

Police Commission Meeting Minutes
June 18, 2024, 6:30pm
At Glendale City Hall Council Chambers
and by Zoom

Present:

Paul Kranz, Chair
Maria Rozek, by zoom
Lars Woehlck, Vice Chair
Eric Zentner, Secretary
Chief Rhett Fugman, Glendale Police Department

Absent:

Jeremy Tribblett

Approval of Minutes of previous meeting:

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

Review and establish promotional processes for Captain, Lieutenant, and Sergeant:

Chief Fugman said he'd like to start with Captain and stagger the promotions. Captain is most crucial because the one remaining captain retires at the end of the year and we want the new captain to have some overlap with the outgoing captain for training purposes. He said his recommendation is to put it out to Lieutenants only because the Sergeants we have are pretty young and the lieutenant role is important training towards the captain role. He said he would have candidates write a proposal (in essay form) about what they would do to improve the PD and include budgetary concerns.

For Lieutenants, Chief Fugman said we ask for a resume, staff evaluation, letter of intent, ways you can think of improving the department. He'd like to go back to a panel interview (panel of 3 from outside the department, lieutenants or higher) which interviews the candidates. (No written proposal, like for Captain.) He would open it to GPD Sergeants.

For Sergeants, in the past we've done a staff evaluation, written test, assessment center, resume, and letter of intent. The last few times we've trimmed down the assessment center; the biggest challenge is finding assessors and the center is getting stale because challenges keep getting reused. So the chief recommends eliminating the assessment center and instead having an outside-department, 3-

person-panel interview instead. He'd like to move from internal to an external written, 100-question test. The previous one was too easy (based on the scores he saw). Paul asked if non-candidates might take the test as a baseline. The chief said the test company charges per test and requires the test to be sealed the whole time it is not being taken. He recommends a 60-day timeframe so candidates can study for the test, take the test, and have the test graded. Paul asked about offering sergeant position to people outside the department. Chief Fugman said he would not recommend this, that it would be bad for morale. He thinks we should open it to patrol officers and detectives with 5 years of law-enforcement experience. Paul said that it would be good to see more than just a test score, maybe a summary of how they did in the panel interview. Chief Fugman said he can do that and summarize how they did on the staff evaluation.

Chief Fugman said that he'd like the new captain to start by September 1st and then have the new captain involved in the promotions to the Lieutenant and Sergeant positions. He would like to have the Lieutenant and Sergeant positions filled by mid-October. We will definitely need one lieutenant and one sergeant, possibly more if people eligible for retirement choose to retire.

Eric moved that we use the above process for promoting Captains, Lieutenants and Sergeants. Paul seconded. Motion passed.

SRO Review:

Chief Fugman said Dr. Kabara (Nicolet Superintendent) is very happy with Officer Myers. She has the perfect balance between being approachable and being authoritative. She is also good about minimizing the publicity around arrests, which the school appreciates. She is also happy in the position. Maria mentioned that she likes how Officer Myers is involved in other operations, which is good for keeping her involved in the non-Nicolet community too. Paul asked if the SRO agreement is annual. The chief said yes and that he will update it in July; we mostly just change dates each year. Paul said the commission went over this agreement a few years ago.

Our next meeting will be in August. We will wait to set the exact date until Chief Fugman gives us a timeframe. Maria said the week of August 19th will be bad for her.

Paul moved the we adjourn. Lars seconded. Motion passed.

Respectfully submitted,
Eric Zentner, Secretary