

Police and Fire Commission

Regular Meeting Minutes

May 8, 2023 4:00 PM

Present: Jim Schildbach, Kelly Kwapil, Brad Kuenzi, Nikki Salas

Also Present: : Deputy Fire Chief Tony Rauterberg, Assistant Police Chief Ben Olson

Police Chief Robert Kaminski, Fire Chief Travis Teesch

Meeting was called to order at 4:00 PM

The Minutes of the meeting on April 10th were reviewed. **Mr Schildbach moved to approve the minutes of the meetings as printed, second by Ms Salas, motion carried all aye**

Police

Assistant Chief Olson Gave the monthly training and activity report.

Fire

Deputy Fire Chief Rauterberg Gave the monthly review with run calls and training statistics

Chief Teesch Gave an employee update and a review of the probationary employees.

One employee has resigned to go to a bigger department for more pay

Two of the projected hires from last month have rejected Watertown's offer and taken offers from different departments citing a higher starting wage as the reason.

Chief Teesch answered questions regarding the wage structure of the WFD. The Commission members that have been tenured for multiple Chiefs have commented that pay continues to be a reason ex employees or possible new employees list as why they are not interested in Watertown for employment. The Department is struggling with staffing we are currently at six open positions with the experience trending lower and lower.

The Chief and Deputy Chief have listed the multiple creative attempts that have been made to attract new employees. We are getting employees in for interviews but the pay seems to be a major block to getting qualified employees hired.

Chief Teesch reviewed the current group of interviewees

Ms Salas moved to approve the eligibility list as requested by Chief Teesch. second by Mr Schildbach, motion carried

Mr Schildbach moved to approve the hire of the top Three candidates as Chief Teesch requested. second by Ms. Salas, motion carried

Motion to adjourn was made at 5:05 by Ms Salas, second by Mr Schildbach, motion carried.

Next Regular meeting is scheduled for June 12, 2023

NOTE: These minutes are uncorrected and any corrections made thereto will be noted in the proceedings at which these minutes are approved.

Submitted by,

Kelly Kwapil, Secretary

