this would be appropriate given the size of
313 Onalaska. Police and Fire have very different functions, and though I can see that possibly
314 working for smaller communities I do believe in this city they need to remain separate to function
315 properly. I also would like to emphatically state my opinion as to looking nationally for a new
316 chief. That's been done with the last two, and neither worked out well. We have in our
317 department someone in Acting Chief Miller who would make an excellent chief, in my opinion.
318 Why waste resources, time, and money in a national search when you have the perfect candidate
319 right here, right now? Acting Chief Miller has been a part of this department for 21 years. He
320 knows this department. He is very highly regarded in this department. His fellow co-workers
321 respect him. He is fair. We always know where he is, and he always has an open-door policy
322 with us.*

323
324 *You might question as to Acting Chief Miller's ability to lead a department he has been a part of
325 for 21 years, and be able to differentiate between friendship and leader. Believe me, if one of us
326 needs to be told to do a better job or even worse, he will be able to do that. As an example, I
327 worked side-by-side with Kari Neumann for 17 years. I considered her a friend, and I know that
328 Acting Chief Miller also considered her a friend. When all that came about with her [she*

Reviewed 3/23/18 by Tom Kennedy & Hope Burchell

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329 *pleaded guilty to felony theft in La Crosse County Circuit Court for embezzling more than*
330 *\$70,000], I went to Acting Chief Miller with my concerns as I didn't feel comfortable going to*
331 *Chief Trotnic with it. Acting Chief Miller, as well as I, was completely floored by learning this*
332 *was happening, and he did the appropriate thing and started an investigation. I see a lot of*
333 *people asking how it could have gone so long, and why no one overseeing this department knew*
334 *it was happening. As I said, I sat side-by-side with her for 17 years, and I didn't know it was*
335 *happening until she got sloppy. I appreciate your time. Thank you."*

336

337

Consideration and possible action on the following items:

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Item 4 – Discussion and possible action on creating a Safety Director position

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341

Mark noted that commission members' packets include copies of emails sent to Mayor Chilsen from municipalities in the state that employ a Public Safety Director.

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343

344

Mayor Chilsen said, "This [discussion regarding a Public Safety Director] was brought up by me originally. Like I said, I don't have a horse in the race here. I know the way I would vote if I were on the Police and Fire Commission, but that has nothing to do with it. The savings of dollars really doesn't have anything to do with it, either. And I hope that that does not come in to shade your judgment in any way, shape or form. The savings of dollars should never come into play when we're talking about people's lives. So please, I beg you not to use that as any kind of criteria. All I did was bring forward the stuff that you have asked of me. I have an opinion, but I will not give it because it's not my place. That is your job. Well, let me take that back. I do have an opinion, and I am going to give it. I would think that we should not go this way. It behooves us to take a look at it, but just because we take a look at it does not mean we have to enter that way. But having looked at the same materials that you're looking at, I really don't think that this would have a positive outcome for Onalaska. Having said that, it was still my job to bring you the information so that you could kick it around because it's your decision and not mine. That would be all that I would have to say about that."

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Mark thanked everyone who had provided public input at this evening's meeting, telling them the commission appreciated their input.

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Lori noted she had examined the organizational structure for Ashwaubenon, Palmyra, and Menomonee Falls. Lori also noted she had contacted the Associate Dean of Public Safety at Western Technical College because there are requirements that a Public Safety Director be certified as a police officer, firefighter, and EMT. Lori said, "I was curious at what level does that happen. While he isn't basing it on hard data, he said that it's usually less than about 10 percent of responders that would be all three of those. Typically, it would be more likely to be a police officer, or it might be a volunteer firefighter and EMT. I think if we go that route and you have somebody that has that kind of background, that's only going to hinder our ability to fill

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370 that position.”

371
372 City Administrator Rindfleisch said he echoes Mayor Chilsen’s sentiments that this is an
373 opportunity for the city to examine “new ways of doing things, if it makes sense for the
374 organization and create efficiencies. But just because you look at it doesn’t necessarily mean it’s
375 the path you have to take.” City Administrator Rindfleisch added, “The information provided
376 both by the Mayor and the WPPA, although there are some inaccuracies on the statement here, I
377 think probably painted the best picture of what exists out there and what the success rate is for
378 this position. Is it likely to succeed in a community like ours? I think the answer is, probably
379 not.”

380
381 Motion by Tom Brewer, second by Tom Kennedy, for the City of Onalaska to continue its search
382 for separate positions for both a Police Chief and a Fire Chief.

383
384 On voice vote, motion carried.

385
386 **Item 5 – Review and consideration of job descriptions for:**

- 387
388 a. Police Chief
389 b. Fire Chief

390
391 Hope said she had hoped to have made some of the changes by this evening; however, she has
392 not had the opportunity to fully review both job descriptions at the same time and make changes.
393 Hope asked that this item be included on the April 3 Police and Fire Commission meeting
394 agenda, and she promised to have the changes ready for commission members to examine no
395 later than the end of the week of March 25-31. Hope said she would like to consult with both
396 Mayor Chilsen and Sean to see if they recommend any changes.

397
398 **Item 6 – Closed Session:**

399
400 To consider a motion to convene in Closed Session under Section 19.85(1)(c) of the Wisconsin
401 Statutes for the purpose of considering employment, promotion, compensation or performance
402 evaluation data of any public employee over which the governmental body has jurisdiction or
403 exercises responsibility:

- 404
405 • Review of Fire Chief Interview Questions
406 • Review of Police Chief Interview Questions

407
408 If any action is required in Open Session, the Commission will reconvene in Open Session to
409 take the necessary action and/or continue on with the printed agenda.

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411 Motion by John, second by Tom Brewer, to convene in Closed Session.

412

413 On roll call vote: Lori Olson – aye, Tom Brewer – aye, John Every – aye, Mark Dahlke – aye,

414 Tom Kennedy – aye. In Closed Session.

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417 Recorded by:

418

419 Kirk Bey