

1. 4:30 P.M. Agenda

Documents: [PFC_20150114_AG.PDF](#)

2. Complete Packet

Documents: [PFC_20150114_PK.PDF](#)



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**AGENDA
POLICE AND FIRE COMMISSION
January 14, 2015
4:30 P.M.
CITY HALL**

NOTICE IS HEREBY GIVEN that the Fitchburg Police and Fire Committee will meet at **4:30 P.M.** on Wednesday, January 14, 2015 in the **Meeting Room** of the Fitchburg City Hall, 5520 Lacy Road, Fitchburg, WI 53711 for the purpose of:

- 1) Call to Order
- 2) Approval of Minutes of the December 17, 2014 Meeting
- 3) Open Session
 - a) Public Appearances – Non-agenda items
 - b) Report from Police Department
 - i) Approval of Police Officer recruitment process and authorization to begin recruitment.
 - c) Report from Fire Department
 - i) Review fire department activity report
 - ii) Closed Session
*Pursuant to Section 19.85(1)(c), Wisc. Stats., the commission will move into **CLOSED SESSION** for the purpose of considering employment, promotion, compensation, or performance evaluation of any public employee over which the governmental body has jurisdiction or exercises responsibility, more specifically, to discuss appointment of full-time Firefighter in the Fire Department.*
 - iii) Reconvene into Open Session – Action may be taken on matters discussed in closed session.
 - iv) Discuss recruitment process for full-time Fire Chief
 - d) Announcements
 - i) Next regular meeting scheduled for February 11, 2015
- 4) Adjournment

City of Fitchburg
Police and Fire Commission
Minutes
Wednesday, December 17, 2014

Members Present: Tom Darcy, Tom Marquardt, Tom Shellander, Denise Solie, Greg Jones
Members Absent: None
Also Present: Lisa Sigurslid, Human Resources Manager; Chad Grossen, Acting Fire Chief

1. Call to order

The Police and Fire Commission meeting was called to order by Darcy at 4:30 p.m.

2. Approval of Minutes of the Wednesday, November 12, 2014 meeting.

*Motion by Marquardt, second by Shellander to approve the minutes of the November 12, 2014 meeting.
Motion carried*

3. Open Session

a. Public Appearances – Non-Agenda items

None

b. Report from Fire Department

i. Update on full-time firefighter recruitment

Grossen and Sigurslid reviewed the status of the current recruitment. The process is on schedule with panel interviews scheduled for Thursday, December 18.

ii. Recommendations to extend offers of employment for POX Firefighters.

Ten candidates were interviewed on December 4, 2014. Grossen recommends appointment of six individuals that are currently certified firefighters. The department will also work with three others to sponsor them through the Entry Level Firefighter course.

Motion by Jones, second by Solie to approve the appointment of Kyle Kampmeier, Ryan Riphon, Brittany Biagioli, Andre Braun, Stephen Annen, and Alexander Hayhurst to the position of POX Firefighter effective January 5, 2014 with a probationary period of 12 months. Motion Carried.

iii. Closed Session

Pursuant to Section 19.85(1)(c), Wisc. Stats., the commission will move into CLOSED SESSION for the purpose of considering employment, promotion, compensation, or performance evaluation of any public employee over which the governmental body has jurisdiction or exercises responsibility, more specifically, to discuss Firefighter Promotions in the Fire Department.

*Motion by Marquardt, second by Shellander to move into Closed Session at 4:57 p.m.
Motion carried by roll call vote, 5-0*

iv. Reconvene into Open Session – Action may be taken on matters discussion in closed session.

Motion by Solie, second by Jones to return to Open Session at 6:09 p.m. Motion carried by roll call vote, 5-0

Motion by Solie, second by Marquardt to approve the recommendations of Chief Grossen to promote Steve Wunsch and Jeff Berman to the position of POX Captain; Dwight Shelton, Dana Collins, Matt Sutter, and Adam Thimmig to the position of POX Lieutenant; and Dale Struckmeyer to the position of Career Lieutenant effective January 5, 2015. Motion Carried.

c. Announcements

- i. Next regular meeting is scheduled for January 14, 2015

4. Adjournment

Motion by Jones, second by Solie to adjourn at 6:11 p.m.



