Memorandum

Date: November 2, 2026

To: Mayor and City Council

From: Joshua Antoine
Chief of Police

Re: Sergeant Promotion Process.

Mayor and City Council Members,

I am pleased to report that we have successfully concluded the Sergeants promotion process. As a reminder, our original request sought approval to promote one officer; however, with Sergeant Fiske submitting her retirement paperwork, you authorized the promotion of two officers.

We were fortunate to have four qualified applicants participate in the process. Following an essay assessment, interviews, and a leadership evaluation, two candidates emerged as the top performers: Officer Dustin Lemke and Officer Jeremiah Drinkwine.

Officer Lemke will be the first to be promoted, effective December 1, 2026, immediately following Sergeant Fiske's retirement on November 30, 2026. Officer Drinkwine will be promoted on January 1, 2027, coinciding with the start of the new Administrative Sergeant position.

I respectfully request council approval to proceed with these promotions on the dates outlined above.

Thank you,

Chief Antoine