

**MEETING POLICE & FIRE COMMISSION  
BERLIN, WISCONSIN  
BERLIN CITY HALL – 2<sup>ND</sup> FLOOR COUNCIL CHAMBERS  
July 01, 2020 – 6:30 PM**

President Lindahl called the meeting to order at 6:30 pm. Present: Commissioners Marks, Jenkinson, Guden, Johnson Also present: Chief Lind, Emergency Management Director Gary Podoll, Fire Chief Bob Paugels, Liaison Alderman Lehr, Officer Smith, and Alex Dallman

Lindahl approval of open minutes for June 03. Motion by Jenkinson second by Marks, none opposed

Letter of appreciation was talked about for Commissioner Eckstein for his years of service. A letter will be made for Eickstein and will be delivered to him

Election of officers: Marks to nominate Lindahl as president and Guden second, unanimous vote and decision passed. Marks to nominate Jenkinson as Vice President and Lindahl second, unanimous vote and decision passed. Johnson to nominate Guden for secretary and Jenkinson second, unanimous vote and decision passed.

Fire department expenses motion to approve of fire department vouchers and payments by Guden, second by Jenkinson and carried by voice vote; none opposed.

Fire Dept reports and updates: Guden questioned the maintenance money left for the rest of the year and wondered if it should be increased for the next budget year. Podoll stated that it will stay the same and no need for increase. If it becomes an issue within the year Jody usually helps to correct it

Lindahl: BPD expenses: Motion by Marks to approve the police vouchers for payment, seconded by Johnson, carried by voice vote; none opposed.

Chief Lind introduced the new officer, Jacob smith to all members of the board

BPD reporting updates: Chief Lind: stated that graduation went well and did not have any issues.

Chief Lind: Stated we received a donation of 1,000 dollars from Ms. Paige from Berlin. Very generous donation and the money will be put to good use. A thank you note was given and it was very nice of her to donate during such a time as this when police agencies are not being looked at in a good light.

Chief Lind: Stated Jacob Smith will be coming off of field training. Starting Sunday the department will be three positions open. Brad will be taking another position for Ripon PD and there are still the two open positions that are yet to be filled. Currently working on filling those positions

Chief Lind: Stated that the policy and procedure updates are still being made. There are a lot to go through and we are about half way on those. We are also updating city ordinances as well. We are getting them vetted and to comply how things are currently as well as getting them to match the monetary part for citations. Once these are all updated they will go to the city council for approval.

Chief Lind: Stated that Fourth of July fireworks are on track to take place on Friday July 03. The department has been fielding calls for permits for fireworks, but we do not issue permits and the City of Berlin does not issue permits. We have been telling them that if it leaves the ground or explodes it is illegal and you may be subject to a fine. There are been some complaints already regarding fireworks. As they happen we will address them and others

Chief Lind: Stated that when he started with the department he met with all the staff individually and most all stated that they would like to see a new shoulder patch as the one currently in rotation is outdated and not current. Over many months we have finally come up with a department patch. The members of the department are happy with this patch and they have been ordered and we will receive them by next week. Then we will work with a company to get those new patches put on for the officers. The patch may look simple but that is intentional. We wanted to show the main aspects of Berlin and what we represent. It will

have a star to show where Berlin is as well as highlight the Fox River. There will also be the Est date for Berlin on the patch and the American flag is shown on the patch as the Wisconsin state. Lindahl stated: please tell us about the uniforms. Chief Lind: stated we decided to do something different for Chief and Assistant Chief Positions. We decided that they should be a little different and there is now a strip fixed to the pants of those positions. We feel it makes the uniform stand out and give notice to those positions as well as looks very professional. There may be talks of new styles for other positions as well in the future.

Chief Lind: Stated that the hiring process is becoming a daunting task for the small department as there are now three positions that need to be filled. The interest from others to apply is low. It was hard a month ago to get people to apply and now it is even harder with all the news about police. People are reluctant to apply because of what they see and hear about being an officer and there is also family pressure as not many people want that life. But we do continue to recruit and we have been working with the union and the city at the possibility of lateral transfers. These lateral transfers are becoming popular were you can transfer from another departments and keep your years of service rather than starting all over again. This would give us the ability to give out an incentive for people to apply. They could start at a higher pay scale as well as perhaps get some vacation instead of starting at the bottom. This type of incentive has been successful for other agencies and we have lost one officer to another agency and they actually had this as part of his condition to start there. They may not get everything they had but it gives them something to look at when looking at our positions.

Chief Lind: Stated that today Justin Lindahl and Assistant Chief Pulvermacher had four interviews and we did that through Facebook messenger. The four candidates were very good, we had eight but four did not respond back. We will start the background process for two of those and see what happens there. If we are able and it works out we could go for three.

Chief Lind: Stated that parking tickets for the city that have not been collected is in the neighborhood of about \$18,000 of past due parking tickets over the past 22 years. The DMV can suspend registration for these individuals but after six years they fall off. There is 10,829 dollars worth of tickets from 249 parking tickets that we are no longer able to go after. So we are looking at a new system to help with this. We are considering going forward where we would issue the parking ticket under the city ordinance. After fourteen days and the individual have not paid we would mail a letter to that person stating that they have not paid the ticket. If we do not receive a payment after 21 days then we would issue the registered owner a uniform traffic citation that is now under the state statute and not the ordinance. This ticket is now \$170.00 and the defendant may appear in court to contest it or default. If the ticket is defaulted then the court now has the authority to mandate payment and if they do not pay then the operating license is then suspended and not just the vehicle. There may be more success with this then the old way. We hope to get this process put into place before winter parking starts back up. We are also implementing other procedures for the officers that will help give them the information they need during winter parking. There will also be new tags that will be put on the windows for the drivers that have the permission to park there for that time. Marks: Can I ask a question? Lind: sure Marks: I know you stated that parking tickets start at \$20 and can go up to \$170. If that is coming back through the state similar to a traffic ticket would the city get the full amount? Lind: no it would be like any other ticket. Marks: okay I was just wondering what the return would be on that Lind: certainly a positive rather than a negative. Lindahl: And if there are guests coming in for holidays the residents can call into the station and we can make note of it. Lind: we are very accommodating and even the bartenders when they cannot get out moving their cars because they are stuck inside to clean and take care of things if they call dispatch and give a description of the vehicle it will allow us to know it is theirs and to not ticket. And all of the taverns know this we did send out a letter letting them know what to do in those circumstances so we can help out and work with them on that issue.