Police Officer Recruitment Process

**01/16/15 -
02/22/15**

Step 1: Advertisements

Upon approval by the Police and Fire Commission for the hiring of sworn officers, advertisements will be placed with the following agencies:

Source

- *Wisconsin State Journal
- *Madison Times
- Internal Posting at City Hall
- Wilenet
- Wisconsin State Job Board (Wisconsin.gov)
- Wisconsin Technical Colleges Internet Job Board
- Fitchburg Access Cable Television
- City of Fitchburg Website
- University of Wisconsin Consortium Website
- Edgewood College
- Wisconsin Department of Workforce Development
- The Municipality
- City of Fitchburg e-mail listserv
- Minority Listings
 - Centro Hispano
 - Kennedy Heights Community Center
 - Bridge Lakepoint Waunona Neigh. Center
 - Vera Court Community Center
 - Boys & Girls Club of Dane County
 - Nehemiah Community Development
 - United Refugee Services of WI
 - WI Women of Color Network Inc. (WWOCN)
 - Links Inc.
 - League of Martin
 - Urban League of Greater Madison
 - NAACP – Milwaukee & Madison
 - African American Council of Churches (AACC)

Duration

- 1 placement (Sunday) and online
- 1 placement
- duration of recruitment

* Paid Advertising

03/14/15

Step 2: Testing

At the end of the application period all candidates, with complete application packets, will be scheduled to take the Entry Level Law Enforcement written exam. This test will be Administered and scored by Wisconsin Personnel Partners.

03/27/15

Step 3: Evaluation of Test Scores

Test scores are evaluated with all candidates scoring 65% or greater proceeding to the next step in the selection process.

- 03/27/14 Step 4: Notification of Candidates, Supplemental Questionnaire**
All candidates will be notified of their status within the recruitment. Those scoring 65% or greater will be sent a supplemental questionnaire due 04/17/15.
- 04/20/15-04/24/15 Step 5: Evaluation of Supplemental Questionnaires**
All Candidates that returned their questionnaires will be evaluated based on the established criteria previously approved by the PFC. The selection committee will score the questionnaires and establish a list of no more than the top 50 applicants (depending on number of vacancies) to proceed to the Panel Interviews.
- 05/04/15 -05/08/15 Step 5: Panel Interviews**
Candidates invited to participate in oral panel interviews. Minimum of 3 panelists, one internal and two external will participate. The same questions will be asked to each candidate. An applicant may ask for panelists to excuse themselves from the interview, should the candidate feel they would not receive a fair evaluation from that panelist.
- 05/08/15 -05/22/15 Step 6: Preliminary Background Screen**
The top scoring candidates from the Panel Interview process will undergo a preliminary background screen. The candidate's driving record and criminal background will be checked prior to the Chief's Interview. Those not meeting the acceptable criteria (see minimum qualifications) will be eliminated from consideration at this point.
- 06/01/14 -06/05/14 Step 7: Personnel Evaluation Profile & Chief's Interview**
In conjunction with the Chief's interview, candidates will take the Personnel Evaluation Profile, as developed by Personnel Evaluation, Inc. This test evaluates a person's motivation, ethics, honesty, work habits, etc. This evaluation will be used by the background investigator in conducting a comprehensive background.
- 06/05/15 -07/03/15 Step 8: Background Checks**
- 07/08/15 Step 9: Recommendation to the PFC**
- 07/09/15 Conditional Offer**
Conditional offers of employment will be made to candidates recommended by the Chief, and approved by the PFC, which successfully pass the comprehensive background. Offers are contingent upon the successful completion of a physical exam, psychological exam, and pre-employment drug screen.
- 07/09/15-07/24/15 Step 10: Pre-employment Medical Exams and drug screens**
- 08/10/15 First Day**



Police Officer Recruitment Supplemental Questionnaire

Name: _____ Last four of SSN: _____

Minimum Qualifications

Please answer each of the following questions to determine your eligibility to participate further in our Police Officer recruitment process:

- | | | |
|--|------------------------------|-----------------------------|
| 1. Are you at least 18 years of age? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| 2. Are you, or will you be, a United States citizen by July 1, 2015? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| 3. Do you possess a valid driver's license from Wisconsin or another state? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| 4. Do you possess a High School Diploma or General Equivalency Degree (GED) AND 60 college credits? You can answer yes, if the college credits will be earned by July 1, 2015. | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| 5. Do you have vision correctable to 20/20? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| 6. Are you legally able to possess a firearm in the State of Wisconsin? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| 7. Do you have the ability to perform the essential job functions? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| 8. Do you have any felony convictions or domestic violence convictions that have not been granted an absolute and unconditional pardon? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |

Screening Process

In addition to the State of Wisconsin requirements, the Fitchburg Police and Fire Commission have adopted additional standards in the selection of Police Officers. The Commission strives to employ officers that embody the mission of the Fitchburg Police Department and has directed staff to screen applications prior to the Interview phase of the recruitment process. Please answer the following questions. Information that is found to be contrary to your answers will be grounds for removal from the hiring process.

