

**Board of Police and Fire Commissioners  
February 2, 2021**

**MINUTES**

**PRESENT:** Commissioners Pukaite, Michalski (8:10 AM), Ridley, Nuernberg, and Szymborski

**ALSO PRESENT:** Police Chief Pryor, Fire Chief Bialk, Assistant City Administrator Schoenemann, Deputy Chief Zellmann, Sergeant Grenfell, Executive Assistant Kowalchuk

**1. Call to Order, Roll Call**

The meeting was called to order at 8:00 AM.

**2. Personal Appearances and Public Comment**

Newly appointed Sergeant Ross Grenfell was in attendance; he introduced himself and spoke to commissioners of his police background and experience

**3. Approve meeting minutes of January 5, 2021**

Moved by Commissioner Nuernberg, seconded by Commissioner Szymborski to approve the meeting minutes of January 5, 2021 with Scribner corrections acknowledged and addressed. Motion passed by voice acclamation.

**4. Chief's Reports**

Chief Pryor (Police)

- Sgt. Grenfell introduction (noted in personal appearances).
- Two new officers will be sworn in on February 15<sup>th</sup>.
- Statistics on employee Covid vaccinations was discussed.

Chief Bialk (Fire)

- Call volume dropped substantially locally and nationwide when COVID started, however the year end numbers caught up finishing at approximately 100 calls less than the previous year.
- Chief Zellmann's recruitment efforts have proved successful and have brought in a number of new hires.
- Commissioners were updated on the Battalion Chiefs hiring process with the first round of interviews scheduled for February 18<sup>th</sup>.
- Recruit training updates and coordination efforts with MATC to provide needed training was discussed.
  - ✓ Commissioners followed up on this discussion, with Commissioner Pukaite volunteering to send a letter of appreciation to MATC for continuing to provide the classes our recruits need.

**5. Information Item – Fire and Police Personnel Recruitment Processes**

Commissioner Pukaite advised that she had requested this item be added to the agenda so commissioners could be reminded of these recruitment processes.

Chief Pryor spoke of the presence the police department has at various technical colleges and UW-Milwaukee as a result of some of its employees being instructors, one sergeant is a professor (UW-Milwaukee), and the head of the MATC Technical College was Chief Pryor's first FTO. These

relationships enable the department to maximize on these avenues for reaching out to prospective candidates.

The Department additionally has three officers who participate in college career fairs when they occur, its officer hiring process is detailed and posted on the City's website and the department has a presence on the WI Law Enforcement WILENET website which is the site that all Wisconsin police departments go to for their information; this site includes postings for jobs in Wisconsin law enforcement.

Deputy Chief Zellmann advised that because of the department's internship program, MATC recruitment can be vigorous and has proved successful with a number of minority candidates, giving them an opportunity to get firefighting skills. He added, however, that it is not unusual for them to then get poached by career departments. Nevertheless, the department will continue to provide these opportunities and continue to cultivate anyone who comes along and is willing.

Commissioner discussions continued with an eye towards Mequon making sure it is reaching minorities with its recruitment processes; a number of suggestions were made including:

- Mequon Homeowner Associations and the Ozaukee NAACP – send information to these entity presidents alerting them to our recruiting.
- Possibly establish a Cadet Program for young potential candidates.
- Community service officers, usually young people age 18-22 that have interest in law enforcement, they get a taste for these jobs by actually working for the community.
- In effort to recruit more women, look into college athletic programs; there is a study link between women athletes and their interest in both police and fire service.
- Commissioners Szymborski and Ridley offered to brainstorm ideas with Human Resources and the chiefs and see where things go from there.

Both chiefs and Assistant City Administrator Schoenemann expressed appreciation of the suggestions and confirmed they are happy to consider additional ideas to incorporate what the City is already doing to make its recruitment approach more intentional.

#### **6. Review/Certify Eligibility List for Fire Department Recruits**

Deputy Chief Zellmann reviewed each of the proposed recruit's information and qualifications with commissioners, two of which are Mequon residents and one is transitioning from the department's intern program.

Moved by Commissioner Michalski, seconded by Commissioner Ridley to approve/certify proposed Fire Department Recruits Jessica Gold, Nicholas Castner, and Charles Zelensky. Motion passed by roll call vote (5/0).

Ayes: Pukaite, Michalski, Ridley, Nuernberg, and Szymborski

#### **7. Adjourn**

The meeting was adjourned at 8:42 AM.

Respectfully Submitted,  
*Diane Kowalchuk*