

HOW TO USE  
POLICE & FIRE COMMISSION MINUTES ARCHIVE

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Board of Police & Fire Commissioners  
Human Resources Department  
625 52<sup>nd</sup> St. , Room 205  
Kenosha, WI 53140  
Phone (262) 653-4130  
Fax (262) 653-4127  
E-mail: jbaltes@kenosha.org



COMMISSION MEMBERS:  
Helen Schumacher, *President*  
Charles Bradley, *Vice-President*  
James Greco, *Secretary*  
Richard H. Schend, *Commissioner*  
Edward Kubicki, *Commissioner*

POLICE AND FIRE COMMISSION  
MINUTES OF MEETING HELD JANUARY 21, 2014

1. This meeting was called to order by President Schumacher at 8:00 a.m. on Tuesday, January 21, 2014. The meeting was held in room 202 of the Municipal Office Building.
2. On roll call, all commission members, were present.
3. Secretary Greco made a motion to approve the minutes of the December 17, 2013 meeting. Commissioner Schend seconded the motion and it was carried unanimously.
4. Citizens' comments – None
5. Secretary Greco made a motion to receive and file Police and Fire Department reports for the month of December 2013. Commissioner Kubicki seconded the motion and it was carried unanimously.
6. Chiefs' comments:
  - Chief Morrissey:
    - 2013 Crime numbers are out. Crime is down. The official report should be out in February.
    - The January 23<sup>rd</sup> meeting is scheduled to approve the Police Department's promotions and appointment.
  - Deputy Fire Chief Poltrock
    - Mentioned that even with the extreme cold, we have had no real problems with Fire equipment or staff.
    - Explained that there are some structural problems with the concrete floor at Fire Station 5 and some of it needs to be replaced. As a result, the building is being exited from the rear.
7. Commissioners' Comments: None
8. At 8:12, the Board went into closed session under authority of Section 19.85 (1)(c) to discuss:
  - One (1) candidate for the position of Interim Police Captain,
  - One (1) candidate for the position of Interim Police Lieutenant,
  - Two (2) candidates for the position of Interim Police Sergeant,
  - Two (2) candidates for the position of Probationary Police Detective,
  - One (1) candidate for the position of Probationary Police Officer,
  - One (1) candidate for the position of Probationary Fire Captain,
  - Five (5) candidates for the position of Probationary Fire Lieutenant, and
  - Seven (7) candidates for the position of Probationary Apparatus Operator.

On a motion made by Vice president Bradley, seconded by Commissioner Schend and carried unanimously.

The Board reconvened into open session at 10:02 a.m. on a motion made by Vice President Bradley, seconded by Commissioner Kubicki and carried unanimously.

9. *A special meeting* is scheduled for 8:00 a.m. on Thursday, January 23<sup>rd</sup>.
10. The next regular meeting is scheduled for 8:00 a.m. on Tuesday, February 18, 2014.
11. The meeting adjourned at 10:03 a.m. on a motion made by Secretary Greco, seconded by Commissioner Schend, and carried unanimously.

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Helen Schumacher - President

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Charles Bradley - Vice President

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James Greco - Secretary

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Richard H. Schend - Commissioner

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Edward Kubicki - Commissioner

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Richard H. Schend, *Commissioner*  
Edward Kubicki, *Commissioner*

POLICE AND FIRE COMMISSION  
MINUTES OF MEETING HELD JANUARY 23, 2014

1. This meeting was called to order by President Schumacher at 8:02 a.m. on Thursday, January 23, 2014. The meeting was held in room 202 of the Municipal Office Building.
2. On roll call, all commission members, were present.
3. Secretary Greco made a motion to receive and file the resignation of Police Officer Nicholas L. Tappa effective January 31, 2014. Commissioner Schend seconded the motion and it was carried unanimously.
4. Approval of the Police Department promotions to be effective February 1, 2014.
  - The appointment of Bradley E. Kemen to Interim Captain was approved on a motion made by Commissioner Schend, seconded by Secretary Greco and carried unanimously.
  - The appointment of Randy Oberst to Interim Lieutenant was approved on a motion made by Commissioner Schend, seconded by Commissioner Kubicki and carried unanimously.
  - The appointment of James Beller to Interim Sergeant was approved on a motion made by Vice President Bradley, seconded by Secretary Greco and carried unanimously.
  - The appointment of Aaron Dillhoff to Interim Sergeant was approved on a motion made by Commissioner Schend, seconded by Commissioner Kubicki and carried unanimously.
  - The promotion of Daniel Bandi to Probationary Detective was approved on a motion made by Secretary Greco, seconded by Vice President Bradley and carried unanimously.
  - The promotion of Joshua Zeller to Probationary Detective was approved on a motion made by Commissioner Schend, seconded by Secretary Greco and carried unanimously.
5. Approval of the Police Department appointment to be effective February 3, 2014.
  - Secretary Greco made a motion to approve the appointment of Ryan McDonough to Probationary Police Officer. Commissioner Kubicki seconded the motion. The motion passed with 4 in favor and 1 opposed.
6. The next regular meeting is scheduled for 8:00 a.m. on Tuesday, February 18, 2014.
7. The meeting adjourned at 8:19 a.m. on a motion made by Commissioner Kubicki, seconded by Commissioner Schend and carried unanimously.

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Helen Schumacher - President

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Charles Bradley - Vice President

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James Greco - Secretary

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Richard H. Schend - Commissioner

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Edward Kubicki - Commissioner

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Edward Kubicki, *Commissioner*

POLICE AND FIRE COMMISSION  
MINUTES OF MEETING HELD FEBRUARY 18, 2014

1. This meeting was called to order by President Schumacher at 8:00 a.m. on Tuesday, February 18, 2014. The meeting was held in room 202 of the Municipal Office Building.
2. On roll call, all commission members, were present.
3. Commissioner Schend made a motion to approve the minutes of the January 21, 2014 meeting. Commissioner Kubicki seconded the motion and it was carried unanimously.
4. Secretary Greco made a motion to approve the minutes of the January 23, 2014 meeting. Commissioner Schend seconded the motion and it was carried unanimously.
5. Citizens' comments – None
6. Commissioner Schend made a motion to receive and file Police and Fire Department reports for the month of January 2014. Vice President Bradley seconded the motion and it was carried unanimously.
7. Vice President Bradley made a motion to receive and file Ms. Rebecca Butler's letter of appreciation. Commissioner Schend seconded the motion and it was carried unanimously.
8. Commissioner Schend made a motion to receive and file Fire Chief Thomsen's letter regarding the dismissal of Probationary Fire Fighter Joseph Kosman. Vice President Bradley seconded the motion and it was carried unanimously.
9. Commissioner Schend made a motion to receive and file the Complaint and Amended Complaint against Fire Chief John Thomsen. Commissioner Kubicki seconded the motion and it was carried unanimously.
10. Secretary Greco made a motion to receive and file Attorney Joel Aziere's letter regarding Buelow Vetter's withdrawal as legal counsel for Fire Chief John Thomsen. Commissioner Schend seconded the motion and it was carried unanimously.
11. Commissioner Schend made a motion to receive and file Richard Bosanko's letter regarding the complaint against Fire Chief John Thomsen. Commissioner Kubicki seconded the motion and it was carried unanimously.
12. Commissioner Schend made a motion to receive and file Fire Chief Thomsen's Notice of Motions, Motions, Answers and Affirmative Defenses. Vice President Bradley seconded the motion and it was carried unanimously.
13. Commissioner Schend made a motion to receive and file Fire Chief Thomsen's Supplemental Filing to his Motions, Answers and Affirmative Defenses. Vice President Bradley seconded the motion and it was carried unanimously.
14. Secretary Greco made a motion to receive and file the City of Kenosha's Motion to Intervene and Motion to Dismiss. Commissioner Schend seconded the motion and it was carried unanimously.

15. Commissioner Schend made a motion to receive and file the Motion to Strike Improper Content from Fire Chief Thomsen's Motions, Answers and Affirmative Defenses. Secretary Greco seconded the motion and it was carried unanimously.
16. Commissioner Schend made a motion to receive and file Attorney Joel Aziere's February 17<sup>th</sup> letter regarding the complaint against Fire Chief Thomsen. Commissioner Kubicki seconded the motion and it was carried unanimously.
17. Consideration of procedure going forward regarding the Complaint against Fire Chief Thomsen:
  - All Attorneys agreed to *waive* the requirement of a hearing being scheduled within 30 days of service of charges upon the person charged as required by *Wis. Stat. 62.13 (5)(d)* and Article 6, Section 6.5 of the City of Kenosha's Police and Fire Commission By-Laws.
  - The deadline for briefs relating to the City of Kenosha's Motion to Intervene to be submitted by all Attorneys has been set for Wednesday, February 26<sup>th</sup> at noon.
  - A meeting is scheduled for 8:00 a.m. on Tuesday, March 11<sup>th</sup> to hear arguments on the City of Kenosha's Motion to Intervene.
18. Chiefs' Comments:
  - Chief Morrissey:
    - The 2013 Annual Report was provided and indicates that, overall, crime is down 17%. There was an increase in homicides. 2013 was a good year. Call were down.
    - There could be 6 or 7 retirements in 2014.
  - Deputy Fire Chief Poltrock - None
19. Commissioners' Comments:
  - Vice President Bradley voiced his concern regarding the significant number of documents related to the complaint against Chief Thomsen that have been forwarded to the commissioners. It is difficult keeping them in order as often *multiple* copies have been received.
  - President Schumacher expressed appreciation to all of the “first responders” who have had to deal with our recent cold weather and significant snowfall.
20. A *special meeting* is scheduled for 8:00 a.m. on Tuesday, March 11, 2014, to hear arguments on the City of Kenosha's Motion to Intervene.
21. The next regular meeting is scheduled for 8:00 a.m. on Tuesday, March 18, 2014.
22. The meeting adjourned at 8:19 a.m. on a motion made by Commissioner Kubicki seconded by Commissioner Schend, and carried unanimously.

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Helen Schumacher - President

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Charles Bradley - Vice President

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James Greco - Secretary

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Richard H. Schend - Commissioner

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Edward Kubicki - Commissioner

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POLICE AND FIRE COMMISSION  
MINUTES OF MEETING HELD MARCH 7, 2014

1. This meeting was called to order by President Schumacher at 8:02 a.m. on Friday, March 7, 2014. The meeting was held in room 202 of the Municipal Office Building.
2. On roll call, all commission members, were present.
3. At 8:03 a.m., the Board of Police & Fire Commissioners went into closed session under authority of Section 19.85 (1)(c) to discuss twelve (12) candidates for the position of Probationary Firefighter on a motion made by Commissioner Kubicki, seconded by Commissioner Schend and carried unanimously.