Mission Statement

In achieving this mission, the men and women of the Fitchburg Police Department value the diversity of our community and are dedicated to the professional and ethical standards we are sworn to uphold. We promote and advocate:

Fairness: We treat all people impartially with consideration and compassion. We are equally responsive to our community and employees.

Integrity: We recognize that our behavior must reflect honesty, sincerity and accountability through ethical and moral standards. We do not tolerate the abuse of our police authority.

Tolerance: We uphold good will, understanding and equal treatment for everyone.

Commitment: We are proactive members of our organization and community. We are self-directed and self-motivated. We identify problems and develop and implement solutions to improve our quality of life.

Honor: We honor the principles of the United States Constitution and the laws of Wisconsin. If the law is to be honored, those who enforce it must first honor it.

Betterment: We support training, career development and modern equipment and methods to continuously and objectively evaluate our own performance and be receptive to new ideas and constructive changes.

Unity: Our organizational existence is to unite our department with our community. We believe our community and problem-oriented policing is an ongoing process and not a program with a beginning and an end.

Respect: We respect human life. We hold the preservation of life as our sacred duty. Our value of human life sets our priorities.

Goodwill: We build and enhance relationships with our community and other law enforcement agencies through communication, compromise, kindness and understanding.

Work Experience

9. Have you ever served in the US Armed Forces? Yes No

If "yes," please indicate Veteran status and dates of military service.

-
10. How many months work experience do you have in the general workforce in **full-time** positions? _____
11. How many months work experience do you have in the general workforce in **part-time** positions? _____
12. How many months work experience do you have as a **patrol** officer or deputy, if any? _____
13. How many months work experience do you have in the criminal justice field, other than as a patrol officer? _____

Education

14. What is your highest level of education achieved (As of July 1, 2015)?

60 college credits, no degree

Associate's Degree

Bachelor's Degree

Other, explain _____

15. What is your overall grade point average (GPA) for college credits earned? _____

Language Skills

16. Do you have the ability to speak Spanish?

Yes*

No

17. Do you have the ability to speak a foreign language other than Spanish?

Yes

No

18. If you answered yes to one of the above questions, please describe how you acquired this skill?

***On the following page, please check the box next to the level with best describes your ability to speak and comprehend Spanish.**

Narrative

On a separate sheet of paper, please respond to any of the following questions that apply to you.

N1. Briefly describe any notable life experiences that may contribute to your ability to perform as a Fitchburg Police Officer.

N2. Briefly describe any experiences you may have had in successfully interacting with culturally diverse groups (race, ethnicity, language, nationality, religion, etc.)

N3. Briefly describe any extracurricular involvement you have had in school, work, or the community.

N4. Briefly describe and give an example of the process you use to solve problems and make decisions.

N5. Briefly describe an effective team you were involved with and what you think makes an effective team.

N6. Briefly describe the range of your use of computer technology and software in your school, work, or personal life.

N7. Briefly list any honors awards or commendations you may have received.

You need not respond to all questions, but all questions will be scored. Your responses are limited to no more than three total pages, one-sided, and may be handwritten or typed. Concise responses are expected. Your responses must include your name and the date.

In addition to the content of your responses, your ability to follow directions, organize, write and present your responses will be assessed. Personal accounts will be verified in a background check.

Spanish Language Proficiency Please check the one box in each column (Speaking, Listening, Reading Writing) that best represents your ability to speak and comprehend the Spanish Language. Check only one level per category.

