

Police Commission Meeting September 13, 2023

Present:

Chief Mark Ferguson (Glendale Police Department)

Captain Rhett Fugman (Glendale Police Department)

Paul Kranz (Chair)

Tomika Vukovic (Vice Chair) by Zoom

Eric Zentner (Secretary)

Absent:

Maria Rozek (Commissioner)

Nancy Yarbrough (Commissioner)

The minutes of the May 2nd meeting were approved unanimously.

Chief Ferguson gave a brief report on department activities. He has sent a summary of dept activities and an SRO summary along with the SRO's weekly logs for the whole 2022-2023 school year. There are no changes needed in the SRO agreement between GPD and NHS. The only new thing is that the SRO will be participating in "Sources of Strength," a suicide-prevention intervention program.

Establishing recruitment and hiring process for new officers:

The chief reported that we are two officers short: we have 3 vacancies, but Jenna Knutz will finish recruit school in December and will start December 26th. We had two probationary officers terminated and two officers out for 9 months to a year for medical issues. Captain Fugman is here because we would like to have constant recruitment so that if we have a single impressive candidate, we don't want to wait for a larger group of people. We want to do an expedited process where the commission will interview just one person who stood out (especially if it's a lateral hire, not someone who still needs to go to the academy). We would be putting one person through the process rather than waiting for a group because it's a applicant's market, and candidates won't wait around for us to gather up groups to interview together; they will sign on with another department.

Tomika said this is a "no brainer", that it's a really good idea as long as we do the appropriate background checks.

Paul said we've had 4 probationary officers terminated in the last year and asked the chief if there are commonalities that would suggest revising the interviewing or screening process. The chief said they are always looking at their process, but these problems have to do with a limited pool of applicants, and the captain agreed.

Paul moved that we approve the hiring process similar to before except that the department will be doing continual recruitment and the commission will interview single candidates if necessary to streamline the process. Motion passed unanimously.

We did not schedule our next meeting.

Meeting was adjourned at 7:06 pm

Respectfully submitted,

Eric Zentner
Secretary