

AGENDA
POLICE AND FIRE COMMISSION
Superior, WI 54880

Police & Fire Commissioners: Shawnu Ksicinski, Howard Hendrickson, Arthur Gil de Lamadrid,
ChaQuana McEntyre, Maria Cuzzo

Council Representative: Craig Sutherland

The Board of the Police and Fire Commission for the City of Superior will meet in regular session on **Wednesday, June 9, 2021 at 6:00 p.m. in room 204 of the Government Center. Commissioners must be physically present to count towards a quorum.** This meeting can also be virtually accessed online by entering the following information:

[Join with Google Meet](#)

meet.google.com/jey-rzme-ivh

[Join by phone](#)

(US) +1 617-675-4444 PIN: 746 669 614 5148#

The following has been scheduled for discussion/action:

1. Call to order
2. Roll call
3. Recognition of notice to public
4. Approval of minutes: April 14, 2021
5. Elections
6. Police & Fire department updates
7. Letter from Chief Alexander; completion of probationary period, Kiel
8. Letter from Chief Gordon; resignation, Meisner
9. Letter from Chief Gordon; resignation, Francisco
10. Letter from Chief Gordon; promotion, Shaw
11. Update Police Officer certified hire list
12. Update Firefighter certified hire list

Adjournment

-Donna Swanson, Recording Secretary

In compliance with Wisconsin Open Meetings Law, this agenda was:

Posted: Government Center, Douglas County Courthouse, Superior Public Library

Notified by email: Superior Telegram, Duluth News Tribune

The City of Superior complies with the Americans with Disabilities Act of 1990. If you are in need of an accommodation to participate in the public meeting process, please contact the City Clerk's Office at (715)395-7200 by 4:30 p.m. on the day prior to the scheduled meeting. We will attempt to accommodate any request depending on the amount of notice we receive.

c: Mayor Paine
City Clerk
Scott Gordon, Fire Chief
Nick Alexander, Police Chief
Rich Burghaus WPPA Representative
Cammi Koneczny, Human Resources Director
Frog Prell, City Attorney
Russ Milroy, WPPA, Local #27
Suzanne Olson, IAFF Local #74

**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, April 14, 2021 at 6:00p.m. Participants joined the meeting via Google Meet.

2. ROLL CALL

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

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

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 10, 2021

Motion by Commissioner Hendrickson, seconded by Commissioner Nikoi and carried to approve the minutes from the March 10, 2021 meeting.

5. Police & Fire department updates

Chief Gordon said a firefighter recently left the department. Chief Gordon said that there was an emotional component to the individual wanting to leave and the Chief said this gives him even more insight to the importance of everyone's mental health. Chief Gordon said they are trying to change how firefighters see some of the traumatic events. The culture has changed also in that these events are followed up on and are talked about now. Chief Gordon believes that the department has eliminated the stigma concerning mental health. March is Fire training month and firefighters are happy to be attending training again. The Chief mentioned how wonderful it is to have the new facility to conduct training. There has also been out of town training. Three firefighters in Colorado last week and one going next week. Everyone traveling has been vaccinated.

Asst. Chief Kiel said the department has been extremely busy the past couple weeks. Administrators interviewed all fifteen candidates on the hiring list, and are in the process of backgrounding ten of those individuals. Asst. Chief Kiel said we had a great group of people on this hiring list. Chief Alexander has made eight conditional offers of employment so far, and Asst. Chief Kiel said these are good quality people and we are excited to move along in this process. Of those ten we hope to send three to recruit school May 24th. We also have two people, one certified, and one that will take the reciprocity test, and hopefully we can get those two started in May also into our Field Training program. There are also three candidates we would like to send to recruit school in August. We do have three in recruit school now, scheduled to graduate in May. All in all the testing process was very lucrative for the department. Asst. Chief Kiel discussed a couple of recent deaths resulting from overdoses. Asst. Chief Kiel said we continue this fight against opioids and with the help of the Fire Department we continue to save lives. Both Chief Gordon and Asst. Chief Kiel talked about the new human trafficking task force and think it will be a very valuable tool for us. Director Koneczny told commissioners about the new position in the Police Department, Community Resources Specialist. This position is non-sworn, and will assist officers and be another resource for mental health issues in the community. With HRC and City