Level	Speaking	Listening	Reading	Writing
1	<p>Memorized Proficiency: Able to satisfy immediate needs using rehearsed utterances.</p> <input type="checkbox"/>	<p>Memorized Proficiency: Sufficient comprehension to understand a number of memorized utterances in areas of immediate needs.</p> <input type="checkbox"/>	<p>Memorized Proficiency: Can recognize all the letters in the printed version of an alphabetic system and high-frequency elements of a character system.</p> <input type="checkbox"/>	<p>Memorized Proficiency: Writes using memorized material and set expressions.</p> <input type="checkbox"/>
2	<p>Elementary Proficiency: Able to satisfy minimum courtesy requirements and maintain very simple face-to-face conversations on familiar topics.</p> <input type="checkbox"/>	<p>Elementary Proficiency: Sufficient comprehension to understand utterances about basic survival needs and minimum courtesy and travel requirements.</p> <input type="checkbox"/>	<p>Elementary Proficiency: Sufficient comprehension to read very simple connected written material in a form equivalent to usual printing or typescript.</p> <input type="checkbox"/>	<p>Elementary Proficiency: Sufficient control of the writing system to meet limited practical needs.</p> <input type="checkbox"/>
3	<p>Limited Working Proficiency: Able to satisfy routine social demands and limited work requirements.</p> <input type="checkbox"/>	<p>Limited Working Proficiency: Sufficient comprehension to understand conversations on routine social demands and limited job requirements.</p> <input type="checkbox"/>	<p>Limited Working Proficiency: Sufficient comprehension to read simple, authentic written material in a form equivalent to usual printing or typescript on subjects within a familiar context.</p> <input type="checkbox"/>	<p>Limited Working Proficiency: Able to write routine social correspondence and prepare documentary materials required for most limited work requirements.</p> <input type="checkbox"/>
4	<p>General Professional Proficiency: Able to speak the language with sufficient structural accuracy and vocabulary to participate effectively in most formal and informal conversations on practical, social, and professional topics.</p> <input type="checkbox"/>	<p>General Professional Proficiency: Able to understand the essentials of all speech in a standard dialect including technical discussions within a special field.</p> <input type="checkbox"/>	<p>General Professional Proficiency: Able to read within a normal range of speed and with almost complete comprehension a variety of authentic prose material on unfamiliar subjects.</p> <input type="checkbox"/>	<p>General Professional Proficiency: Able to use the language effectively in most formal and informal written exchanges on practical, social, and professional topics.</p> <input type="checkbox"/>
5	<p>Advanced Professional Proficiency: Able to use the language fluently and accurately on all levels normally pertinent to professional needs.</p> <input type="checkbox"/>	<p>Advanced Professional Proficiency: Able to understand all forms and styles of speech pertinent to professional needs.</p> <input type="checkbox"/>	<p>Advanced Professional Proficiency: Able to read fluently and accurately all styles and forms of the language pertinent to professional needs.</p> <input type="checkbox"/>	<p>Advanced Professional Proficiency: Able to write the language precisely and accurately in a variety of prose styles pertinent to professional/ educational needs.</p> <input type="checkbox"/>
6	<p>Functionally Native Proficiency: Speaking proficiency is functionally equivalent to that of a highly articulate, well-educated native speaker and reflects the cultural standards of the country where the language is natively spoken.</p> <input type="checkbox"/>	<p>Functionally Native Proficiency: Comprehension equivalent to that of the educated native listener.</p> <input type="checkbox"/>	<p>Functionally Native Proficiency: Reading proficiency is functionally equivalent to that of the well-educated native reader.</p> <input type="checkbox"/>	<p>Functionally Native Proficiency: Has writing proficiency equal to that of a well-educated native.</p> <input type="checkbox"/>



Police Officer Recruitment Qualification Scoring Worksheet

Name: _____ Social Security No: _____

Minimum Qualifications:

Pass

Fail

	CRITERIA	WEIGHT	SCORE	
			Screener	Screener
Q9	Military Experience	0 – 2 Points		
Q10	Work Experience	5 Points per year, Maximum 10 points. (Partial points for part-time)		
Q12	Work Experience as a Patrol Officer or Deputy	0 – 2 Points		
Q14	College Degree – Score highest level achieved	Up to 4 points for BA, BS		
Q15	College GPA 3.0 or above	0 – 2 Points		
Q16	Bilingual (English/Spanish)	0 – 10 Points		
N1	Life Experience or Training	0 – 10 Points		
N2	Cultural Diversity Experience	0 – 10 Points		
N3	Extracurricular Involvement in School/Work/Community	0 – 10 Points		
N4	Problem Solving & Decision Making	0 – 10 Points		
N5	Teamwork	0 – 10 Points		
N6	Computer Use	0 – 5 Points		
N7	Awards, Commendations, Honors	0 – 5 Points		
	Technical Quality of Application	0 – 10 Points		
	TOTAL POINTS	Sum of points from each screener		
	AVERAGE SCORE	Average Score (Total/2)		

