

**FOX POINT POLICE COMMISSION
MEETING MINUTES**

Thursday, August 21, 2014
Fox Point Police Station, Judge William A. Padway Hall
7300 N. Santa Monica Blvd.
Fox Point, WI 53217

Approved by the Commission September 3, 2014

Commissioners Present: President Stephen Kravit
 Commissioner Robert F. Fetherston Jr.
 Commissioner William Haker
 Commissioner Nicholas Wahl
 Commissioner Timothy Schoewe

Also Present: Acting Chief Christopher Freedy

- I. President Kravit called the meeting to order at 7:30 A.M.
- II. Upon a motion by Commissioner Schoewe, seconded by Commissioner Haker, the Commission unanimously approved the minutes from the August 6, 2014 meeting.
- III. President Kravit informed the commission about his appearance before the Village Board at their August 12, 2014 meeting. Specifically, President Kravit addressed the needs of the commission to appoint a permanent Police Chief before the Village moves forward with any type of study of the police department. President Kravit also engaged in a brief discussion with the Village Board regarding the need for an extended search to find a Police Chief candidate. President Kravit asked for authorization to hire a second officer at this time; however, that position is on hold pending the outcome of a study examining the command structure of the department. The Village Board agreed to delay their study of the Police Department until a Police Chief is named.
- IV. The commission discussed the process for the selection of a new Police Chief. President Kravit offered the options to the commission of pursuing the application before the commission from Acting Chief Freedy and conducting an interview, or looking at the current standards in place and applying the standards to an outside group subject to a regional or national search. Commissioner Schoewe offered the suggestion that the commission establishes standards along with a salary and benefits package if the commission would desire to seek outside candidates. Without the complete package, it would be difficult to advertise or recruit candidates. Commissioner Haker discussed the past practices of engaging in national or external searches without success compared to

the current position to hire a candidate locally with the attributes the commission desires. The current candidate trained with the previous Chief and we are fortunate to have an internal candidate. Commissioner Fetherston followed up with the concern that an external search could cause future internal candidates to opt out of promotions. The North Shore Fire Department has experienced similar circumstances and has been developing internal candidates for promotions. Commissioner Wahl agreed with the previous comments and added that we would be smart to focus on the internal candidate. President Kravit closed the discussion by noting that outside national searches don't always develop people with ties to a community and many times the candidates are "stepping-stone" job seekers. A motion was made by Commissioner Haker and seconded by Commissioner Wahl to suspend any external search and review the application from Acting Chief Freedy for the position of Chief of Police. The motion passed unanimously.

At the conclusion of the August 6, 2014 meeting, President Kravit requested that Acting Chief Freedy develop a report to the commission that outlines the role of the Police Chief and qualities that are important for a new chief to have. Acting Chief Freedy reviewed and briefly outlined that report to include the following characteristics; Strong communication skills, decision making under stress, planning and management skills, leadership qualities, relationship development, and community partnership. President Kravit commented that the report was well written and outlined the characteristics that this community desired for a Police Chief today and in the future. A motion was made by Commissioner Schoewe and seconded by Commissioner Haker that this report be adopted by the Police Commission as a guide for future chief selection. The motion passed unanimously.

- V. Upon motion of Commissioner Haker, Second by Commissioner Schoewe, a roll call vote was held and the Commission unanimously approved convening into closed session at 8:00 A.M. pursuant to State Statute 19.85(1)(c) for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. Specifically the Police Commission discussed the application of Acting Chief Freedy to become the permanent Police Chief pursuant to Wisconsin Statute § 62.13(3) and Fox Point Village Code 3.13(2). Upon a motion by Commissioner Wahl, Seconded by Commissioner Haker, unanimously carried, the Commission reconvened into open session.
- VI. Upon a motion by Commission President Kravit, Seconded by Commissioner Wahl, unanimously carried, pursuant to Wisconsin Statute § 62.13(3) and Fox Point Village Code 3.13(2) the Commission appointed Acting Chief Freedy to the permanent position of Chief of Police.
- VII. Upon a motion by Commission President Kravit, Seconded by Commissioner Schoewe, unanimously carried, the commission directed that Village Manager and Village Clerk

shall administer the Oath of Office to the new Chief of Police.

- VIII. Upon a motion by Commission President Kravit, Seconded by Commissioner Schoewe, unanimously carried, the commission adjourned the meeting at 9:30am.