Council approval in coming weeks, we hope to begin recruiting for this position very soon. Asst. Chief Kiel briefly spoke about the tragic citizen deaths involving police in our country recently. He said we have a great department, very capable officers. He talked about the intensive training that is given to our officers, including the new virtual reality software that we recently purchased, and he believes training is a great asset in preventing this type of tragedy.

No action

6. Tabled from March 10th meeting: Letter from Chief Gordon; completion of probationary period, Melcher

Motion by Commissioner Hendrickson, seconded by Commissioner Gil de Lamadrid and carried to approve the completion of probationary period, Melcher.

7. Letter from Chief Gordon; completion of probationary period, Elliot

8. Letter from Chief Gordon; completion of probationary period, Orton

9. Letter from Chief Gordon; completion of probationary period, Jones

10. Letter from Chief Gordon; completion of probationary period, Shaw

Motion by Commissioner Gil de Lamadrid, seconded by Commissioner Hendrickson and carried to approve items 7, 8, 9 and 10.

11. Discuss Police Officer interview questions.

Motion by Commissioner Nikoi, seconded by Commissioner Hendrickson and carried to move into closed session at 6:45 p.m.

Motion by Commissioner Gil de Lamadrid, seconded by Commissioner Hendrickson and carried to return to open session at 7:21 p.m.

Motion by Commissioner Nikoi, seconded by Commissioner Hendrickson and carried to adjourn the meeting at 7:21 p.m.

*Submitted by: Donna Swanson
Recording Secretary*



SUPERIOR

WISCONSIN

Living up to our name.

Superior Police Department

1316 N. 14th St. Suite 150
Superior, WI 54880

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www.ci.superior.wi.us

April 22, 2021

Police & Fire Commission
Superior, WI

Dear Commissioners:

The purpose of this letter is to update you concerning a member of my staff's successful completion of her probationary period in our department.

Assistant Chief John Kiel will successfully complete his one year probationary period as a supervisor on April 25th. I would recommend that the Commission, at their next meeting or as soon as practical, move John Kiel to full tenure as Asst. Chief, in our department.

I will be glad to address this request in more detail at the next PFC meeting. If you have any questions, please feel free to contact me. Thank you.

Sincerely,

A handwritten signature in cursive script that reads "Nicholas F. Alexander".

Nicholas F. Alexander
Police Chief

NFA/ds

c: Asst. Chief Kiel
Human Resources



SUPERIOR

W I S C O N S I N

Living up to our name.

Superior Fire Department

*Scott Gordon, Fire Chief
Superior Fire Department
3326 Tower Avenue
Superior, WI 54880*

*Phone: (715) 395-1680
FireDept4@ci.superior.wi.us
www.ci.superior.wi.us*

May 4, 2021

TO: Police & Fire Commission Members
FROM: Scott Gordon, Fire Chief
REF: Resignation

For your information and records Probationary Firefighter Todd Meisner resigned effective May 3, 2021.

Thank you.

A handwritten signature in black ink that reads "Scott Gordon".

Scott Gordon
Fire Chief

SG/ah

CC: Human Resources



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www.ci.superior.wi.us*

May 4, 2021

TO: Police & Fire Commission Members
FROM: Scott Gordon, Fire Chief
REF: Resignation

For your information and records Motor Pump Operator Jon Francisco resigned effective April 7, 2021.

Thank you.

A handwritten signature in black ink that reads 'Scott Gordon'.

Scott Gordon
Fire Chief

SG/ah

CC: Human Resources



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Superior Fire Department

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www.ci.superior.wi.us*

May 4, 2021

TO: Police & Fire Commission Members
FROM: Scott Gordon, Fire Chief
REF: Promotion

For your information and records Firefighter Devin Shaw has been promoted to Motor Pump Operator effective May 6, 2021.