The commission reconvened into open session at 8:29 a.m. on a motion made by Commissioner Schend, seconded by Secretary Greco and carried unanimously.

4. A *special meeting* for the approval of Probationary Firefighter appointments is scheduled for 8:00 a.m., Monday, March 10, 2014.
5. The meeting adjourned at 8:30 a.m. on a motion made by Commissioner Kubicki seconded by Commissioner Schend, and carried unanimously.

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Helen Schumacher - President

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Charles Bradley - Vice President

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James Greco - Secretary

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Richard H. Schend - Commissioner

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Edward Kubicki - Commissioner

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Richard H. Schend, *Commissioner*  
Edward Kubicki, *Commissioner*

## POLICE AND FIRE COMMISSION MINUTES OF MEETING HELD MARCH 10, 2014

1. This meeting was called to order by President Schumacher at 8:00 a.m. on Monday, March 10, 2014. The meeting was held in room 202 of the Municipal Officer Building.
2. On roll call, all commission members were present.
3. Probationary Firefighter appointments effective March 17, 2014.
  - The appointment of Andrew Belsky was approved on a motion made by Secretary Greco, seconded by Commissioner Schend and carried unanimously.
  - The appointment of Lars Bonovich was approved on a motion made by Secretary Greco, seconded by Vice President Bradley and carried unanimously.
  - The appointment of Kyle Dahl was approved on a motion made by Secretary Greco, seconded by Commissioner Schend and carried unanimously.
  - The appointment of Jameson Duhr was approved on a motion made by Commissioner Schend, seconded by Vice President Bradley and carried unanimously.
  - The appointment of Joseph Epping was approved on a motion made by Commissioner Kubicki, seconded by Commissioner Schend and carried unanimously.
  - The appointment of Steven Kroening was approved on a motion made by Commissioner Schend, seconded by Commissioner Kubicki and carried unanimously.
  - The appointment of Stephen Levonowich was approved on a motion made by Vice President Bradley, seconded by Commissioner Kubicki and carried unanimously.
  - The appointment of Joy Mathein was approved on a motion made by Secretary Greco, seconded by commissioner Schend and carried unanimously.
  - The appointment of Kristin McKinney was approved on a motion made by Commissioner Schend, seconded by Commissioner Kubicki and carried unanimously.
  - The appointment of Jonathan Perrino was approved on a motion made by Commissioner Schend, seconded by Vice President Bradley and carried unanimously.
  - The appointment of Eric Ross was approved on a motion made by Vice President Bradley, seconded by Commissioner Schend and carried unanimously.
  - The appointment of Samuel Spair was approved on a motion made by Commissioner Kubicki, seconded by Secretary Greco and carried unanimously.

Commission members congratulated the new Firefighters and commented on the quality of the candidates.

Chief Thomsen indicated the Fire Department is now fully staffed. We may need to hire just as many Firefighters next year.

4. The meeting adjourned at 8:18 on a motion made by Secretary Greco, seconded by Commissioner Schend and carried unanimously.

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Helen Schumacher - President

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Charles Bradley - Vice President

\_\_\_\_\_  
James Greco - Secretary

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Richard H. Schend - Commissioner

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Edward Kubicki - Commissioner

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Richard H. Schend, *Commissioner*  
Edward Kubicki, *Commissioner*

POLICE AND FIRE COMMISSION  
MINUTES OF *SPECIAL* MEETING HELD MARCH 11, 2014

1. This meeting was called to order by President Schumacher at 8:00 a.m. on Tuesday, March 11, 2014.
2. On roll call, all commission members were present.
3. Secretary Greco made a motion to receive and file Jeremy Ryan's Reply Brief to City's Motion to Intervene. Vice President Bradley seconded the motion and it was carried unanimously.
4. Commissioner Schend made a motion to receive and file Fire Chief Thomsen's Brief in Support of the City's Motion to Intervene. Commissioner Kubicki seconded the motion and it was carried unanimously.
5. President Helen Schumacher recused herself from any further proceedings respecting the Amended Complaint against Fire Chief John Thomsen and excused herself from the meeting.
6. Oral arguments were presented by attorneys for the City, Chief and Complainant on the City of Kenosha's Motion to Intervene in the matter of the Complaint against Fire Chief John Thomsen.
7. At 9:20 a.m. the Board of Police & Fire Commissioners went into closed session under authority of Section 19.85 (1)(a) to deliberate with respect to the City's Motion to Intervene, on a motion made by Commissioner Schend, seconded by Commissioner Kubicki and carried unanimously.

The Board reconvened into open session at 10:05 a.m. on a motion made by Commissioner Schend, seconded by Commissioner Kubicki and carried unanimously.

8. Commissioner Schend made a motion that the Commission grant the motion of the City of Kenosha to intervene as a party in the matter of the complaint against Fire Chief John Thomsen and that the Commission provide its basis in the form of a Decision to be approved by the Commission and released within 7 days of today. Secretary Greco seconded the motion and on roll call vote, the motion was carried unanimously.
9. Commission set deadlines for the submission of additional briefing by the parties on the motion of the City and the Chief to dismiss: Chief and City by noon, March 13, 2014; Complainant by noon, March 17, 2014.
10. Commission set a *special meeting* for 8:15 a.m. on March 18, 2014 (following the regular monthly meeting) to consider, approve and release the Decision of the Commission granting the motion of the City to intervene, to hear oral arguments of the parties on the motions to dismiss and to deliberate on the matter of the motion to dismiss.
11. The meeting adjourned at 10:16 a.m. on a motion made by Commissioner Schend, seconded by Commissioner Kubicki and carried unanimously.

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Helen Schumacher - President

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Charles Bradley - Vice President

\_\_\_\_\_  
James Greco - Secretary

\_\_\_\_\_  
Richard H. Schend - Commissioner

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Edward Kubicki - Commissioner

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Richard H. Schend, *Commissioner*  
Edward Kubicki, *Commissioner*

## POLICE AND FIRE COMMISSION MINUTES OF MEETING HELD MARCH 18, 2014

1. This meeting was called to order by President Schumacher at 8:02 a.m. on Tuesday, March 18, 2014. The meeting was held in room 202 of the Municipal Office Building.
2. On roll call, all commission members, were present.
3. Secretary Greco made a motion to approve the minutes of the meeting held February 18, 2014. Commissioner Schend seconded the motion and it was carried unanimously.
4. Commissioner Schend made a motion to approve the minutes of the *special* meeting held on March 7, 2014. Commissioner Kubicki seconded the motion and it was carried unanimously.
5. Vice President Bradley made a motion to approve the minutes of the *special* meeting held on March 10, 2014. Commissioner Schend seconded the motion and it was approved unanimously.
6. Commissioner Schend made a motion to approve the minutes of the *special* meeting held on March 11, 2014. Secretary Greco seconded the motion and it was carried unanimously.
7. Citizens' comments: Jo Winn, CEO and founder of Walkin' In My Shoes spoke briefly in support of Fire Chief John Thomsen.
8. Commissioner Schend made a motion to receive and file Police and Fire Department Reports for the month of February 2014. Commissioner Kubicki seconded the motion and it was carried unanimously.
9. Vice President Bradley made a motion to receive and file the Fire Department's 2013 Annual Report. Secretary Greco seconded the motion and it was carried unanimously.
10. Commissioner Schend made a motion to receive and file Police Chief Morrissey's notice of disciplinary action taken against four (4) police officers. Vice President Bradley seconded the motion and it was carried unanimously.
11. Commissioner Kubicki made a motion to receive and file Police Chief Morrissey's recognition of employees with perfect attendance in 2013. Commissioner Schend seconded the motion and it was carried unanimously.
12. Approval of Fire Department promotions effective March 16, 2014:
  - The promotion of Lieutenant James Miller to Probationary Captain was approved on a motion made by Vice President Bradley, seconded by Commissioner Schend and carried

- unanimously.
- The promotion of Apparatus Operator Paul Murphy to Probationary Lieutenant was approved on a motion made by Commissioner Schend, seconded by Vice President Bradley and carried unanimously.
  - The promotion of Apparatus Operator Matthew Martin to Probationary Lieutenant was approved on a motion made by Commissioner Schend, seconded by Vice President Bradley and carried unanimously.
  - The promotion of Apparatus Operator Steven Osmanski to Probationary Lieutenant was approved on a motion made by Commissioner Schend, seconded by Vice Bradley and carried unanimously.
  - The promotion of Apparatus Operator Nicholas Eschmann to Probationary Lieutenant was approved on a motion made by Commissioner Schend, seconded by Commissioner Kubicki and carried unanimously.
  - The promotion of Apparatus Operator Stephen Lombardi to Probationary Lieutenant was approved on a motion made by Commissioner Schend, seconded by Secretary Greco and carried unanimously.
  - The promotion of Firefighter Thomas Heiring to Probationary Apparatus Operator was approved on a motion made by Commissioner Kubicki, seconded by Commissioner Schend and carried unanimously.
  - The promotion of Firefighter Brad Pfeiffer to Probationary Apparatus Operator was approved on a motion made by Commissioner Schend, seconded by Commissioner Kubicki and carried unanimously.
  - The promotion of Firefighter Dale Moss to Probationary Apparatus Operator was approved on a motion made by Vice President Bradley, seconded by Commissioner Kubicki and carried unanimously.
  - The promotion of Firefighter Chad Zielinski to Probationary Apparatus Operator was approved on a motion made by Commissioner Schend, seconded by Commissioner Kubicki and carried unanimously.
  - The promotion of Firefighter Chad Larsen to Probationary Apparatus Operator was approved on a motion made by Vice President Bradley, seconded by Commissioner Schend and carried unanimously.
  - The promotion of Firefighter Jace Froeber to Probationary Apparatus Operator was approved on a motion made by Commissioner Schend, seconded by Vice President Bradley and carried unanimously.
  - The promotion of Firefighter Lance Dahl to Probationary Apparatus Operator was approved on a motion made by Vice President Bradley, seconded by Commissioner Schend and carried unanimously.

#### 13. Chiefs' Comments:

- Deputy Police Chief Miskinis - congratulated everyone on their promotion.
- Fire Chief Thomsen - The Fire Department's 2013 Annual Report is out and show an uptick in calls for service. Congratulations to those promoted.

#### 14. Commissioner's Comments:

- Commissioner Kubicki congratulated the promoted employees and wished them all continued success.
- Commissioner Schend - congratulations to all.
- Secretary Greco expressed thanks to all firefighters. He had recently sat in on interviews at the Police Department and was impressed with the caliber of candidates.
- Vice President Bradley – congratulations to everyone.

- President Schumacher also extended congratulations to all and requested current Fire Department employees to help support and train the “newbies”.

15. The next regular meeting is scheduled for 8:00 a.m. on Tuesday, April 15, 2014.

16. The meeting adjourned at 8:27 a.m. on a motion made by Commissioner Schend seconded by Commissioner Kubicki and carried unanimously.

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Helen Schumacher - President

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Charles Bradley - Vice President

\_\_\_\_\_  
James Greco - Secretary

\_\_\_\_\_  
Richard H. Schend - Commissioner

\_\_\_\_\_  
Edward Kubicki - Commissioner



POLICE AND FIRE COMMISSION  
MINUTES OF *SPECIAL* MEETING HELD MARCH 18, 2014

1. This meeting was called to order by Vice President Bradley at 8:40 a.m. on Tuesday, March 18, 2014. The meeting was held in room 202 of the Municipal Office Building.
2. On roll call, all commissioner members were present, with the exception of President Schumacher who has recused herself from all matters relating to the complaint against Fire Chief John Thomsen.
3. Commissioner Kubicki made a motion to receive and file Attorney Charles Blumenfield's March 10, 2014 letter. Commissioner Schend seconded the motion and it was carried unanimously.
4. The City's brief in support of the Motion to Dismiss, Thomsen's Motion to Dismiss and Ryan's response to the Motions to Dismiss, along with a Second Amended Complaint were received and filed on a motion made by Commissioner Schend, seconded by Secretary Greco and carried unanimously.
5. The respective positions of Attorney Blumenfield on behalf of Jeremy Ryan, Attorney Infusino on behalf of Fire Chief Thomsen and Attorney Aziere on behalf of the City of Kenosha were presented on the issue of whether Ryan and others would be permitted to file and serve the Second Amended Complaint.
6. At 9:11 a.m., on a motion made by Commissioner Schend, Seconded by Commissioner Kubicki and carried unanimously, the Board of Police & Fire Commissioner went into closed session under authority of Section 19.85 (1)(1) to:
  - Deliberate with respect to whether Ryan and others would be permitted to file and serve the Second Amended Complaint.
  - Consider and execute the decision on the Motion to Intervene.

The board reconvened into open session at 9:46 a.m. on a motion made by Commissioner Schend, seconded by Commissioner Kubicki and carried unanimously.

7. Commissioner Schend made a motion to approve, adopt and issue the Decision and Order on Motion to Intervene. Secretary Greco seconded the motion and it was carried unanimously.
8. Commissioner Schend made a motion to permit the filing by Complainant of the Second Amended Complaint. Secretary Greco seconded the motion and it was carried unanimously. The Board directed the Board's attorney, Eugene J Brookhouse, to read into the record the decision regarding the filing of the Seconded Amended Complaint.

9. The Commission set the following deadlines for further action:

- Pursuant to Statutes and Board By-Laws, the Chief shall Answer or otherwise responsively plead to the Second Amended Complaint within 10 days of service of the Second Amended Complaint on the Chief.
- The City and Fire Chief John Thomsen shall have until April 5, 2014, to augment their briefs on the motions to dismiss.
- The Complainants shall have until April 10, 2014, to augment their reply briefs on the motion(s) to dismiss.

10. The date of the next regular meeting has been *changed to Thursday, April 17<sup>th</sup> at 8:00 a.m.* in room 202 of the Municipal Office Building, on a motion made by Secretary Greco, seconded by Commissioner Kubicki and carried.

A *special* meeting will immediately follow to hear oral arguments of the parties on the motions to dismiss and for deliberation by the Board on the Motions to Dismiss.

11. The meeting adjourned at 9:50 a.m. on a motion made by Commissioner Schend, seconded by Commissioner Kubicki and carried unanimously.

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Helen Schumacher - President

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Charles Bradley - Vice President

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James Greco - Secretary

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Richard H. Schend - Commissioner

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Edward Kubicki - Commissioner



POLICE AND FIRE COMMISSION  
MINUTES OF MEETING HELD APRIL 17, 2014

1. This meeting was called to order by President Schumacher at 8:00 a.m. on Thursday, April 17, 2014. The meeting was held in room 202 of the Municipal Office Building.
2. On roll call, all commission members were present.
3. Commissioner Kubicki made a motion to approve the minutes of the meeting held March 18, 2014. Commissioner Schend seconded the motion and it was carried unanimously.
4. Commissioner Schend made a motion to approve the minutes of the *special* meeting held on March 18, 2014. Commissioner Kubicki seconded the motion and it was carried unanimously.
5. Citizens' comments: None
6. Commissioner Schend made a motion to receive and file Police and Fire Department Reports for the month of March 2014. Secretary Greco seconded the motion and it was carried unanimously.
7. Commissioner Kubicki made a motion to receive and file Fire Chief Thomsen's notification of Probationary Firefighter Joy Mathein's April 4<sup>th</sup> termination. Vice-President Bradley seconded the motion and it was carried unanimously.
8. Paul Fredericksen of the VFW Post 7308 presented certificates of appreciation to Fire Apparatus Operator Daniel Tilton and Police Sergeant Cynthia Fredericksen.
9. Chiefs' Comments:
  - Police Chief Morrissey thanked Helen Schumacher for her service on the board. With two recent resignations, there are now 5 Police Officer openings. Police recruit graduation ceremony May 2, 2014 at 10:00 a.m. in the Madrigrano room at Gateway Technical College. The Law Enforcement Memorial Ceremony will be held at noon on May 7, 2014.
  - Fire Chief Thomsen congratulated Daniel Tilton and Cindy Fredericksen on their awards. The Annual Police & Fire Commission Dinner will be coming up soon.
10. Commissioner's Comments:
  - Commissioner Kubicki thanked Helen for her service on the board and the VFW for recognizing two City employees.
  - Commissioner Schend indicated that Helen Schumacher's presence on the board will be missed.
  - Secretary Greco is sorry to see Helen go and offered congratulations to the recipient of

the VFW award.

- Vice President Bradley mentioned that it is a pleasure to see those who serve, be honored.
- President Schumacher extended congratulations to Daniel Tilton and Cindy Fredericksen. Serving on the board has been “a hoot”.

11. The next regular meeting is scheduled for 8:00 a.m. on Tuesday, May 20, 2014. A *special* meeting is scheduled for Monday, May 5, 2014 to appoint one (1) individual to the position of Probationary Police Officer.
12. The meeting adjourned at 8:27 a.m. on a motion made by Commissioner Schend seconded by Commissioner Kubicki and carried unanimously.

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Helen Schumacher

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Charles Bradley

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James Greco

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Richard H. Schend

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Edward Kubicki

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James Greco, *Secretary*  
Richard H. Schend, *Commissioner*  
Edward Kubicki, *Commissioner*

POLICE AND FIRE COMMISSION  
MINUTES OF *SPECIAL* MEETING HELD APRIL 17, 2014

1. This meeting was called to order by Vice President Bradley at 8:42 a.m. on Thursday, April 17, 2014. The meeting was held in room 202 of the Municipal Office Building.
2. On roll call, all commissioner members were present, with the exception of President Schumacher who has recused herself from all matters relating to the complaint against Fire Chief John Thomsen.
3. Commissioner Schend made a motion to receive and file Fire Chief Thomsen's Answers and Affirmative Defenses to the Second Amended Complaint. Secretary Greco seconded the motion and it was carried unanimously.
4. Secretary Greco made a motion to receive and file Ryan et al's Motion to Strike Improper Content from Chief John Thomsen's "Omnibus" Answer and Affirmative Defenses to Second Amended Complaint. Commissioner Schend seconded the motion and it was carried unanimously.
5. Commissioner Schend made a motion to receive and file Fire Chief Thomsen's Motion to Dismiss/Motion for Summary Judgment, Brief in Support of Motion to Dismiss/Motion for Summary Judgment, Brief in Support of the Motion to Dismiss, and Affidavits of Fire Chief Thomsen and Nicholas Infusino. Commissioner Kubicki seconded the motion and it was carried unanimously.
6. Secretary Greco made a motion to receive and file Kenosha's Motion to Dismiss Second Amended Complaint and Opposition to Motion to Strike. Commissioner Schend seconded the motion and it was carried unanimously.
7. Commissioner Schend made a motion to receive and file Fire Chief Thomsen's Brief Opposing Ryan et al's Motions to Strike. Commissioner Kubicki seconded the motion and it was carried unanimously.
8. Commissioner Schend made a motion to receive and file Ryan et al's Amended Omnibus Response to all Motions to Dismiss, Charles Blumenfield's Affidavit in Support of Complainants' Amended Omnibus Response to all Motions to Dismiss, Complainants Reply to City's Brief in Opposition to Motion to Strike Improper Contend from Chief Thomsen's "Omnibus" Answer and Affirmative Defense to Second Amended Complaint and Witness List. Commissioner Kubicki seconded the motion and it was carried unanimously.
9. The respective positions of Attorney Blumenfield on behalf of Jeremy Ryan and other complainants, Attorney Aziere on behalf of the City of Kenosha and Attorney Infusino on

behalf of Fire Chief Thomsen were presented on the motion of the City and Chief Thomsen to dismiss.

10. At 10:52 a.m., Commissioner Kubicki made a motion that the Board of Police & Fire Commissioners go into closed session under authority of Section 19.85 (1)(a) to:

- Deliberate with respect to the motion of the City and the Chief to dismiss.
- Consider and execute decision on Motion to Dismiss.

Commissioner Schend seconded the motion and it was carried unanimously.

At 11:58 a.m. the board reconvened into open session on a motion made by Commissioner Schend, seconded by Commissioner Kubicki and carried unanimously.

11. The Board has not yet reached a decision on the motion of the City and the Chief to dismiss.
12. A meeting for further deliberation is scheduled for 8:00 a.m. on Tuesday, April 22, 2014.
13. No authorization for prehearing conference is needed at this time.
14. Next scheduled meetings:
  - A *special* meeting for further deliberations and to render a decision on the motion of the City and Chief Thomsen to dismiss is scheduled for 8:00 a.m. on Tuesday, April 22, 2014.
  - A *special* meeting for Probationary Police Officer appointments is scheduled for 8:00 a.m. on May 5, 2014.
  - The next *regular* meeting is scheduled for 8:00 a.m. on Tuesday, May 20, 2014.
15. The meeting adjourned at 12:00 p.m. on a motion made by Commissioner Schend, seconded by Commissioner Kubicki and carried unanimously.

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Helen Schumacher

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Charles Bradley

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James Greco

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Richard H. Schend

\_\_\_\_\_  
Edward Kubicki

Board of Police & Fire Commissioners  
Human Resources Department  
625 52<sup>nd</sup> St. , Room 205  
Kenosha, WI 53140  
Phone (262) 653-4130  
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COMMISSION MEMBERS:  
Helen Schumacher, *President*  
Charles Bradley, *Vice-President*  
James Greco, *Secretary*  
Richard H. Schend, *Commissioner*  
Edward Kubicki, *Commissioner*

POLICE AND FIRE COMMISSION  
MINUTES OF *SPECIAL* MEETING HELD APRIL 22, 2014

1. This meeting was called to order by Vice President Bradley at 8:00 a.m. on Tuesday, April 22, 2014. The meeting was held in room 202 of the Municipal Office Building.
2. On roll call, all commissioner members were present, with the exception of President Schumacher who has recused herself from all matters relating to the complaint against Fire Chief John Thomsen.
3. At 8:02 a.m., Commissioner Kubicki made a motion that the Board of Police & Fire Commissioners go into closed session under authority of Section 19.85 (1)(a) to:
  - Deliberate with respect to the motion of the City and the Chief to dismiss.
  - Consider and execute decision on Motion to Dismiss.

Commissioner Schend seconded the motion and it was carried unanimously.

At 9:27 a.m. the board reconvened into open session on a motion made by Commissioner Schend, seconded by Secretary Greco and carried unanimously.

4. Commissioner Schend made a motion to approve, adopt and issue the Decision and Order on the Motions to Dismiss of Fire Chief John Thomsen and the City of Kenosha.
5. Next scheduled meetings:
  - A *special* meeting for Probationary Police Officer appointments is scheduled for 8:00 a.m. on May 5, 2014.
  - The next *regular* meeting is scheduled for 8:00 a.m. on Tuesday, May 20, 2014.
6. The meeting adjourned at 9:30 a.m. on a motion made by Commissioner Schend, seconded by Secretary Greco and carried unanimously.

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Helen Schumacher

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Charles Bradley

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James Greco

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Richard H. Schend





POLICE AND FIRE COMMISSION  
MINUTES OF *SPECIAL* MEETING HELD MAY 5, 2014

1. This meeting was called to order by Charles Bradley at 9:00 a.m. on Monday, May 5, 2014. The meeting was held in room 202 of the Municipal Office Building.
2. On roll call, all current commission members were present.
3. Election of Officers:
  - James Greco made a motion to appoint Charles Bradley to the position of Commission President. Richard Schend seconded the motion and it was carried unanimously.
  - Richard Schend made a motion to appoint James Greco to the position of Commission Vice-President. Edward Kubicki seconded the motion and it was carried unanimously.
  - Edward Kubicki made a motion to appoint Richard Schend to the position of Commission Secretary. James Greco seconded the motion and it was carried unanimously.
4. Appointments effective May 5, 2014:
  - Secretary Schend made a motion to approve the appointment of Christopher R. Marshall to Probationary Police Officer. Commissioner Kubicki seconded the motion and it was carried unanimously.
  - Secretary Schend made a motion to approve the appointment of Garry J. Paskiewicz to Probationary Police Officer. Commissioner Kubicki seconded the motion and it was carried unanimously.

Chief Morrissey mentioned that both of these individuals have been employed as Community Service Officers and should transition smoothly into their Police Officer functions.

The Commissioners extended congratulations and had a few other comments.
5. The next regular meeting is scheduled for 8:00 a.m. on Tuesday, May 20, 2014.
6. The meeting adjourned at 9:05 a.m. on a motion made by Secretary Schend, seconded by Commissioner Kubicki and carried unanimously.

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Charles Bradley - President

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James Greco - Vice President

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Richard H. Schend - Secretary

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Edward Kubicki - Commissioner



POLICE AND FIRE COMMISSION  
MINUTES OF MEETING HELD MAY 20, 2014

1. President Bradley called the meeting to order at 8:00 a.m.
2. On roll call, all commission members were present.
3. At 8:01 a.m., the commission went into closed session under authority of Section 19.85 (1)(g) to deliberate with respect to the Summons & Complaint for Review in the Jeremy Ryan et al v. City of Kenosha Board of Police & Fire Commissioners matter, on a motion made by Vice President Greco, seconded by Secretary Schend and carried unanimously. On roll call, all commissioners were present.

The commission reconvened into open session at 9:38 a.m. on a motion made by Secretary Schend, seconded by Vice President Greco and carried unanimously.

Secretary Schend made a motion that the Brookhouse Law Firm be retained to represent the Commission and file an answer to the Summons & Complaint for Review as required in Case #14CV0680, Jeremy Ryan et al v. City of Kenosha Board of Police & Fire Commissioners. Vice President Greco seconded the motion and it was carried unanimously.

Secretary Schend made a motion to authorize and direct Brookhouse Law Firm to answer the complaint consistent with the direction given by the Commission.

4. Secretary Schend made a motion to receive and file the minutes of the regular meeting held April 17, 2014. Commissioner Kubicki seconded the motion and it was carried unanimously.
5. Secretary Schend made a motion to receive and file the minutes of the special meeting held April 17, 2014. Commissioner Kubicki seconded the motion and it was carried unanimously.
6. Commissioner Kubicki made a motion to receive and file the minutes of the special meeting held April 22, 2014. Secretary Schend seconded the motion and it was carried unanimously.
7. Secretary Schend made a motion to receive and file the minutes of the special meeting held May 5, 2014. Vice President Greco seconded the motion and it was carried unanimously.
8. Citizens' comments – none.
9. Commissioner Kubicki made a motion to receive and file the Police and Fire Department reports for the month of April 2014. Secretary Schend seconded the motion and it was carried unanimously.

10. The next meeting is scheduled for 8:00 a.m. on Tuesday, June 17, 2014.
11. The meeting adjourned at 9:48 a.m. on a motion made by Secretary Schend, seconded by Vice President Greco and carried unanimously.

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Charles Bradley - President

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James Greco - Vice President

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Richard H. Schend - Secretary

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Edward Kubicki - Commissioner

Board of Police & Fire Commissioners  
Human Resources Department  
625 52<sup>nd</sup> St. , Room 205  
Kenosha, WI 53140  
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COMMISSION MEMBERS:  
Charles Bradley, *President*  
James Greco, *Vice-President*  
Richard H. Schend, *Secretary*  
Edward Kubicki, *Commissioner*  
Christine Schwartz - *Commissioner*

## POLICE AND FIRE COMMISSION MINUTES OF MEETING HELD JUNE 17, 2014

1. President Bradley called the meeting to order at 8:00 a.m.
2. On roll call, all commission members were present.
3. Secretary Schend made a motion to receive and file the minutes of the meeting held May 20, 2014. Commissioner Kubicki seconded the motion and it was carried unanimously.
4. Citizens' Comments: None
5. Commissioner Kubicki made a motion to receive and file the Police and Fire Department reports for the month of May 2014. Secretary Schend seconded the motion and it was carried unanimously.
6. Vice President Greco made a motion to receive and file the Summons and Complaint for Review in the Jeremy Ryan et al v. City of Kenosha Board of Police & Fire Commissioners matter. Secretary Schend seconded the motion and it was carried unanimously.
7. Secretary Schend made a motion to receive and file Attorney Brookhouse's Notice of Retainer. Vice President Greco seconded the motion and it was carried unanimously.
8. Secretary Schend made a motion to receive and file Police Chief Morrissey's notification of Police Officer Berghuis's 2 day unpaid suspension. Commissioner Kubicki seconded the motion and it was carried unanimously.
9. Secretary Schend made a motion to receive and file Police Chief Morrissey's disciplinary charges against Officer Casey Apker. Commissioner Schwartz seconded the motion and it was carried unanimously.
10. Secretary Schend made a motion to receive and file Fire Chief Thomsen's disciplinary charges against Firefighter Matthew Spidell. Vice President Greco seconded the motion and it was carried unanimously.
11. Police Chief Morrissey presented Life Saving Awards to Police Officers Mike Madsen, Michael Rivera, Jon Luellen and Ben Antaramian, Sergeant Cynthia Fredericksen and Citizens Cole Beaudin, Bob Schiess Jr. and Ralph Sustaita.
12. At 8:20 a.m., the Board of Police & Fire Commissioners went into closed session under authority of Section 19.85 (1)(c) to discuss:
  - Three (3) candidates for the position of Probationary Police Officer, and

- One (1) candidate for promotion from Police Officer to Detective.

And under authority of Section 19.85 (1)(b) to discuss:

- Disciplinary charges filed against Police Officer Casey Apker, and
- Disciplinary charges filed against Firefighter Matthew Spidell.

On a motion made by Secretary Schend, seconded by Commissioner Kubicki and carried unanimously.

The Board reconvened into open session at 9:12 a.m. on a motion made by Secretary Schend, seconded by Commissioner Schwartz and carried unanimously.

Regarding the Apker Complaint:

- Secretary Schend made a motion that the Affidavit of Service, Charges and Affidavit of Chief John Morrissey in the Casey Apker complaint be received and filed. Commissioner Kubicki seconded the motion and it was carried unanimously.
- Secretary Schend made a motion that Officer Casey Apker be given until the close of business today to answer the charges. Commissioner Kubicki seconded the motion and it was carried unanimously.
- Secretary Schend made a motion that Attorney Eugene Brookhouse hold a prehearing telephone conference on June 18, 2014 at 2:00 p.m., which will include scheduling the hearing within 30 days of June 3, 2014, unless the 30 day requirement is waived by both parties. Vice President Greco seconded the motion and it was carried unanimously.

Regarding the Spidell Complaint:

- Secretary Schend made a motion to receive and file the Affidavits of Service and Charges in the Matthew Spidell complaint. Vice President Greco seconded the motion and it was carried unanimously.
- Commissioner Kubicki made a motion that if Matthew Spidell answers the charges, Attorney Brookhouse shall hold a prehearing telephone conference which will include scheduling the hearing within 30 days of June 11, 2014, unless the 30 day requirement is waived by both parties. Secretary Schend seconded the motion and it was carried unanimously.

13. Comments:

- Fire Chief Thomsen congratulated the recipients of the Lifesaving Award.
- Police Chief Morrissey also congratulated award recipients and indicated the awards were well deserved.
- Commissioner Schwartz is looking forward to her service on the commission.
- Commissioner Kubicki welcomed Commissioner Schwartz and thanked award recipients.
- Secretary Schend welcomed Commissioner Schwartz and also thanked award recipients. Good judgment shown in the hiring done by both the Police and Fire Departments.
- Vice President Greco welcomed Commissioner Schwartz, congratulated award recipients and agreed with Secretary Schend on the hiring decisions.
- President Bradley thanked the award recipients for their actions and welcomed new Commissioner Chris Schwartz.

14. The next meeting is scheduled for 8:00 a.m. on Tuesday, July 17, 2014.
15. The meeting adjourned at 9:22 a.m. on a motion made by Secretary Schend, seconded by Vice President Greco and carried unanimously.

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Charles Bradley - President

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James Greco - Vice President

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Richard H. Schend - Secretary

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Edward Kubicki - Commissioner

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Christine Schwartz - Commissioner

Board of Police & Fire Commissioners  
Human Resources Department  
625 52<sup>nd</sup> St. , Room 205  
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COMMISSION MEMBERS:  
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James Greco, *Vice-President*  
Richard H. Schend, *Secretary*  
Edward Kubicki, *Commissioner*  
Christine Schwartz - *Commissioner*

## POLICE AND FIRE COMMISSION MINUTES OF MEETING HELD JULY 2, 2014

1. President Bradley called the meeting to order at 8:00 a.m.
2. On roll call, all commission members were present.
3. Secretary Schend made a motion to receive and file Fire Chief Thomsen's Disciplinary Charges against Firefighter James D. Adams. Commissioner Kubicki seconded the motion and it was carried unanimously.
4. Secretary Schend made a motion to receive and file Casey Apker's Answer, Prehearing Conference Order and other filings of the parties. Vice President Greco seconded the motion and it was carried unanimously.
5. Commissioner Kubicki made a motion to receive and file Attorney Eugene Brookhouse's June 25, 2014 letter to Matthew Spidell. Secretary Schend seconded the motion and it was carried unanimously.
6. Vice President Greco made a motion to receive and file Firefighter James Adams' Answer. Secretary Schend seconded the motion and it was carried unanimously.
7. Commissioner Kubicki made a motion to receive and file Attorney Eugene Brookhouse's June 27, 2014 letter and Spidell Prehearing Conference Order. Secretary Schend seconded the motion and it was carried unanimously.
8. At 8:05 a.m., the Board of Police & Fire Commissioners went into closed session under authority of Section 19.85 (1)(b) to discuss:
  - Disciplinary charges filed against Firefighter Matthew Spidell, and
  - Disciplinary charges filed against Firefighter James D. Adams.

On a motion made by Vice President Greco, seconded by Commissioner Kubicki and carried unanimously. On roll call, all Commissioners were present.

The Board reconvened into open session at 8:23 a.m. on a motion made by Secretary Schend, seconded by Commissioner Kubicki and carried unanimously.

- Secretary Schend made a motion that the Affidavit of Service, Charges and Affidavit of Chief Thomsen dated June 16, 2014, and the answer of Firefighter James D. Adams dated June 26, 2014, shall be received and filed. Vice President Greco seconded the motion and it was carried unanimously.

- Commissioner Kubicki made a motion that Attorney Eugene J. Brookhouse hold a prehearing conference by telephone, and on behalf of the Board shall set the matter for hearing within 30 days of June 16, 2014 (unless the 30 day requirement is waived by both parties). Secretary Schend seconded the motion and it was carried unanimously.

<sup>9.</sup> Hearing dates in the Adams matter have yet to be determined.

<sup>10.</sup> The meeting adjourned at 8:25 a.m. on a motion made by Secretary Schend, seconded by Commissioner Kubicki and carried unanimously.

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Charles Bradley - President

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James Greco - Vice President

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Richard H. Schend - Secretary

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Edward Kubicki - Commissioner

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Christine Schwartz - Commissioner

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COMMISSION MEMBERS:  
Charles Bradley - President  
James Greco - Vice President  
Richard H. Schend - Secretary  
Edward Kubicki - Commissioneer  
Christine Schwartz - Commissioner

MINUTES OF THE  
Kenosha Police and Fire Commission  
**DISCIPLINARY HEARING**  
Wednesday, July 2, 2014, 8:15 a.m.  
Thursday, July 3, 2014, 8:00 a.m.  
Monday, July 7, 2014, 8:00 a.m.

**Wednesday, July 2, 2014**

1. Police Officer Casey Apker's disciplinary hearing was called to order at 8:25 a.m., on Wednesday July 2, 2014, by President Charles Bradley. The hearing was held in room 202 of the Municipal Office Building.
2. On roll call, all commissioners were present.
3. Commissioner Kubicki made a motion to adopt procedures authorizing Attorney Eugene Brookhouse to conduct the hearing on charges brought by Chief John Morrissey against Police Office Casey Apker, on behalf of the Board. Secretary Schend seconded the motion and it was carried unanimously. On roll call, all commissioners were present.

Commissioner Schwartz recused herself from the hearing as she will be unable to attend all hearing sessions. No objections were made by other board members.

4. The Commission adjourned for lunch at 11:50 a.m., reconvening at 12:25 p.m. The Commission adjourned for the day at 2:25 p.m.

**Thursday, July 3, 2014**

1. Police Officer Casey Apker's disciplinary hearing was called to order at 8:00 a.m., on Thursday, July 3, 2014, by President Charles Bradley. The hearing was held in room 202 of the Municipal Office Building.
2. On roll call, all commissioners, with the exception of Chris Schwartz, who has recused herself, were present.
3. Attorney Eugene Brookhouse indicated the Commission is reconvening in open session to continue the hearing from yesterday.
4. The Commission adjourned for lunch at 12:30 p.m., reconvening at 1:00 p.m. The Commission adjourned for the day at 3:45 p.m.

**Monday, July 7, 2014**

1. Police Officer Casey Apker's disciplinary hearing was called to order at 7:59 a.m., on Monday, July 7, 2014, by President Charles Bradley. The Commission is reconvening in open session to continue the hearing from Thursday, July 3<sup>rd</sup>. The hearing was held in room 202 of the Municipal Office Building.
2. On roll call, all commissioners, with the exception of Chris Schwartz, who has recused herself, were present.
3. Vice President Greco made a motion to permit the parties to submit a written summary of the evidence and argument by 5:00 p.m. on July 15, 2014, to Jo Baltes, Attorney Eugene Brookhouse and each Commissioner, in each case by e-mail. Secretary Schend seconded the motion and it was carried unanimously.
4. Vice President Greco made a motion to adjourn this hearing to Thursday, July 17, 2014, for deliberation. Secretary Schend seconded the motion and it was carried unanimously.
5. The Commission adjourned for the day at 2:15 p.m.

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Charles Bradley - President

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James Greco - Vice President

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Richard H. Schend - Secretary

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Edward Kubicki - Commissioner

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Christine Schwartz - Commissioner

Board of Police & Fire Commissioners  
Human Resources Department  
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COMMISSION MEMBERS:  
Charles Bradley - President  
James Greco - Vice President  
Richard H. Schend - Secretary  
Edward Kubicki - Commissioneer  
Christine Schwartz - Commissioner

MEETING MINUTES  
Kenosha Police and Fire Commission  
Thursday, July 10, 2014, 8:00 a.m.  
Municipal Office Building, Room 202  
625 52<sup>nd</sup> Street  
Kenosha, Wisconsin

1. President Bradley called the meeting to order at 7:59 a.m. on Thursday, July 10, 2014.
2. On roll call, all Commissioners were present, with the exception of Christine Schwartz, who has recused herself.
3. Secretary Schend made a motion to receive and file the minutes of the June 17, 2014 meeting. Vice President Greco seconded the motion and it was carried unanimously.
4. Secretary Schend made a motion to receive and file the minutes of the July 2, 2014 *special* meeting. Commissioner Kubicki seconded the motion and it was carried unanimously.
5. Vice President Greco made a motion to receive and file Attorney Daniel Vliet's July 2, 2014 letter to Attorney Eugene Brookhouse, which includes Chief Thomsen's Witness List. Secretary Schend seconded the motion and it was carried unanimously.
6. Secretary Schend made a motion to receive and file Attorney Eugene Brookhouse's July 3, 2014 letter to Matthew Spidell. Commissioner Kubicki seconded the motion and it was carried unanimously.
7. The meeting adjourned at 8:00 a.m. on a motion made by Secretary Schend, seconded by Commissioner Kubicki and carried unanimously.

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Charles Bradley - President

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James Greco - Vice President

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Richard H. Schend - Secretary

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Edward Kubicki - Commissioner

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Christine Schwartz - Commissioner

Board of Police & Fire Commissioners  
Human Resources Department  
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COMMISSION MEMBERS:  
Charles Bradley - President  
James Greco - Vice President  
Richard H. Schend - Secretary  
Edward Kubicki - Commissioneer  
Christine Schwartz - Commissioner

MINUTES OF THE  
Kenosha Police and Fire Commission  
DISCIPLINARY HEARING  
Thursday, July 10, 2014, 8:15 a.m.  
Municipal Office Building, Room 202  
625 52<sup>nd</sup> Street  
Kenosha, Wisconsin

1. President Bradley called the hearing to order at 8:05 a.m.
2. On roll call, all Commissioners were present, with the exception of Christine Schwartz, who has recused herself.
3. Secretary Schend made a motion to adopt procedures authorizing Attorney Eugene Brookhouse to conduct the hearing on charges brought by Chief John Thomsen against Firefighter Matthew Spidell, on behalf of the Board. Vice President seconded the motion and it was carried unanimously.
4. The Board went into closed session at 8:20 a.m. to deliberate pursuant to section 19.85 (1) (a), on a motion made by Commissioner Kubicki, seconded by Secretary Schend and carried unanimously.

The Board reconvened into open session at 8:32 a.m. on a motion made by Commissioner Kubicki, seconded by Secretary Schend and carried unanimously.

At 11:45 a.m. the Board adjourned for lunch, reconvening at 12:35 p.m.

The Board again adjourned at 3:45 p.m. and reconvened at 4:00 p.m.

5. At 8:30 a.m. on July 15, 2014, the Board will adjourn into closed session to further deliberate pursuant to section 19.85 (1)(a).
6. The Board adjourned for the day at 4:05 p.m.

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Charles Bradley - President

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James Greco - Vice President

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Richard H. Schend - Secretary

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Edward Kubicki - Commissioner

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Christine Schwartz - Commissioner

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COMMISSION MEMBERS:  
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James Greco - *Vice President*  
Richard H. Schend - *Secretary*  
Edward Kubicki - *Commissioner*  
Christine Schwartz - *Commissioner*

MEETING MINUTES  
Kenosha Police and Fire Commission  
Tuesday, July 15, 2014  
8:00 a.m.  
Municipal Office Building, Room 202  
625 52<sup>nd</sup> Street, Kenosha, Wisconsin

1. President Bradley called the meeting to order at 8:00 a.m.
2. On roll call, all Commissioners, with the exception of Christine Schwartz, were present.
3. Citizen comments:  

Pamela Gibson of 720 S. Marquette St., Racine spoke about her med call experience on July 7<sup>th</sup> 2012.
4. Secretary Schend made a motion to receive and file Police and Fire Department reports for the month of June 2014. Commissioner Kubicki seconded the motion and it was carried unanimously.
5. Secretary Schend made a motion to receive and file Apparatus Operator James Herrick's notice of his August 1, 2014 retirement. Vice President Greco seconded the motion and it was carried unanimously.
6. Secretary Schend made a motion to receive and file Pamela Gibson's June 17, 2014 letter. Commissioner Kubicki seconded the motion and it was carried unanimously.
7. Secretary Schend made a motion to approve and ratify the Prehearing Conference Order in the James Adams disciplinary matter. Commissioner Kubicki seconded the motion and it was carried unanimously.
8. Secretary Schend made a motion to receive and file the Prehearing Conference Order in the James Adams Disciplinary matter. Commissioner Kubicki seconded the motion and it was carried unanimously.
9. Commissioner Kubicki made a motion to approve the promotion of Police Officer Mark Poffenberger to Probationary Detective effective August 1, 2014. Vice President Greco seconded the motion and it was carried unanimously.
10. Appointments effective August 1, 2014.
  - Vice President Greco made a motion to approve the appointment of Anthony K. Barriere to Probationary Police Officer. Secretary Schend seconded the motion and it was carried unanimously.
  - Commissioner Kubicki made a motion to approve the appointment of Kelsi R. Cesarz to Probationary Police Officer. Secretary Schend seconded the motion and it was carried unanimously.

- Secretary Schend made a motion to approve the appointment of Corey M. Talbert to Probationary Police Officer. Commissioner Kubicki seconded the motion and it was carried unanimously.

11. Chiefs' Comments.

**Police Chief Morrissey** congratulated Mark Poffenberger and the new Probationary Police Officer. As of August 1<sup>st</sup> the Department will be fully staffed.

There is one retirement coming up with 3 more possible.

The Police Officer written exam is scheduled for December 13<sup>th</sup> and 20<sup>th</sup>, the new eligibility list might be available by March 15, 2015. We could receive as many as 800 applications. Candidates will start with the written exam, followed by an oral interview and then a final interview with the Chief.

**Fire Chief Thomsen** also congratulated those promoted and newly appointed.

With his 30 years of experience, Apparatus Operator James Herrick will be missed.

12. Commissioners' Comments.

- Commissioner Kubicki welcomed new employees, congratulated promoted individual and wished James Herrick well in his retirement.
- Secretary Schend congratulated the new police officers and told Mr. Herrick to enjoy retirement.
- Vice President Greco extended congratulations to all.
- President Bradley expressed appreciation for Mr. Herrick's service and respect for all that our Police and Fire Departments do.

13. At 8:26 a.m., the Board went into closed session under authority of Section 19.85 (1)(c) to discuss two (2) candidates for the position of Probationary Apparatus Operator on a motion made by Secretary Schend. Commissioner Kubicki seconded the motion and it was carried unanimously. On roll call, all commissioners, with the exception of Christine Schwartz, were in attendance.

The Board reconvened into open session at 8:51 a.m. on a motion made by Secretary Schend, seconded by Commissioner Kubicki and carried unanimously.

14. The next regular meeting date is changed to Tuesday, August 5, 2014. The Adams Disciplinary Hearing is also scheduled for this date following the regular meeting.

15. The meeting adjourned at 8:55 a.m. on a motion made by Secretary Schend, seconded by Commissioner Kubicki and carried unanimously.

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Charles Bradley - President

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James Greco - Vice President

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Richard H. Schend - Secretary

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Edward Kubicki - Commissioner

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Christine Schwartz - Commissioner

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COMMISSION MEMBERS:  
Charles Bradley - President  
James Greco - Vice President  
Richard H. Schend - Secretary  
Edward Kubicki - Commissioneer  
Christine Schwartz - Commissioner

MINUTES OF THE  
Kenosha Police and Fire Commission  
**DISCIPLINARY HEARING**  
Tuesday, July 15, 2014, 8:30 a.m.  
Municipal Office Building, Room 202  
625 52<sup>nd</sup> Street  
Kenosha, Wisconsin

1. This meeting, a continuation of the Matthew Spidell disciplinary hearing from Thursday, July 10, 2014, pursuant to section 62.13 (5) of the Wisconsin Statutes, was called to order at 9:04 a.m. by President Bradley.

On roll call, all commissioners, with the exception of Christine Schwartz, were present.

2. At 9:05 a.m., the Board adjourned into closed session to deliberate and make findings, conclusions, decision and order in the Spidell Disciplinary Hearing, pursuant to section 19.85 (1)(a), on a motion made by Secretary Schend, seconded by Vice President Greco and carried unanimously.
3. The Board reconvened into open session at 10:50 a.m. on a motion made by Vice President Greco, seconded by Secretary Schend and carried unanimously.
4. The Spidell Disciplinary Matter is adjourned to 8:00 a.m. on Thursday, July 17, 2014.
5. The Board adjourned at 10:55 a.m. on a motion made by Secretary Schend, seconded by Vice President and carried unanimously.

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Charles Bradley - President

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James Greco - Vice President

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Richard H. Schend - Secretary

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Edward Kubicki - Commissioner

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Christine Schwartz - Commissioner

Board of Police & Fire Commissioners  
Human Resources Department  
625 52<sup>nd</sup> St. , Room 205  
Kenosha, WI 53140  
Phone (262) 653-4130  
Fax (262) 653-4127  
E-mail: jbaltes@kenosha.org



COMMISSION MEMBERS:  
Charles Bradley, *President*  
James Greco, *Vice-President*  
Richard H. Schend, *Secretary*  
Edward Kubicki, *Commissioner*  
Christine Schwartz - *Commissioner*

MEETING MINUTES  
Kenosha Police and Fire Commission  
Thursday, July 17, 2014, 8:00 a.m.  
Municipal Office Building, Room 202  
625 52<sup>nd</sup> Street  
Kenosha, Wisconsin

1. President Bradley called the meeting to order at 8:01 a.m.
2. On roll, all commission members, except Christine Scwartz, were present.
3. Continuation of the disciplinary hearing of Matthew Spidell from Tuesday, July 15, 2014, pursuant to section 62.13 (5) of the Wisconsin Statutes.
4. Commissioner Kubicki made a motion to receive and file Chief Thomsen's Brief in the Spidell Disciplinary Matter. Secretary Schend seconded the motion and it was carried unanimously.
5. Secretary Schend made a motion to receive and file Matthew Spidell's Summary regarding the disciplinary matter. Commissioner Kubicki seconded the motion and it was carried unanimously.
6. At 8:03 a.m. the Board adjourned into closed session to deliberate and make findings, conclusions, decision and order in the Matthew Spidell Disciplinary Matter, pursuant to section 19.85 (1)(a), on a motion made by Commissioner Kubicki, seconded by Secretary Schend and carried unanimously.

On roll call, all commission members, except Christine Schwartz, were present.

At 9:50 a.m., the Board reconvened into open session on a motion made by Commissioner Kubicki, seconded by Secretary Schend and carried unanimously.

Secretary Schend made a motion to approve the Decision and Order on Disciplinary Charges in the Spidell Matter. Vice President Greco seconded the motion and it was carried unanimously. On roll call, again all commissioners except Christine Schwartz were in attendance.

7. Continuation of the disciplinary hearing of Casey Apker from Monday, July 7, 2014, pursuant to section 62.13 (5) of the Wisconsin Statutes.
8. Secretary Schend made a motion to receive and file the transcript of Casey Apker's disciplinary hearing from July 2, 3, and 7, 2014. Vice President Greco seconded the motion

and it was carried unanimously.

9. Secretary Schend made a motion to receive and file Police Chief Morrissey's Closing Argument in the Apker Disciplinary Matter. Commissioner Kubicki seconded the motion and it was carried unanimously.
10. At 9:53 a.m., the Board adjourned into closed session to deliberate in the Casey Apker Disciplinary Matter, pursuant to section 19.85 (1)(a) on a motion made by Vice President Greco, seconded by Secretary Schend and carried unanimously.

On roll call, all commission members, except Christine Schwartz, were present.

At 10:11 a.m., the Board reconvened into open session on a motion made by Vice President Greco, seconded by Secretary Schend and carried unanimously. On roll call again, all commissioners except Christine Schwartz were present.

The Apker Disciplinary Matter is adjourned to 7:30 a.m. on July 24, 2014.

11. The next regular meeting date has been changed to 8:00 a.m. on August 13, 2014. The James Adams Disciplinary Hearing will immediately follow this meeting.
12. The meeting adjourned at 10:12 a.m. on a motion made by Commissioner Kubicki, seconded by Secretary Schend and carried unanimously.

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Charles Bradley - President

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James Greco - Vice President

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Richard H. Schend - Secretary

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Edward Kubicki - Commissioner

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Christine Schwartz - Commissioner

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James Greco, *Vice-President*  
Richard H. Schend, *Secretary*  
Edward Kubicki, *Commissioner*  
Christine Schwartz - *Commissioner*

MEETING MINUTES  
Kenosha Police and Fire Commission  
Thursday, July 24, 2014, 8:00 a.m.  
Municipal Office Building, Room 202  
625 52<sup>nd</sup> Street  
Kenosha, Wisconsin

1. President Bradley called the meeting to order at 7:29 a.m.
2. On roll call, all commission members, except Christine Schwartz, were present.
3. Vice President Greco made a motion to receive and file the Post Hearing Brief of Officer Casey Apker, a copy of which was provided to the Commissioners on July 15, 2014.
4. At 7:30 a.m., the Board went into closed session to deliberate in the Casey Apker Disciplinary Matter, pursuant to Section 19.85 (1)(a), on a motion made by Secretary Schend, seconded by Vice President Greco and carried unanimously. On roll call, all Commissioners, with the exception of Christine Schwartz were present.

The Board reconvened into open session at 8:21 a.m. on a motion made by Vice President Greco, seconded by Commissioner Kubicki and carried unanimously.

The Decision and Order on Disciplinary Charges was received and file on a motion made by Secretary Schend, seconded by Vice President Greco and carried unanimously.

The Board has determined that “Just Cause” exists to sustain the Disciplinary Charges against Officer Apker and hereby dismisses and removes him from, and terminates his employment with, the City of Kenosha Police Department, effective immediately.

5. The meeting adjourned at 8:25 a.m. on a motion made by Secretary Schend, seconded by Vice President Greco and carried unanimously.

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Charles Bradley - President

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James Greco - Vice President

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Richard H. Schend - Secretary

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Edward Kubicki - Commissioner

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Christine Schwartz - Commissioner

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Human Resources Department  
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COMMISSION MEMBERS:  
Charles Bradley - *President*  
James Greco - *Vice President*  
Richard H. Schend - *Secretary*  
Edward Kubicki - *Commissioner*  
Christine Schwartz - *Commissioner*

## MEETING MINUTES

Kenosha Police and Fire Commission  
Wednesday, August 13, 2014, 8:00 a.m.  
Municipal Office Building, Room 202  
625 52<sup>nd</sup> Street, Kenosha, Wisconsin

1. The meeting was called to order at 8:00 a.m. by President Bradley.
2. On roll call, all commission members were present.
3. Secretary Schend made a motion to receive and file minutes of the Apker disciplinary hearing held July 2<sup>nd</sup>, 3<sup>rd</sup> and 7<sup>th</sup>. Vice President Greco seconded the motion and it was carried unanimously.
4. Secretary Schend made a motion to receive and file minutes of the July 10, 2014 meeting. Commissioner Kubicki seconded the motion and it was carried unanimously.
5. Vice President Greco made a motion to receive and file minutes of the Spidell disciplinary hearing on July 10, 2014. Secretary Schend seconded the motion and it was carried unanimously.
6. Secretary Schend made a motion to receive and file minutes of the July 15, 2014 meeting. Commissioner Kubicki seconded the motion and it was carried unanimously.
7. Secretary Schend made a motion to receive and file minutes of the Spidell disciplinary hearing on July 15, 2014. Commissioner Kubicki seconded the motion and it was carried unanimously.
8. Commissioner Kubicki made a motion to receive and file minutes of the July 17, 2014 meeting. Secretary Schend seconded the motion and it was carried unanimously.
9. Secretary Schend made a motion to receive and file minutes of the July 24, 2014 meeting. Vice President Greco seconded the motion and it was carried unanimously.
10. Citizen comments: NONE
11. Commissioner Kubicki made a motion to receive and file Police and Fire Department reports for the month of July 2014. Secretary Schend seconded the motion and it was carried unanimously.
12. Secretary Schend made a motion to receive and file the Amended Prehearing Conference Order in the Adams matter. Commissioner Schwartz seconded the motion and it was carried unanimously.
13. Secretary Schend made a motion to receive and file Barry Wright's letter of July 18, 2014.

Commissioner Kubicki seconded the motion and it was carried unanimously.

14. Secretary Schend made a motion to receive and file Attorney Dan Vliet's July 29, 2014 letter requesting to consolidate hearings for Firefighters Adams and Ryan. Commissioner Kubicki seconded the motion and it was carried unanimously.
15. Commissioner Kubicki made a motion to receive and file Police Sergeant Cindy Fredericksen's notice of retirement effective December 31, 2014. Commissioner Schwartz seconded the motion and it was carried unanimously.
16. Secretary Schend made a motion to receive and file Police Chief John Morrissey's memo regarding disciplinary action taken against Police Officers Leo Viola and Ryan Pfeffer. Commissioner Kubicki seconded the motion and it was carried unanimously.
17. Approval of the promotions effective August 16, 2014.
  - The promotion of Firefighter Todd Leipzig to Probationary Apparatus Operator was approved on a motion made by Commissioner Kubicki, seconded by Secretary Schend and carried unanimously.
  - The promotion of Firefighter Mark Stachura to Probationary Apparatus Operator was approved on a motion made by Secretary Schend, seconded by Commissioner Kubicki and carried unanimously.
18. Proposed changes to the Firefighter recruitment process were discussed at length.
19. Secretary Schend made a motion to approve the revised Firefighter recruitment procedures, pending suggested changes. Vice President Greco seconded the motion and it was carried unanimously.
20. At 8:40, the Board went into closed session on a motion made by Vice President Greco, seconded by Secretary Schend and carried unanimously.

The Board reconvened into open session at 8:45 a.m. on a motion made by Commissioner Schwartz, seconded by Secretary Schend and carried unanimously.

Secretary Schend made a motion to consolidate the James Adams and Jeremy Ryan disciplinary matters and adjourn to a later date. Commissioner Kubicki seconded the motion and it was carried unanimously.

21. Chiefs' Comments.
  - Fire Chief Thomsen indicated he will forward the driver's license check policy to the commissioners. Contact him with any additional questions/concerns on the hiring policy. The proposed hiring policy should reduce recruitment costs. Congratulation to the individuals promoted.
  - Police Chief Morrissey indicated that after reading the Apker Decision addressing policy concerns, many of the KPD staff members (including civilians) will participate in Anti-Harassment Training. Since the Board has to interpret policies, are there any other areas of concern?

Currently we have one police officer vacancy. Deadline for applications has been set for October 31, 2014 with the written test scheduled on December 13<sup>th</sup> and 20<sup>th</sup>.

Two retirements have been submitted with 3 more possible. If the 5 additional police

officer positions requested are approved, we could have ten positions to fill in 2015.

22. Commissioners' Comments.

- Commissioner Kubicki wished Sergeant Cindy Fredericksen a long and healthy retirement and congratulated Todd Leipzig and Mark Stachura on their promotions.
- Secretary Schend also wished Sergeant Fredericksen well and commented that both chiefs did thorough investigations in the recent disciplinary matters.
- Vice President Greco congratulated Sergeant Fredericksen and Apparatus Operators Todd Leipzig and Mark Stachura.
- President Bradley suggested that Cindy consider involvement in City activities in her retirement.

23. The next *regular* meeting is scheduled for 8:00 a.m. on September 16, 2014. Vice President Greco made a motion to set a hearing date at the 9/16/14 meeting, if needed. Commissioner Kubicki seconded the motion and it was carried unanimously.

24. The meeting adjourned at 9:20 a.m. on a motion made by Secretary Schend, seconded by Commissioner Kubicki and carried unanimously.

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Charles Bradley - President

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James Greco - Vice President

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Richard H. Schend - Secretary

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Edward Kubicki - Commissioner

---

Christine Schwartz - Commissioner

Board of Police & Fire Commissioners  
Human Resources Department  
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James Greco, *Vice-President*  
Richard H. Schend, *Secretary*  
Edward Kubicki, *Commissioner*  
Christine Schwartz - *Commissioner*

MEETING MINUTES  
Kenosha Police and Fire Commission  
Wednesday, September 17, 2014  
8:00 a.m.  
Municipal Office Building, Room 202  
625 52<sup>nd</sup> Street, Kenosha, Wisconsin

1. The meeting was called to order at 8:00 a.m.
2. On roll call, all commission members were present.
3. Vice President Greco made a motion to receive and file the minutes of the August 13, 2014 meeting. Secretary Schend seconded the motion and it was carried unanimously.
4. Citizen comment: None
5. Secretary Schend made a motion to receive and file Police & Fire Department reports for the month of August 2014. Commissioner Kubicki seconded the motion and it was carried unanimously.
6. Secretary Schend made a motion to receive and file the revised Entry Level Firefighter Hiring Policy. Commissioner Kubicki seconded the motion and it was carried unanimously.
7. Secretary Schend made a motion to receive and file Apparatus Operator Brian Pages's resignation notice. Commissioner Schwartz seconded the motion and it was carried unanimously.
8. Secretary Schend made a motion to receive and file disciplinary charges filed against Firefighter Jeremy Ryan. Secretary Schend seconded the motion and it was carried unanimously.
9. Chiefs' Comments.

Fire Chief Thomsen – The Firefighter written exam was recently completed and the new hiring policy seems to be working. Unusually high passing scores have been noted. The promotion process is currently underway for Lieutenant and Captain.

Deputy Police Chief Miskinis – It's been a busy summer. We are currently in the process of recruiting for Police Officer. Application deadline is 10/31/2014 and so far we have received 400.

10. Commissioners' Comments.
11. At 8:07 a.m. the Board of Police & Fire Commissioners went into closed session under authority of Section 19.85 (1)(g) to discuss:
  - Agreement to dismissal, with prejudice, of Kenosha County Circuit Court Complaint for Review by Certiorari brought by Ryan against Thomsen (Case No. 14-CV-680), if such dismissal is sought;
  - Determination of whether to permit withdrawal by Chief Thomsen of the disciplinary charges against Jeremy R. Ryan and James D. Adams, presently pending before the Police & Fire

Commission, if Chief Thomsen seeks to withdraw such charges.

AND under authority of Section 19.85 (1)(c) to discuss:

- Two (2) candidates for promotion to the position of Apparatus Operator.

On a motion made by Secretary Schend, seconded by Commissioner Kubicki and carried unanimously. On roll call, all Commissioners were in attendance.

The Board reconvened into open session at 8:20 a.m. on a motion made by Secretary Schend, seconded by Commissioner Schwartz and carried.

- Secretary Schend made a motion to authorize Brookhouse & Hensing Law Offices, our attorneys in the Ryan v. City of Kenosha Police and Fire Commission, Kenosha Circuit Court Case No. 14-CV-118, to execute, on behalf of the Board, a stipulation for dismissal of the lawsuit, with prejudice. Vice-President Greco seconded the motion and it was carried unanimously.
- Commissioner Kubicki made a motion that upon the written request of the Fire Chief, the charges currently pending before the Board against Firefighter Jeremy Ryan and Firefighter James D. Adams shall be deemed withdrawn by the Chief and such withdrawal shall be approved by the Board. Vice President Greco seconded the motion and it was carried unanimously.

12. The next meeting is scheduled for 8:00 a.m. on Tuesday, October 21, 2014.

13. The meeting adjourned at 8:22 a.m. on a motion made by Commissioner Kubicki, seconded by Secretary Schend and carried unanimously.

