

**Police & Fire Commission Meeting**  
**12/29/09**

**Chairman Schumacher** called the meeting to order at 5:00 pm and the Deputy Clerk confirmed appropriate meeting notice had been given.

**Members present:** Schumacher, Kejwan, Krauski, Le Duc (5:03 pm), and Council representative Kohlenberg, a non-voting representative

**Members absent:** Mercier

**Staff present:** Chief Beguhn, Lt. Buerger, Chapman and Dehnert

**1. Approve minutes of November 9, 2009** – Motion by Krauski to approve the November 9, 2009 minutes as written; second by Kejwan. Motion carried 4-0.

**2. Update on the Current Hiring Process** – Chief explained there were 140 individuals who applied for the one open position with the department, of which 126 took the written test and 123 passed; 105 participated in the physical aptitude test and 95 passed. These individuals are now ready to move on to the interview portion of the process.

**3. Request to Include an Additional Interview to the Current Hiring Process** – Chief explained in the past the remaining applicants who have passed up to this point would have a 20 to 30 minute oral interview given by an outside panel. Due to the large number of applicants remaining, he explained it would be very difficult to conduct all of the interviews with the same panel in a timely manner. Due to this unique situation he is requesting an additional interview be added to the current process for the remaining applicants which would be conducted by an internal panel of department officers consisting of three sergeants and one lieutenant. Krauski inquired why there was such a large turnout of applicants which the Chief thought is due to the number of people looking for work due to the current economy. Kohlenberg questioned if this would be an oral interview or oral exam which Chapman clarified the description of each, noting this request is for an oral interview. Chief noted the applicants would be ranked after the internal interview to get the number of remaining applicants down to a reasonable number. Kohlenberg inquired if there is some other type of hurdle that can be created to help get only the top people. The Chief stated they could consider changing the passing score. Buerger noted IO Solutions recommends the passing score at 70% and while this can be changed, they must be careful. Kohlenberg questioned if other departments are having this same problem. The Chief clarified the City's hiring process is unique and different than how other departments do their hiring but overall thought this is due to the economy. He added the number of applicants can make a difference depending upon how many other departments are hiring.

**4. Consider / Act on Chief's Request for an Additional Interview** - Motion by Kejwan to adopt the resolution approving that an additional interview be added to the current hiring process; second by Krauski. Motion carried 4-0.

**5. Comments from Police & Fire Commission Members:** Ald. Kohlenberg stated he had recently taken a tour of the Fire Station with his son's Tiger Cub Den group, and it was a wonderful experience. However, he was confused by a comment that was made by one of the officers that they cannot perform their duties at their level of training at certain times and scenes. The Chief explained that they may be a paramedic per their training but cannot perform at the paramedic level due to the fact that we do not have a paramedic license. We operate as EMT Intermediate and our personnel only perform as paramedics when working for Delafield Fire and EMS. Kohlenberg asked that this item be included on the next agenda as a discussion item. Chief Beguhn agreed and stated he would have Deputy Chief Leidel present to explain the difference between paramedic and EMT Intermediate levels of care.

Ald. Kohlenberg also thought since the tour of the Fire Station was such a wonderful experience, he felt a future meeting should be held at the Fire Station or Police Department to get the experience of everything that goes on. The members each acknowledged while it was a good suggestion they have already toured the facilities and are aware of what goes on at each. Chief Beguhn offered that a meeting could be held at the new Fire Station when it is completed so the members can tour the new facility at that time.

Motion by Kejwan to adjourn the meeting at 5:28 pm; second by Krauski. Motion carried 4-0.

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Minutes taken by Chris Dehnert, Deputy City Clerk  
David Kejwan, Secretary