



## Police and Fire Commission

City of Stevens Point  
1515 Strongs Avenue  
Stevens Point WI 54481

October 19, 2010  
4:02 p.m.

- 1. Roll Call:** Commissioners Nuck, Schleih, Wescott  
Commissioner Taylor, excused

**Also**

**Present:** Administrative Director Jeff Morris; Mayor Andrew Halverson; Fire Chief John Zinda, Assistant Chief Tracey Kujawa; Personnel Specialist Lisa Jakusa; Larry Pingel; Mark Kitowski; Tate Roselius; B Laszinski; Casey Bielen; Ron Heibler; Charles Skibba; Dennis Zvara; Victor Kedrowski; Matt Zander

- 2. People to be heard and announcements**

None.

- 3. Review of Fire Department staff survey**

Survey results of the Stevens Point Fire Department Staff Survey prepared by Community Research Center were reviewed.

Summary of the findings:

- Staff views the overall quality of safety in Stevens Point as relatively high.
- Staff indicates their overall job satisfaction is relatively high.
- Staff views their work as important and valued by the community.
- Staff responses to questions related to job performance issues were considerably lower, especially for the areas of evaluation and support.
- Lower scores were recorded for questions related to communication within the department.
- The lowest scores were given to questions related to management issues.
- Staff reported the best part of working for the Fire Department is working with the current staff and also helping people in the community.
- Somewhat more and larger differences were found in personnel who have served a longer number of years within the department.

- 4. Discussion, with possible action, assigning specific strategic direction goals to individual commissioners**

President Schleihs distributed an example of the role of the commissioners with regard to specific strategic direction objectives. The commission's goals are to increase their own knowledge of Police and Fire Department procedures and practices and also to increase connections to each specific strategic plan. The purpose is not to supervise individual departments, to micro-manage or to evaluate performance of the Police and Fire Departments.

This will be discussed at the November 2<sup>nd</sup> meeting.

**5. Discussion, with possible action, seek candidates from within the Stevens Point Fire Department and allow the Fire Chief to make a temporary appointment (Acting Assistant Chief) to fill the vacancy created by the absence of Assistant Chief Robert Finn**

Chief Zinda met with the Union President and drafted a Letter of Understanding between the City of Stevens Point and IAFF Local 484. The City and Union both agree the intent of the Letter of Understanding is to fill a temporary vacant position of Assistant Chief for this one occurrence only and will not set a precedent, past practice or existing right.

Commissioner Wescott moved, seconded by Commissioner Nuck, to authorize temporarily filling the position of Interim Assistant Chief subject to review of the Letter of Understanding by the City's personnel department and legal department.

Ayes, all; nays, none. Motion carried.

**6. Discussion, with possible action, 2011 proposed public safety budgets**

Commissioner Schleihs moved, seconded by Commissioner Nuck, to approve the 2011 proposed public safety budgets as presented by the chiefs and Administrative Director Morris.

Ayes, all; nays, none. Motion carried.

**7. Adjourn into closed session pursuant to Wis. Stats. Section 19.85 (1) (e) for an update on collective bargaining with IAFF Local 484**

Commissioner Wescott moved, seconded by Commissioner Nuck, to adjourn into closed session.

Ayes, all; nays, none. Motion carried.

**8. Adjournment**

The meeting adjourned at 5:55 p.m.