

POLICE AND FIRE COMMISSION

March 25, 2014

A meeting of the Police and Fire Commission (PFC) was called to order at 3:00 p.m. by Commissioner Michael VanDyke, in the Community Room at the Sturgeon Bay Municipal Building.

Roll Call: Commission members Michael VanDyke, Charles Brann and Dave Poulton were present. Commission members Barbara Herdina and Sandy Hurley were excused. Captain Dan Brinkman, Lieutenant Clint Henry and City Administrator Steve McNeil were also in attendance.

Adoption of Agenda: Moved by Commissioner Brann and seconded by Commissioner Poulton to accept the agenda as is. All ayes. Motion carries.

Consideration of: Revision to Police & Fire Commission Rules and Regulations Section III(C)(a)

Captain Brinkman read verbatim the executive summary explaining the addition of 'military experience' requested in Section III(C)(a).

- Staff has agreed that officers with military experience possess a unique and valuable life perspective that may add quality to the pool of candidates vying for the Sergeant position. With that, it has been requested of the PFC to revise the minimum requirements needed to allow officers who may not meet the current minimum requirements, but have military experience allowed to participate in the promotional process.
- The recommendation from staff to revise III(C)(a) to read: *A member of the Sturgeon Bay Police Department with three years in grade in the rank which immediately precedes the position being sought, or **military experience**.*
- At the time of the meeting, the application process has not been started; the steps are being defined as to what the process will be. Captain Brinkman would like changes to reflect all future hiring processes.
- Lieutenant Henry noted revisions have not been made in the Rules and Regulations handbook reflecting changes in language from last promotional process (see handout).
- City Administrator McNeil suggested the change in language would simply encourage the application of officers who do not meet full criteria, but do have military experience; this change includes no veterans preference provisions, it simply provides eligibility. Mr. McNeil emphasized that the promotional process remains unchanged. Mr. McNeil stated that the promotion process is a subject of the Collective Bargaining Agreement between the City and the police union. Eligibility is not.
- It was decided the policy would be accepted, and rewritten according to the recommendation submitted by Lieutenant Henry.

Motion: Moved by Commissioner Brann and seconded by Commissioner Poulton to remove the set minimum requirements for eligibility for the position of Police Sergeant under **III(C)(a)** in the Rules and Regulations; and substituting it with Eligibility requirements for the position are:

- 1.) Full time member of the Sturgeon Bay Police Department
- 2.) Minimum of three (3) years in grade as a Sturgeon Bay patrol officer

OR

Minimum of five (5) years of experience as a full time law enforcement officer or military and satisfactory completion of probation with the Sturgeon Bay Police Department

All ayes. Motion carries.

Set Date for Next Meeting: The next meeting of the Police and Fire Commission has been set for April 28, 2014 at 3:00 p.m. in the Community Room.

Adjourn: Moved by Commissioner Brann and seconded by Commissioner Poulton to adjourn. All ayes. Motion carries. Time of 3:43 p.m.

Respectfully submitted,
Sarah Spude-Olson, Police Assistant
March 27, 2014 at 2:15 p.m.