

MEETING: REGULAR MEETING OF THE POLICE & FIRE COMMISSION

DATE & TIME: Tuesday, December 19, 2023 at 6:00 PM

**LOCATION: Police Department Annex Building
N112 W16877 Mequon Road**

AGENDA

I. **CALL TO ORDER:** *This meeting has been given public notice in accordance with Section 19.83 and 19.84, Wis. Stats, in such form that will apprise the general public and news media of subject matter that is intended for consideration and action.*

II. **ROLL CALL:**

III. **APPROVAL OF MINUTES:**

A. November 14, 2023

IV. **NEW BUSINESS:**

A. Conducting Interviews and Establishing an Eligibility List for the Position of Police Lieutenant

The Police & Fire Commission may convene into closed session per Wis. Stats. §19.85 (1) (c) considering employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility and may convene into open session to take such action as it deems appropriate.

V. **ADJOURNMENT:**

UPON REASONABLE NOTICE, efforts will be made to accommodate the needs of disabled individuals through appropriate aids and services. For additional information or to request this service, please contact the Village Clerk at (262)250-4745 at least 2 days prior to the meeting.

BUSINESS OF THE POLICE & FIRE COMMISSION

MEETING DATE: December 19, 2023

PLACEMENT: Action Item

ITEM TITLE: Conducting Interviews and Establishing an Eligibility List for the Position of Police Lieutenant

The Police & Fire Commission may convene into closed session per Wis. Stats. §19.85 (1) (c) considering employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility and may convene into open session to take such action as it deems appropriate.

SUBMITTED BY: Mike Snow, POLICE CHIEF

SUMMARY EXPLANATION:

ATTACHMENT:

RECOMMENDATION:

ACTION BY Committee:

BUSINESS OF THE POLICE & FIRE COMMISSION

MEETING DATE: December 19, 2023

PLACEMENT: Action Item

ITEM TITLE: Change to Lateral Transfer Process

SUBMITTED BY: Mike Snow, POLICE CHIEF

SUMMARY EXPLANATION:

Our lateral transfer process requires that successful applicants have at least 3 years of experience to apply for lateral consideration. Many agencies have reduced that requirement to 2 years.

ATTACHMENT:

RECOMMENDATION:

Change minimum qualifications from 3 years law enforcement experience to two years.

ACTION BY Committee:

BUSINESS OF THE POLICE & FIRE COMMISSION

MEETING DATE: December 19, 2023

PLACEMENT: Action Item

ITEM TITLE: Change to Detective Promotion process

SUBMITTED BY: Mike Snow, POLICE CHIEF

SUMMARY EXPLANATION:

In the Village of Germantown Police & Fire Commission Rules and Regulations, Section III, 1, addresses the promotional procedure for detectives. Under 2. a) applicants are required to participate in a written exam/assessment center testing. According to the PFC rules, "The score is worth 50% of the candidate's overall score in accordance with the Germantown Professional Police Association (GPPA) contract.

This contract language is outdated. The contract simply states the Chief of Police and the Association President shall meet prior to any promotion within the bargaining unit and agree to the proper promotional procedure.

ATTACHMENT:

RECOMMENDATION:

Review the weights placed on the steps in the promotional process.

ACTION BY Committee:

BUSINESS OF THE POLICE & FIRE COMMISSION

MEETING DATE: December 19, 2023

PLACEMENT: Action Item

ITEM TITLE: Sergeant Promotional Process

SUBMITTED BY: Mike Snow, POLICE CHIEF

SUMMARY EXPLANATION:

The PFC rules do not address the promotional process for the patrol sergeant. This position was eliminated years ago and brought back in 2020. The rules address the Lieutenant/Detective Sergeant position. The examination procedure includes a department grade, an oral interview before the Command Staff, an oral interview in front of Command Staff from outside agencies, and an oral interview with the Police and Fire Commission.

ATTACHMENT:

RECOMMENDATION:

Eliminate the outside command staff interviews for the sergeant position.

ACTION BY Committee: