

POLICE AND FIRE COMMISSION AGENDA

February 8, 2024

4:00 PM

815 S. Main Street

Fire Station 1

Fond du Lac, Wisconsin

I. OPENING CEREMONIES

A. Attendance

B. Declaration Quorum Present

II. CONSENT AGENDA

A. Virtual Instructions

Dial-in Info: +1 (920) 322-8829

Extension: 8829

Participant Code: 354-0363

B. Approve minutes of January 11, 2024

III. ACTION

A. Approve eligibility list for Patrol Officer

B. Approve eligibility list for Detective - Police

C. Approve promotion of Matthew Chevremont to Detective

IV. ADJOURN

POLICE AND FIRE COMMISSION AGENDA
CITY OF FOND DU LAC, WISCONSIN
Approve minutes of January 11, 2024

Subject:

Effect:

Initiator:

Location:

Recommendation:

ATTACHMENTS:

File Name

Minutes_1.11.24.pdf

POLICE AND FIRE COMMISSION MINUTES

January 11, 2024

4:00 PM

City-County Government Center

City/County Building
Fond du Lac, Wisconsin

OPENING CEREMONIES

Attendance

Present:

Martin Ryan via phone
Laurice Snyder via phone
Daniel Hebel
Catherine Zimmerman
Ted Miller

Administrative Staff:

Aaron Goldstein, Police Chief
James Knowles, Assistant Fire Chief - Training
Jackie Braatz, HR Manager

—

Declaration Quorum Present

CONSENT AGENDA

Virtual Instructions

Dial-in Info:	+1 (920) 322-8829
Extension:	8829
Participant Code:	839-8254

Approve minutes of December 14, 2023

A Motion was made by Catherine Zimmerman to Approve minutes of December 14, 2024 and seconded by Daniel Hebel, and the motion was **Passed**.

Ayes: Hebel, Miller, Ryan, Snyder, Zimmerman

ACTION

Approve promotion of Joseph Zauner to Lieutenant - Police

A Motion was made by Daniel Hebel to Approve appointment of Joseph Zauner to Lieutenant - Police and seconded by Catherine Zimmerman, and the motion was **Passed**.

Chief Goldstein gave a bio of Joseph Zauner and asked for approval of appointment effective January 28, 2024.

Ayes: Hebel, Miller, Ryan, Snyder, Zimmerman

Approve appointment of Kevin Post to Lieutenant - Police

A Motion was made by Ted Miller to Approve appointment of Kevin Post to Lieutenant and seconded by Daniel Hebel, and the motion was **Passed**.

Chief Goldstein gave a bio of Kevin Post and asked for approval of appointment effective January 29, 2024.

Ayes: Hebel, Miller, Ryan, Snyder, Zimmerman

ADJOURN

A Motion was made by Daniel Hebel to adjourn and seconded by Laurice Snyder, and the motion was **Passed**.

Adjourn - 4:05 p.m.

Ayes: Hebel, Miller, Ryan, Snyder, Zimmerman

POLICE AND FIRE COMMISSION AGENDA
CITY OF FOND DU LAC, WISCONSIN
Approve eligibility list for Patrol Officer

Subject:

Effect:

Initiator:

Location:

Recommendation:

ATTACHMENTS:

File Name

PFC_Patrol_Eligibility_List_02.08.2024.pdf



City of Fond du Lac Police Department

Aaron T. Goldstein
Chief of Police

February 1, 2024

To: Police and Fire Commission

From: Chief of Police Aaron Goldstein

Re: Recruitment and Selection Process January 2024

The Department conducted a new Patrol Officer hiring process using the Community Service Officer category (based off the February 9, 2023 approved process) on January 8, 2024. The Department also conducted ongoing recruitment and a selection process which was recently completed between January 24 – 31, 2024.

Selection Process Step	Candidates	Date(s)
Reading Comprehension Skills Assessment Department Panel Interview Community Member Panel Interview	15 candidates invited	Jan 24
Chief/Command Staff Panel Interview	8 candidates participated	Jan 29 - 31
Police and Fire Commission Approval	5 candidates to approve	Feb 8

As a result of this hiring process, I am respectfully requesting the addition of the following five (5) candidates to the unranked eligibility list (alphabetically by last name): Landen Christen, Monica Eckes, Ashley Tench, Amber Thompson, and Derek Weissenberger.