Qualification Scoring Instructions

Orientation

Before beginning the scoring process, each screener should read these instructions and the Qualification Scoring Worksheet. The screening criteria and weights were submitted to the Police and Fire Commission and approved by them. Most of the criteria are objective, although some are subjective. Use your best judgment. Scoring by various screeners is expected to be somewhat different. If that were not the case, only one person would need to screen each candidate. In the event that a screener does not follow the instructions, criteria or weights, their worksheets will have to be disqualified. If you have any questions, please contact Lisa Sigurslid.

Stepping Out

The situation may occasionally arise in which a screener may know a candidate. If you feel that your relationship with the individual is such that you would not be able to render a fair and objective judgment, or that your judgment may be questioned by others, we ask that you disqualify yourself from screening that candidate. Normally a mere acquaintance with the individual does not fall into this category.

Procedure

Upon receipt of the written exam scores, Human Resources will assemble the screening committee. This committee will consist of the Deputy Police Chief, Human Resources Manager, Police Lieutenant(s), HR Specialist and a combination of Patrol Sergeants and Police Officers. The size of the committee will vary depending on the number of candidates that pass the written exam, committee members will be selected by the Deputy Police Chief and Human Resources Managers.

There are thirteen criteria listed in the left column of the worksheet. Upon thorough review of the application materials, determine a score for each criterion and enter it on the worksheet. (Note: There is a maximum score for each criterion.) **A score must be entered for each criterion, even if that score is zero.** You may only consider what is documented in the candidate's application package.

Each application will be screened by two committee members. Screening will be done independently. Applications are not allowed to be passed around or discussed with others. Once two individuals have screened the application, a total score and average score will be calculated.

Minimum Qualification Standards (Pass/Fail)

Begin the screening process by reviewing the Minimum Qualification section. There are eight (8) questions for this section.

1. Yes, candidate must be at least 18 years of age.
2. Yes, United States Citizenship is required by time of appointment.
3. Yes, possession of, or ability to obtain, a Wisconsin Driver's License.
4. Yes, 60 college credits by the time of appointment.
5. Yes, vision must be correctable to 20/20
6. Yes, legally able to possess a firearm.
7. Yes, must be able to perform all of the essential job functions.
8. No, Must not have a felony or domestic violence conviction.

Candidates that are disqualified because they do not meet the minimum qualifications must be reviewed and signed off on by either the Human Resources Manager or Deputy Police Chief.

Scoring

1. **Military Experience** can be determined by the candidate's response to question 9. No credit will be given for service of less than 6 months, or if the candidate was dishonorably discharged.
2. **Work Experience** can be determined by the candidate's response to questions 10, 11, 12 & 13. Note the maximum score. You may award points for part-time work on a pro-rated basis.
3. Work experience as a **Patrol Officer** or Deputy can be determined by the answer to question 12. Note the maximum score.
4. College **Degrees** can be determined by the answer to question 14. You may only award points for one degree – the highest level achieved. Partial points may be awarded for graduation dates after February 1, 2015 and before July 1, 2015 are noted on the application, narrative or resume.
5. **Grade point average** will be listed in question 15. Two points will be awarded if the GPA is 3.0 or above.
6. **Bilingual** (English/Spanish) is determined by the answers to questions 16, 17, 18 & the chart on the final page. Points will be awarded based on the candidate's response to the self-classification chart of the questionnaire with greater weight being given to the employee's ability to speak the language. Points are to be awarded as follows:
 - a. No box checked 00
 - b. Level 1 01
 - c. Level 2 02
 - d. Level 3 04
 - e. Level 4 06
 - f. Level 5 08
 - g. Level 6 10
7. **Life Experience** or Training can be determined by the answer to N1. If you award points for life experience, you must very briefly justify this award on the back of the worksheet. Range of experience include none (0), limited or isolated experiences beyond high school (1), significant experiences and or training while in high school or college (5), significant work and life experiences and career training, although not in the protective service field (8), significant work and life experiences and career training in the protective service field (10).
8. **Cultural Diversity** Experience can be determined by the candidate's answer to N2. Cultural diversity refers to experience in successfully interacting with culturally diverse groups (race, ethnicity, language, nationality, religion, etc.). Points must be justified here. Range of experience include none (0), limited isolated school/work/social/community interactions (1), significant interaction for a prolonged period in school/work/social/community interactions (5), emersion for a prolonged period in school/work/social/community interactions (8), emersion for a prolonged period in personal relationships/school/work/social/ community interactions (10).
9. **Extracurricular Involvement** is School/Work/Community can be determined by the answer to N3. Extracurricular refers to involvement outside regular academic curriculum or regular duties of a job or profession. Range of experience include none (0), limited (one-time events) isolated school or community involvement (1), significant interaction for a prolonged period in school or community interactions, such as athletics or service organizations (5), emersion for a prolonged period in school or

