

Police Commission Meeting Minutes
May 2, 2024
At Glendale City Hall Medium Conference Room
and by Zoom

Present:

Nicole Ford

Paul Kranz, Chair

Maria Rozek

Lars Woehlck

Eric Zentner, Secretary

Jessica Ballweg, Deputy City Administrator

Chief Mark Ferguson, Glendale Police Department

Karl Warwick, City Administrator

Approval of Minutes of previous meeting:

Lars moved to approve the minutes. Eric seconded. Motion passed.

Paul mentioned that Nicole informed him that she can't be on this board due to her employment as a federal probation officer. Paul said he was concerned about this and applauds Nicole for reaching out to her employer. Nicole said she was planning to resign at this meeting and not vote on anything. Chief Ferguson said no letter is necessary; her email and informing the mayor is sufficient. Nicole said it has been a really good experience and she hopes to serve Glendale in some capacity.

Paul said we have a motion to reconsider the previous decision to look for internal and external candidates. This motion was automatically tabled at the last meeting, and we voted on it now. Motion passed 4-0.

Eric said he had been concerned about the optics of hiring a candidate from a "pool of one candidate." But he has thought about this a lot and now thinks we could start by looking at internal candidates only, and we can always look externally afterward if necessary. This might be the only way to have a chief ready to start on June 1st.

Lars said he's new to the commission but has met with Chief Ferguson and reviewed information from the police union. He said that we send a bit of a

message (that there's something that we want to change, something wrong with the department) if we don't look internal first, and we have policies that we want to continue. He said he's been a Glendale resident for 10 years, and he has seen really good things from the Glendale P.D. He said that if we do want to look externally, we should think about what we have to gain by doing that.

Maria said she appreciates that this is a process. In her job she has had a lot of command staff in a short period of time. She is taking into consideration what has been built in this department across time from the top to the newest patrol officer. She also wants to consider the fact that there will be changes in the department (promotions, hiring) very soon. She said she thinks we should look internally, look at what's before us and how it affects everyone in the department and community. We need to support our sworn and civilian community.

Paul said he has the same sentiments as the last meeting. He appreciates the time it takes to reevaluate how we're thinking. We have one of the best departments in the state with a great reputation. Officers from other departments want to come here. There's something to be said for that; what this community has as a PD isn't just by coincidence. It's purposely built and maintained so his thoughts are that we start looking for a chief internally.

Paul moved that we open the Chief position for internal candidates who are lieutenants and captains. Maria seconded the motion. Motion passed unanimously.

Paul said the next step is to set up the criteria and process.

We discussed the process for hiring. Chief Ferguson said we could ask for a letter of interest and resume. It's a smaller pool (5 people). We can do individual interviews or a panel interview.

Lars said we are accepting letters of intent and resumes and the next step is presumably interviews and he's interested to know how the interviews are done.

Paul said we would set a time period for accepting applications and then, after that time has passed, hold interviews in one night and then we can decide that night or reconvene. Chief Ferguson said that he usually brings the background information to the board and we can ask whatever question we have.

Paul said he thought we should have it open for 2 weeks. Eric said with a pool of 5, we might only need one week. Maria said less time is better. Chief Ferguson said he thinks all 5 of them will have no problem applying in a week.

Paul moved that we require applicants to submit a letter of intent and a resume to Chief Ferguson by Monday, May 13th. Eric seconded. Motion carried unanimously.

Chief said he will get them by midweek and send them to everybody.

Maria asked if we have ample time to address 5 candidates in one evening. Paul thinks we should give each candidate an hour, so if we have more than 3 candidates, we would schedule two meetings (potentially Wednesday, May 15th and Thursday, May 16th). We also said we can do some interviews the following week if a candidate is out of town or otherwise unavailable.

We decided our next meeting(s) will be 6pm on Wednesday, May 15th and (if needed) Thursday, May 16th depending on the number of applicants. And these meetings will just be interviews (not full commission meetings), which means they are closed meetings (so no public agenda is necessary).

Paul moved that we adjourn and Lars seconded. Motion passed unanimously. Meeting was adjourned at 7:01pm.

Our next meeting will be on Wednesday, May 15th and (if needed) Thursday, May 16th, 2024 at 6:00pm.

Respectfully submitted, Eric Zentner