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Charles Bradley - President

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James Greco - Vice President

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Richard H. Schend - Secretary

\_\_\_\_\_  
Edward Kubicki - Commissioner

\_\_\_\_\_  
Christine Schwartz - Commissioner

Board of Police & Fire Commissioners  
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James Greco - *Vice President*  
Richard H. Schend - *Secretary*  
Edward Kubicki - *Commissioner*  
Christine Schwartz - *Commissioner*

MEETING MINUTES  
Kenosha Police and Fire Commission  
Tuesday, October 21, 2014  
8:00 a.m.  
Municipal Office Building, Room 204  
625 52<sup>nd</sup> Street, Kenosha, Wisconsin

1. The meeting was called to order at 8:00 a.m.
2. On roll call, all Commission members were present.
3. Secretary Schend made a motion to receive and file minutes of the September 17, 2014 meeting. Commissioner Kucbicki seconded the motion and it was carried unanimously.
4. Citizen comments: None
5. Vice President Greco made a motion to receive and file the Police & Fire Department reports for the month of September 2014. Secretary Schend seconded the motion and it was carried unanimously.
6. Secretary Schend made a motion to receive and file Detective David Niccolai's retirement notification. Commission Kubicki seconded the motion and it was carried unanimously.
7. Secretary Schend made a motion to receive and file Sergeant John Rohde's retirement notification. Commissioner Schwartz seconded the motion and it was carried unanimously.
8. Commissioner Kubicki made a motion to receive and file Captain Dan Harris's retirement notification. Secretary Schend seconded the motion and it was carried unanimously.
9. Secretary Schend made a motion to receive and file Chief Morrissey's notification of Officer Joshua Kunz's unpaid suspension of one (1) day. Vice President Greco seconded the motion and it was carried unanimously.
10. Secretary Schend made a motion to receive and file the Settlement Agreement of the City, Local 414, Thomsen, Ryan, Adams and Ryan, et al. Commissioner Kubicki seconded the motion and it was carried unanimously.
11. Vice President Greco made a motion to receive and file Dan Vliet's letter indicating Fire Chief Thomsen withdraws the charges against Firefighters James D. Adams and Jeremy Ryan. Commissioner Schwartz seconded the motion and it was carried unanimously.
12. Promotions effective November 1, 2014.
  - The promotion of Firefighter Scott Arneberg to Probationary Apparatus Operator was approved on a motion made by Commissioner Kubicki, seconded by Secretary Schend and carried..
  - The promotion of Firefighter Jeffrey Wunder to Probationary Apparatus Operator was approved on a motion made by Secretary Schend, seconded by Commissioner

Schwartz and carried.

13. Chiefs' Comments.

Police Chief Morrissey:

- Currently in the recruiting process for Police Officer. The posting closes on October 31<sup>st</sup> and we have over 800 applications, so far. The written test is on December 13<sup>th</sup> and 20<sup>th</sup>.
- With retirements and a possible staffing increase (depending on budget), as many as 9 officers might be needed. Potential start dates for new officers of March 1<sup>st</sup> and May 1<sup>st</sup> of 2015.

Fire Chief Thomsen:

- Congratulations to those promoted and retiring.
- Firefighter applicant oral interviews are underway.
- We are also in the interview process for establishing a Fire Lieutenant and Fire Caption promotional eligibility list. The list will be in effect from 01/01/15 to 12/31/16.
- The Fire Department could have 5 to 11 vacancies.
- 2 new fire engines have been put into service with the oldest one(s) taken out of service and going to auction.

14. Commissioners' Comments.

- Some discussion between President Bradley, Vice President Greco and Fire Chief Thomsen about emergency response time and staffing levels.
- Secretary Schend asked how the floor of Station 5 is coming along. Congratulations to those promoted. Good luck in retirement to those leaving.
- Commissioner Kubicki congratulated those promoted and expressed appreciation to Police and Fire Department personnel.
- Commissioner Schwartz extend congratulations and good luck wishes.

15. The next meeting is scheduled for 8:00 a.m. on Tuesday, November 18<sup>th</sup>.

16. The meeting adjourned at 8:20 on a motion made by Secretary Schend, seconded by Commissioner Kubicki and carried unanimously.

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Charles Bradley - President

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James Greco - Vice President

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Richard H. Schend - Secretary

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Edward Kubicki - Commissioner

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Christine Schwartz - Commissioner

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James Greco - *Vice President*  
Richard H. Schend - *Secretary*  
Edward Kubicki - *Commissioner*  
Christine Schwartz - *Commissioner*

MEETING MINUTES  
Kenosha Police and Fire Commission  
Tuesday, November 18, 2014  
8:00 a.m.  
Municipal Office Building, Room 202  
625 52<sup>nd</sup> Street, Kenosha, Wisconsin

1. The meeting was called to order at 7:59 a.m..
2. On roll call, all commission members were present.
3. Commissioner Kubicki made a motion to receive and file minutes of the October 21, 2014 meeting. Secretary Schend seconded the motion and it was carried unanimously.
4. No citizen comments.
5. Vice President Greco made a motion to receive and file Police & Fire Department reports for the month of October 2014. Secretary Schend seconded the motion and it was carried unanimously.
6. Secretary Schend made a motion to receive and file Fire Chief Thomsen's notice of Apparatus Operator Jeffrey Weidner's two (2) day suspension. Vice President Greco seconded the motion and it was carried unanimously.
7. At 8:01 a.m., Secretary Schend made a motion to go into closed session under authority of Section 19.85 (1)(c) to discuss:
  - Two (2) candidates for promotion to the position of Interim Sergeant, and
  - Two (2) candidates for promotion to the position of Probationary Detective.

Commissioner Kubicki seconded the motion and it was carried unanimously. On roll call, all commissioners were in attendance.

At 8:18 a.m. the Board reconvened into open session on a motion made by Secretary Schend, seconded by Commissioner Kubicki and carried unanimously.

8. Chiefs' Comments.

Chief Morrissey:

- If the 4 promotions are approved, 5 positions will still be vacant. If the 2015 budget is approved adding 4 additional officers, there will be 9 openings that need to be filled. Hopefully some officers can be hired to start March 1, 2015.
- The Police Officer posting has closed and we have 918 applications from *qualified individuals*. Applications came from all over. The eligibility list generated by this recruitment will remain in effect for 18 months.

9. Commissioners' Comments:

The Commissioners and Chief Morrissey spoke at length about police officer recruiting procedures, upcoming changes in the Police Academy program due to revised state standards and a number of other items.

10. The next Police & Fire Commission Meeting is scheduled for 8:00 a.m. on Tuesday, December 16, 2014.

11. The meeting adjourned at 8:52 a.m. on a motion made by Secretary Schend, seconded by Vice President Greco and carried.

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Charles Bradley - President

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James Greco - Vice President

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Richard H. Schend - Secretary

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Edward Kubicki - Commissioner

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Christine Schwartz - Commissioner

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Richard H. Schend - *Secretary*  
Edward Kubicki - *Commissioner*  
Christine Schwartz - *Commissioner*

## MEETING MINUTES

Kenosha Police and Fire Commission

Tuesday, December 16, 2014

8:00 a.m.

Municipal Office Building, Room 202

625 52<sup>nd</sup> Street, Kenosha, Wisconsin

1. President Bradley called the meeting to order at 8:00 a.m.
2. On roll call, all commission members were present.
3. Secretary Schend made a motion to receive and file minutes of the November 18, 2014 meeting. Commissioner Kubicki seconded the motion and it was carried unanimously.
4. No Citizen's comments.
5. Vice President Greco made a motion to receive and file Police & Fire Department reports for the month of November, 2014. Secretary Schend seconded the motion and it was carried unanimously.
6. Secretary Schend made a motion to receive and file Police Officer Douglas Wargo's notice of retirement effective December 31, 2014. Commissioner Schwartz seconded the motion and it was carried unanimously.
7. Secretary Schend made a motion to receive and file House Captain Steven Allemand's notice of retirement effective December 29, 2014. Commissioner Kubicki seconded the motion and it was carried unanimously.
8. Secretary Schend made a motion to receive and file Apparatus Operator Richard Barnes's notice of retirement effective December 29, 2014. Commissioner Schwartz seconded the motion and it was carried unanimously.
9. Commissioner Kubicki made a motion to receive and file House Captain Daniel Harris's notice of retirement effective December 31, 2014. Secretary Schend seconded the motion and it was carried unanimously.
10. Secretary Schend made a motion to receive and file Division Chief of Training Philip Johnson's notice of retirement effective December 31, 2014. Vice president Greco seconded the motion and it was carried unanimously.
11. Vice President Greco made a motion to receive and file Fire Lieutenant Brian Mifflin's notice of retirement effective December 29, 2014. Secretary Schend seconded the motion and it was carried unanimously.
12. Secretary Schend made a motion to receive and file Fire Lieutenant Brian Smith's notice of retirement effective December 31, 2014. Commissioner Schwartz seconded the motion and it was carried unanimously.

13. Approval of promotions effective January 1, 2015.
- The promotion of Police Officer Desiree Farchione to Interim Sergeant was approved on a motion made by Secretary Schend, seconded by Commissioner Schwartz and carried unanimously.
  - The promotion of Detective Matthew Strelow to Interim Sergeant was approved on a motion made by Commissioner Kubicki, seconded by Secretary Schend and carried unanimously.
  - The promotion of Police Officer Trevor Albrecht to Probationary Detective was approved on a motion made by Secretary Schend, seconded by Vice President Greco and carried unanimously.
  - The promotion of Police Officer Jeremy DeWitt to Probationary Detective was approved on a motion made by Secretary Schend, seconded by Commissioner Schwartz and carried unanimously.

14. At 8:13 a.m., the Board went into closed session under authority of Section 19.85 (1)(c) to discuss:
- Four (4) candidates for promotion to the position of Apparatus Operator,
  - Four (4) candidates for promotion to the position of Lieutenant,
  - Two (2) candidates for promotion to the position of Captain and
  - One (1) candidate for promotion to the position of Division Chief of Training.

On a motion made by Secretary Schend, seconded by Commissioner Kubicki and carried. On roll call, all commissioners were present.

The Board reconvened into open session at 8:35 a.m. on a motion made by Secretary Schend, seconded by Commissioner Schwartz and carried unanimously.

15. Chiefs' Comments.

Fire Chief Thomsen:

- With the retirements, we will be losing over 170 years of experience.
- Happy holidays.

Police Chief Morrissey:

- The Police Officer posting has closed. We had over 1100 applications submitted, 800 or so met the minimum qualifications and at least 500 individuals are scheduled to take the written exam.
- Hopefully we will be able to hire 9 people to start May 1, 2015. This will work well as the Police Academy starts on May 12<sup>th</sup>.
- We are losing many good people due to retirement.
- Merry Christmas.

16. The Commissioners' expressed congratulations to those promoted and wished everyone well in their retirement years. Happy Holidays! Merry Christmas!
17. The next meeting is scheduled for 8:00 a.m. on Tuesday, January 20, 2015.
18. The meeting adjourned at 8:51 a.m. on a motion made by Secretary Schend, seconded by Vice President Greco and carried unanimously.

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Charles Bradley - President

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James Greco - Vice President

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Richard H. Schend - Secretary

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Edward Kubicki -Commissioner

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Christine Schwartz - Commissioner