Residency: the city handbook talks about residency for emergency response teams which include the PD. I am wondering what the feel would be for the assistant chief position as there was a waiver allowed when he stated and he currently lives about 50 miles away. It is a big concern going forward for the assistant chief as he has a child that is a junior in high school. So moving forward the commission will be tasked looking for a new chief and Brian is a great leader but that would become a sticky point for him. Guden: didn't we for the year let him but I thought he would try to move closer? I think an hour away is quite a long time for an emergency were to come up. This would need to be discussed. Lindahl: yes it will need to be discussed Lind: in the very near future you are going to be looking at making a discussion and that may have an impact on which way, if given the opportunity for him.

Chief Lind: well that is all I have unless you have questions. Guden: I have one, on the three officers that are leaving do we exit interviews? Are we doing them? Lind: Yes, Corey Horn did one and I do not believe Georgia did one. I believe that Jody will do those we do not internally do them within the PD. I believe that Brad is going to do one with Jody Guden: okay. Lind: they are helpful for us but I am not sure how they do them. Jenkinson: after the background checks for the new officers does it come in front of the commission like it used to? Guden: no Lind: the process we have been using lately is that we are keeping the commission informed and Justin has been a part of the interview process. Then we will bring in a summary to the commission and our recommendation for the applicants and the ultimate decision and we ask for the blessing from the commission. Lindahl: the interview committees depending on the position we are hiring. Marks: I believe this should be part of the closed session all of these aspects we are talking about right now. Jenkinson: sure Lindahl: and that is why we have closed session.

Lindahl: please step to the mike

Alex: hello, I am running for the 41 district coming up on August 11 primary. I have knowledge with the businesses. I would love to help you guys out in the legislature. I am one of four republicans running in the august primary. I am endorsed by Sheriff Podoll and couple other sheriffs and I am just looking for your support. I hope to work with you in the future. Lindahl: what is your background? Alex: I worked for Congressman Grothman for about five years and served as chairman in GL co rep party for last three years. Marks: thank you

Lehr: I don't know what the procedure is here but I would highly encourage the lateral hiring direction that the Chief wants to take. It makes all the sense in the world. Marks: yes Guden: that is not on the agenda Lindahl: no we are still in discussion Guden: oh yes okay sorry Lindahl: And we do lose a lot of candidates because if they have been in law enforcement for ten years and then...Marks: one of the things I can see is how we would handle those who want to move from a union position to an executive position. How muddy that may get when the union is stepping in to speak for the officer. It is something we would have to look at Jenkinson: I have been in IT and financial industry for many years and that is what you are looking for is a lateral move. Some cases you may want some of the youth and train new to be able to train them up but you are not going to go from VP to VP and Chief to Chief. I would much rather work on that with the levels they are at then to try to find someone at the bottom. Guden: that too would be that you would have the experience Jenkinson: I get we want youth but there is also a good time for the experience to help out. Lehr: I would say to the chief is to define a policy and to fast track it to get it to the commission for approval. Lindahl: I think that we have talked about it for the last year but it is not easy to find guys anymore. Jenkinson: and even the residency we should get that in there and put that on the table too because at some point in time they are not going to want to move to Berlin. Chief: there is a lot to hammer out before we can bring it to you Lindahl: yeah Jenkinson: I think this defiantly has value and I don't want it thrown away. Marks: oh no I don't want to say that it would be bad but just bringing up the "what ifs" in there. Lindahl: you do want some young guys as you need to start them somewhere and our FTO is very good. But if we have a great one out there Marks: and Jacob is coming off FTO very shortly now so that will be good for the force. Chief: and just because someone puts in for the position that is here and they want the lateral but maybe the background comes up with stuff and we hire a new person. It just gives us a bigger pool of people to look at Lindahl: if there are updates for any of the hiring process we can do that in closed session I just need a motion.

Motion by Marks to convene into closed session pursuant to Wis. Stat §19.85(1)(c) to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility and pursuant to Wis. Stat §19.85(1)(f) considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons except where par. (b) applies which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations (Discussion on internal performance and functionality of police department personnel, and discussion of specific personnel issues and possible need for further investigation). Motion seconded by Guden, Johnson. Roll call vote Marks, Jenkinson, Johnson, Lindahl, Guden

Additional minutes submitted by Joanne Guden and attached.

Old Business – None

New Business – Lateral Hiring, start looking for new chief, environment within BPD is going good with the changes

Public Appearances –Alex Dallman 41<sup>st</sup> district assembly

Motion to adjourn by Johnson, seconded by Marks at 7:35pm and carried by voice vote.

Next meeting Wednesday August 05, 2020

*Submitted by Stephanie Skivers  
Administrative Assistant*

Next scheduled meeting will be Wednesday, August 05, 2020 at 6:30 pm at the Berlin City Hall