

**MINUTES**  
**POLICE AND FIRE COMMISSION**  
**Superior, Wisconsin**

1. The regular meeting of the Board of the Police and Fire Commission for the City of Superior was called to order Wednesday September 9, 2020 at 6:00 p.m. in Room 204, of the Government Center, Superior, Wisconsin. Some participants joined the meeting via Google Meet.

2. ROLL CALL

Commissioners present: Arthur Gil de Lamadrid, Howard Hendrickson, Ephraim Nikoi, Shawnu Ksicinski.

Also present: Asst. Chief Kiel, Chief Gordon, HR Director Koneczny, Citizen Tina Sorokie

There being a quorum present, the meeting was in order.

3. RECOGNITION OF NOTICE TO THE PUBLIC

The recording secretary mailed and/or delivered agendas and agenda packets to persons or organizations listed, and the meeting was legally noticed in accordance with Wisconsin State Statutes open meeting law.

4. Approval of minutes: March 11, 2020, June 11, 2020

*Motion by Commissioner Nikoi, seconded by Commissioner Gil de Lamadrid and carried to approve the minutes from the March 11, 2020 and June 11, 2020 meetings.*

5. Police & Fire department updates

Chief Gordon said there has been a lot going on in the department and he will give an overview as to be respectful of everyone's time. Chief Gordon also told Commissioners they can reach out to him at any time if they have questions or would like more information about what's going on at the Fire Department. The station build is complete. The outbuilding is completed. It became a community effort, and the Chief tried to share progress via Facebook. Firefighters laid the sod outside and also planted trees, which saved the department some money. Chief Gordon explained that they are renting out space in the outbuilding to Enbridge for equipment that they have purchased for Fire Department use. Enbridge previously rented space elsewhere, so this is a great expansion on the public/private partnerships. Council has approved unanimously to sign the lease on the new ladder truck. Chief Gordon said this truck will be an impressive piece of apparatus. General Safety has 395 days to complete the build. This project also was a public/private partnership. Enbridge and Husky so far have committed \$200,000 towards that 1.3 million dollar firetruck lease. The Chief also talked about the excellent ISO rating we have. He said we are in the top 1% of fire departments with a five million dollar budget. It is especially amazing considering the City's large footprint. Chief Gordon said currently there are four open positions within the department. There were previously three openings, but one position was lost because a person took a job at another fire department. With the current hiring process in place, he hopes to have these positions filled by January.

Asst. Chief Kiel noted that it's been busy in the department since we last met. There has been a number of promotions, completions of probationary periods, and officers changing positions in our department. We will soon select our fourth new sergeant within just a few months. Many people are in new roles and there is a lot of learning going on. After 28 years Sgt. Jon McKinnon is retired, effective August 31<sup>st</sup>. Sgt. Chris Kirchoff will retire October 5<sup>th</sup> after 24 years. There are a couple other retirements that are pending, so there will be even more changes in the department. Asst. Chief Kiel talked about precautions that have been made due to COVID. An emergency-like schedule was enacted for a time to protect officers. So far we have

done amazingly well. We have only had one person test positive, and that person is fine and back at work. Asst. Chief Kiel said throughout the last few months, officers have been more pro-active, instead of reactive, and he thinks that the courts have recognized that, and we are moving forward. We recently held second interviews for eight people on the hiring list, and are currently background five of those individuals. We hope to be able to hire four of these individuals, with pending retirements. We have already made one conditional offer to one of those people. We hope to make another by the end of the week. The others we are waiting on their backgrounds to be completed. Asst. Chief Kiel said the current hiring list should suffice for a time yet. We still have five names on the list that we have not yet seen. The new budget that the mayor has proposed has a position for a social worker within the department. Asst. Chief Kiel explained that this process is all a new concept for us and will take some time to come to fruition. Asst. Chief Kiel explained that the Pathways to Hope program (drug diversion) had to be suspended for a short time due to COVID because face-to-face assessments could not be performed. We are now doing assessments via the internet, similar to Google meetings.

*No Action*

6. Elections

*Motion by Commissioner Hendrickson, seconded by Commissioner Nikoi and carried to re-elect commissioners to their current positions.*

7. Letters from Chief Gordon; New employees, Kalan, Rosa
8. Letter from Chief Gordon; Retirements, Edwards, D. Johnson
9. Letter from Chief Gordon; Completion of probationary period, Freer
10. Letter from Chief Gordon; Resignation of Firefighter Larson
11. Letter from Chief Gordon; Promotion to MPO, Francisco
12. Letter from Chief Alexander; Completion of probationary period, Finkbeiner
13. Letter from Chief Alexander; Promotions, Kiel, Winterscheidt
14. Letter from Chief Alexander; Promotions, Eastman, Harriman, Letendre
15. Letter from Chief Gordon; Completion of probationary period, Webber
16. Letter from Chief Alexander; Completion of probationary period, Pope

*Motion by Commissioner Gil de Lamadrid, seconded by Commissioner Hendrickson and carried to receive and file agenda items 7, 8, 10, 11, 13, and 14.*

*Motion by Commissioner Hendrickson, seconded Commissioner Nikoi and carried to approve agenda item 9, completion of probationary period, Freer.*

*Motion by Commissioner Gil de Lamadrid, seconded by Commissioner Hendrickson and carried to approve agenda item 12, completion of probationary period, Finkbeiner.*

*Motion by Commissioner Nikoi, seconded by Commissioner Gil de Lamadrid and carried to approve agenda item 15, completion of probationary period, Webber.*

*Motion by Commissioner Nikoi, seconded by Commissioner Hendrickson and carried to approve agenda item 16, completion of probationary period, Pope.*

17. Review PFC rules related to how the Commission receives correspondence and the process for an individual filing a complaint

*Motion by Commissioner Hendrickson, seconded by Commissioner Ksicinski and carried to table agenda item 17 until the next meeting.*

18. Update on Firefighter testing process

*No action*

Citizen Tina Sorokie requested to speak at the meeting. Ms. Sorokie joined the meeting via telephone. President Ksicinski let Ms. Sorokie know that she would be allowed approximately five minutes to speak to the Commission even though she was not on the agenda. Ms. Sorokie voiced concerns that she felt there had been discrimination towards her by several members of the police department regarding her applying for a crossing guard position, and that she had been interrogated instead of interviewed. Ms. Sorokie also mentioned that she had previously worked for the Superior School District, and had been on a medical leave before her employment was terminated. She expressed concern that she has tried to speak to Chief Alexander several times in the past year but has not been successful. Ms. Sorokie was given instruction on how to file a formal complaint to the PFC. She requested this information be emailed to her and gave the secretary her email address. (Ms. Sorokie spoke from approximately 7:08 pm to 7:28 pm)

*Motion by Commissioner Nikoi, seconded by Commissioner Gil de Lamadrid and carried to move into closed session.*

19. Firefighter interview questions review

Motion by Commissioner Nikoi, seconded by Commissioner Gil de Lamadrid and carried to return to open session at 7:37 p.m.

Motion by Commissioner Gil de Lamadrid, seconded by Commissioner Nikoi and carried to adjourn at 7:37 p.m.

*Submitted by: Donna Swanson  
Recording Secretary*