

City of Stoughton Police and Fire Commission Meeting Minutes
Tuesday, July 20, 2021
Fire Department Training Room
401 E Main Street, Stoughton, WI 53589

Members Present: Martin Lamers (President), Doran Bradford, Amie Edgington

Absent & Excused: Peter Sveum

Staff Present: Director Gillingham, Fire Chief Josh Ripp, Police Chief Greg Leck

1. **Call to Order**

President Lamers called the meeting to order at 5:30 pm.

2. **Approval of the PFC April 26, 2021 and June 15, 2021 meeting minutes**

Motion to approve Bradford, 2nd Lewis, All in favor.

Because the interview candidate was running late, President Lamers moved agenda items: #6 up to #3, #5 becomes #4, #3 becomes #5, #4 becomes #6

3. **Fire Chief Quarterly Report**

Fire Chief Ripp reviewed his report. He noted that in the Personnel Section that the auxiliary, if approved, is not included in the total number of 42 approved firefighters. He also stated, for clarification purposes, that the interns, if approved, would be included in the total of 42 but he was open to discussion.

Motion by Lewis to approve the Fire Chiefs report, 2nd Bradford, All in favor

4. **Police Chief Quarterly Report**

Chief Leck discussed the accreditation process. The accreditation process is being spearheaded by Frish, Per Chief, they are ahead of the curve. National Night Out is a big event this year, rotary is covering almost everything in regards to costs. Dispatch is at full staff, new employees are doing really well.

Motion by Lewis to approve the Police Chiefs report, 2nd Edgington, All in favor

Motion by Bradford to move into closed session to interview the Fire Candidate, 2nd Lewis, All in favor

5. **Interview candidates for Volunteer Firefighter Positions****

Move to open session motion by Lewis, 2nd Bradford, All in Favor

Motion by Bradford to recommend Lydia Bruning to Fire Chief Ripp for hiring consideration, 2nd Edgington, All in Favor

6. Interview Process Discussion

Lewis stated he prefers the interviews to be conducted in the smaller conference room, by the PFC, versus the Fire Chief. Sveum had provided Director Gillingham with similar feedback, which she shared with the group from his email.

President Lamers reminded the Commission that the current process is to allow the in person interviews and COVID considerations. There was specific discussion regarding how the Fire Interviews flow and who participates. President Lamers reminded the commission that when Chief Ripp started he proposed an interview process and the commission approved it.

President Lamers went on to say that he likes it when one person asks the question because it is the same questions. Director Gillingham discussed her concerns about the adlibbing that has taken place with random, inconsistent questions being asked of candidates. The questions were not to gain further information about an existing questions, they were not related to the question that was initially asked. .

Sveum had shared with several of the commissioners, outside of the meeting, stating that he prefers the commission selecting the candidates to be interviewed. Bottom line, you can do what you want, President Lamers stated. He went on to say that it needs to be recorded so we know how the interviews will flow.

Edgington, wanted clarification regarding how Chiefs interviews were handled versus a police officer or firefighter. There was discussion regarding the Chief's involvement and what their role is when the commission is deciding on their recommendations.

President Lamers, stated it sounds like there has been a lot of discussion between the commissioners and he warned that they be careful of walking quorums. Lewis, is to review the commissioner's manual and the bylaws to see if anything in our process is inappropriate. President Lamers assigned this task to Lewis. Process and hiring of Chief Ripp worked well.

7. Adjournment

Motion to adjourn Lewis, 2nd Edgington, All in favor. Meeting adjourned at 6:45pm.

Minutes submitted 7/21/2021 by Director Gillingham