This promotion is subject to the one year probationary period.

Thank you,

Scott Gordon
Fire Chief

SG/ah

c: Human Resources
MPO Devin Shaw



SUPERIOR

W I S C O N S I N

Living up to our name.

Human Resources Department
Cammi Koneczny, Human Resources Director
Debbie Bergstrom, Human Resources Specialist

Phone: (715) 395-7210

Fax: (715) 395-7590

TTY: (715) 395-7521

E-mail: humanresources@ci.superior.wi.us

1316 North 14th Street, #301

Superior, WI 54880

Website: www.ci.superior.wi.us

June 1, 2021

PFC Agenda: June 9, 2021

TO: Superior Police & Fire Commissioners
FROM: Cammi Koneczny, Human Resources Director *CK*
RE: Certified Hire List – Superior Police Department

Greg Mertzig, Collin Deans-Brandt, and Seth Noll have all accepted positions with the Superior Police Department and have started recruit school on May 24th. Joshua Sislo also accepted a position and began in the field training program on May 24th as a Lateral Transfer Officer. Noah DiPuma has accepted a position, but still needs to take the reciprocity exam and complete his physical, he will likely start in July as a Lateral Transfer Officer in the field training program.

This will bring the certified hire list down to ten candidates, which is all of the candidates from the previous testing process. There are no additional candidates remaining on the hiring list.

I am asking for your approval of the new certified hire list. This hiring list can be utilized until March 10, 2023 or until depleted or a new hiring list is approved.

Please contact me if you have any questions about this information, thank you.

cc: Nicholas Alexander, Police Chief
City Clerk

POLICE AND FIRE COMMISSION
SUPERIOR, WISCONSIN 54880

Shawnu Ksicinski, President
Howard Hendrickson, Vice President
Arthur GildeLamadrid, Press Spokesperson

Ephraim Nikoi, Secretary
ChaQuana McEntyre, Commissioner

June 9, 2021

TO: Nicholas Alexander, Police Chief
Mayor Jim Paine
Cammi Koneczny, Human Resources Director
City Clerk

The Board of the Police and Fire Commission has tested and recommends the following named candidates for employment within the Superior Police Department should vacancies occur. You may hire in the order most advantageous to the City of Superior. They are listed *alphabetically*.

Alan Clarke
Jamie Green
John Gruna
Quade Jones
David Jones Jr
Robert Lear
Jamie Ochs
Alex Ochwangi
Jarid Rankila
Taylor Wendt

This hiring list supersedes all previous hiring lists.

/s/ Shawnu Ksicinski

Shawnu Ksicinski, President

/s/ Howard Hendrickson

Howard Hendrickson, Vice President

/s/ Arthur GildeLamadrid

Arthur GildeLamadrid, Press Spokesperson

/s/ Ephraim Nikoi

Ephraim Nikoi, Secretary

/s/ ChaQuana McEntyre

ChaQuana McEntyre, Commissioner



SUPERIOR

W I S C O N S I N

Living up to our name.

Human Resources Department
Cammi Koneczny, Human Resources Director
Debbie Bergstrom, Human Resources Specialist

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June 1, 2021

PFC Agenda: June 9, 2021

TO: Superior Police & Fire Commissioners
FROM: Cammi Koneczny, Human Resources Director *CK*
RE: Certified Hiring List - Superior Fire Department

Ja'lon Sventek was offered and accepted employment with the Superior Fire Department. He still has to complete his physical exam.

This brings the certified hire list down to five candidates. There are zero additional candidates remaining on the hiring list. I believe Chief Gordon is interested in beginning a new testing process, which would be based on Lake Superior College's testing schedule if you used the same process as last time.

I am asking for your approval of the new certified hire list. This hiring list can be utilized until October 28, 2022, or until depleted or a new hiring list is approved.

Please contact me if you have any questions about this information, thank you.

cc: Scott Gordon, Fire Chief
City Clerk