

**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, January 13, 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, ChaQuana McEntyre

Also present: Chief Alexander, Chief Gordon, HR Director Koneczny, Shelley Nelson, Telegram

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: December 9, 2020

*Motion by Commissioner Hendrickson, seconded by Commissioner Gil de Lamadrid and carried to approve the minutes from the December 9, 2020 meeting.*

5. Police & Fire department updates

Chief Alexander said as usual we have been busy the past few months. Calls for service were up from 2019, which was surprising considering COVID 19 closed some businesses and people were staying at home more. New Year's Eve went smoothly, calls were up during the primary bar hours, but nothing with any significance violence. Chief Alexander said we have been doing some extra patrols around Centerfolds and Lady Vi's, because we have had some increased violence near these establishments. The club ownership and management have been receptive and are open to our suggestions to help keep the area safer. Hiring for 2021: This week Bethany Kemi resigned. She didn't feel that she had a passion for police work, so she voluntarily resigned. Officer Brad Esler retired this month as well, and there are possibly three others planning to retire this year. So we are in need of this new hiring process to move along as quickly as possible. Chief Alexander also mentioned the presidential inauguration next week. He said he has been in contact with the FBI and an analyst from Duluth PD, and so far no one expects there to be demonstrations in our area.

Chief Gordon said department members received the first COVID vaccinations last week. Chief Gordon was pleased that all but three of the firefighters elected to receive the vaccine. Chief Gordon also said he was happy to report that there were no significant side effects from the vaccine. The second doses are scheduled for February 1<sup>st</sup> & 3<sup>rd</sup>. Chief Gordon said that Austin Elliot is back on duty after being on light duty. He's doing great and should finish his probation in April. Hiring: Four new firefighters are ready to go. Those four individuals were able to get their COVID vaccinations also. They'll do a 40 hour academy and begin on shift the first week in February. The crews have now started their 48/96 shifts. Everyone has two days on and four days off. A learning process, but so far so good. Chief Gordon said scheduling meetings and training will be a bigger challenge with this schedule. It is a six month trial period, and if all goes well, it can be the permanent schedule beginning next year with the new contract. Chief Gordon said he believes so far the response has been very positive and it will be a positive recruitment tool. Last year closed out with 4044 runs last year. More than the

department has ever had before, and 14 out of the last 15 years we've set a record in run volume. Currently we are focusing on our new firefighters and training in the coming months.

*No Action*

6. Letter from Chief Gordon; Completion of probationary period, Zimmerman

*Motion by Commissioner Gil de Lamadrid, seconded by Commissioner McEntyre and carried to approve the completion of probationary period, Zimmerman.*

7. Letter from Chief Gordon; Completion of probationary period, Lorenz

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

8. Letter from Chief Gordon; Completion of probationary period, Baker

*Motion by Commissioner McEntyre, seconded by Commissioner Hendrickson and carried to approve the completion of probationary period, Baker.*

9. Letter from Chief Gordon; Extension of probationary period; Melcher

*Motion by Commissioner Gil de Lamadrid, seconded by Commissioner McEntyre and carried to approve the extension of probationary period, Melcher.*

*Motion by Commissioner Gil de Lamadrid seconded by Commissioner McEntyre to withdraw the previous motion. Motion carried.*

10. Discuss and approve changes to Article VI – Examination Rules and Certified Hiring Lists, to add language to allow for Lateral Transfer Applicants

*Motion by Commissioner Hendrickson, seconded by Commissioner McEntyre and carried to approve the changes to Article VI.*

11. Discuss and approve changes to Article VII – Disciplinary Procedures, to add clarifying language to Formal Discipline and Informal Complaint processes

*Motion by Commissioner Hendrickson, seconded by Commissioner Gil de Lamadrid and carried to approve the changes to Article VII.*

12. Update on Police Officer hiring process

*No action*

*Motion by Commissioner Gil de Lamadrid, seconded by Commissioner Hendrickson and carried to adjourn at 6:55 p.m.*

*Submitted by: Donna Swanson  
Recording Secretary*