Selection Process Step	Candidate	Date
The Chief of Police may identify FDLPD CSOs who have accumulated one (1) year of service (i.e. mid-term and annual employee evaluation, minimum 600 hours of work) as a CSO and have excelled in their role with the Department. These individuals who have demonstrated a strong knowledge and performance record of success in all aspects of the Department's Vision, Mission, Core Values, Foundational Beliefs, and Department Culture may participate in an expedited process and proceed directly to the Department Panel Interview and Chief/Command Staff Interview (no Written Test or Community Member Panel).	1 candidate	Jan 8
Department Panel Interview	1 candidate	Jan 8
Chief/Command Staff Panel Interview	1 candidate	Jan 8
Police and Fire Commission Approval	1 candidate to approve	Feb 8

As a result of this hiring process, I am respectfully requesting the addition of the following one (1) candidate to the unranked eligibility list (alphabetically by last name): Tristan Forsberg.

Sincerely,

Aaron T. Goldstein, Chief of Police

POLICE AND FIRE COMMISSION AGENDA

CITY OF FOND DU LAC, WISCONSIN

Approve eligibility list for Detective - Police

Subject:

Effect:

Initiator:

Location:

Recommendation:

ATTACHMENTS:

File Name

Detective_Eligibility_List_Recommendation_2.8.24.pdf



City of Fond du Lac Police Department

Aaron T. Goldstein
Chief of Police

February 2, 2024

To: Police and Fire Commission

From: Chief of Police Aaron Goldstein

Re: Detective Promotional Process Outcome and Eligibility List Recommendation

Cc: City Manager Joe Moore
Human Resources

On November 9, 2023, the City of Fond du Lac Police and Fire Commission (PFC) approved the promotional process to be used to establish an eligibility list for the position of Detective.

After approval by the PFC the process began with the minimum fifteen (15) calendar day promotional opportunity notice being posted. The posting for the promotional process was distributed on December 2, 2023 and remained posted until December 22, 2023.

Five (5) candidates submitted to participate in the Detective's promotional process; all five met the stated qualifications and were invited to participate in the process. After this posting period, the promotional process was conducted as approved by the PFC.

Assisting us with the External Panel Interview were individuals who possessed both a criminal investigative and supervisory background from three (3) different Wisconsin cities. Those cities are as follows:

1. Town of Grand Chute
2. City of Appleton
3. City of West Bend

Pursuant to the established process guidelines, a minimum cumulative score of seventy percent (70%) was required for candidates to advance and be recommended for placement on the Detective's promotional eligibility list.

We are recommending that the following candidates be placed on a Detective's promotional eligibility list (alphabetical order):

- School Resource Officer Matthew Chevremont
- Community Impact Police Specialist Kyle Hoefer
- School Resource Officer Sandra O'Donnell
- Patrol Officer Trenton Smith
- Patrol Officer Max Waln



If this list is approved as recommended the Chief of Police may then offer promotions to fill vacant positions in accordance with Article 19.02 of the Collective Bargaining Agreement. Pursuant to Wisconsin State Statutes, those promotions would be subject to final approval by the PFC.

We would recommend that this list be maintained up to 24 months after its effective date of approval by the PFC, unless the Chief of Police determines that the list is exhausted prior to that 24 month expiration date and that no additional promotions could be made with advantage.

POLICE AND FIRE COMMISSION AGENDA
CITY OF FOND DU LAC, WISCONSIN

Approve promotion of Matthew Chevrement to Detective

Subject:

Effect:

Initiator:

Location:

Recommendation:

ATTACHMENTS:

File Name

Detective_Promotion_Recommendation_2.8.24.pdf



City of Fond du Lac Police Department

Aaron T. Goldstein
Chief of Police

February 2, 2024

To: Police and Fire Commission

From: Chief of Police Aaron Goldstein

Re: Detective Promotion

Cc: Human Resources

On February 8, 2024, the City of Fond du Lac Police and Fire Commission (PFC) will be presented with a recommendation for the adoption of an eligibility list to be utilized for promotion to the rank of Detective. The promotional process used to develop this eligibility list was conducted due to the appointment of Camille Vandermolen to the Department's first Recruitment & Retention Police Specialist (effective December 3, 2023).

If the PFC adopts this eligibility list recommendation, it is my intent to promote School Resource Officer Matthew J. Chevremont to the rank of Detective (effective date TBD).

Pursuant to Wisconsin State Statutes, the promotional decisions of Police/Fire Chiefs are subject to final approval by the PFC. Therefore, if this eligibility list is adopted as recommended, I would be seeking the PFC's approval of that promotion.