community interactions, ongoing athletics or service organizations over multiple years (8), emersion for a prolonged period in school or community interactions for multiple years and includes coaching others or holding office (10).

10. **Problem Solving** and Decision Making can be determined by the response to N4. Elements of a good response may include: clarify/define the problem (1-2 points), gather information (1-2 points), generate alternative solutions (1-2 points), consider advantages/disadvantages or the alternatives (1-2 points), and make, implement and evaluate the decision (1-2 points).
11. **Teamwork** can be determined by the answer to N5. Good responses will include: clear goals (1-2 points), clear roles and responsibilities (1-2 points), clear procedures and processes (1-2 points), positive relationships with good communication and diverse ideas (1-2 points), and a strong leader or coordinator (1-2 points).
12. **Computer** use is answered in N6. Uses may include word processing, spreadsheets, presentations, databases, mapping, GPS, and digital imaging applications (1-3 points). Communications (texting, email, Skype, video conference), (1-2 points) and Internet (search, social media, streaming, ecommerce), (1-2 points).
13. **Awards**, commendations, and honors are found in N7. Points should be awarded as follows: no response (0 points), limited awards or honors that are over 10 years ago (1 point), multiple awards or honors within last 5-10 years (3 points), multiple recent awards and commendations (5 points).
14. **Technical Quality of the Application** is determined by you after inspecting the application and considering how the written responses follow directions (1-3 points) and are organized (1-3 points), written (1-3 points), and presented (1-3 points).



January 2015 Fire Department Report

(For Department Activity as of January 8, 2015 at noon)

Staffing Report

	<u>Authorized Headcount</u>	<u>Regular Members</u>	<u>Probationary Status</u>	<u>Light Duty / On Leave</u>	<u>TOTAL</u>	<u>+/- Headcount</u>
Career Staff	12	10	0	0	10	-2
Intern Staff	9	2	5	0	7	-2
Paid-on-Call Staff	50	30	13	2	43	-7
Paid-on-Premises Staff	10	10	6	4	16	+6
Support Staff	7	6	0	0	6	-1
Total	88	58	24	6	82	-6

Active Leaves of Absence / Light Duty Assignments:

FF-POC Jason Gonzalez (Leave of Absence)
FF-POC Allison Langer (Leave of Absence)
FF-POP Jamie Holum (Leave of Absence)

FF-POP Paul Bowers (Leave of Absence)
FF-POP Mitchell Severson (Leave of Absence)
FF-POP Brad Way (Leave of Absence)

Personnel

The Department received a letter of resignation from FF-POC Josh Popanz, effective December 11, 2014.

The following members have been promoted to the rank of Captain, effective January 5, 2015:

FF-POP Jeff Berman
FF-POC Steven Wunsch

The following members have been promoted to the rank of Lieutenant, effective January 5, 2015:

Firefighter/Inspector Dale Struckmeyer
FF-POC Dwight Shelton
FF-POC Matthew Sutter

FF-POC Dana Collins
FF-POC Adam Thimmig

The following recruits started on Tuesday, January 6, 2015:

FF-POC Stephen Annen
FF-POC Brittany Biagioli
FF-POC Andre Braun

FF-POC Alexander Hayhurst
FF-POP Kyle Kampmeier
FF-POP Ryan Riphon

Significant Department Activities / Events / Training

N/A