



City of Beaver Dam, Wisconsin
Police and Fire Commission Meeting

Fire Department Training Room
205 S. Lincoln Avenue
Tuesday, January 14, 2025 at 5:00 PM

AGENDA

- 1) Call to Order – Roll Call
- 2) Approval of Minutes
 - a) Review and take action on the approval of the December 10, 2024 meeting minutes
- 3) Presentations & Reports
 - a) Presentation on the Police Department's drone program.
 - b) Mayor's comments
 - c) City Administrator's report
- 4) Fire Department Business
 - a) Update commission on the operations of the Fire Department
 - b) Review, discuss and take action on the bid(s) and sale of the ladder truck pending delivery of our new ladder truck.
- 5) Police Department Business
 - a) Update commission on the operations of the Police Department
 - b) Discuss and take action on Police Chief's state of Wisconsin Instructor Certification.
 - c) Discuss and take action on the approval of the Summary of Tentative Agreement of Contract Changes for a Successor to the 2022-2024 Collective Bargaining Agreement between the Labor Association of Wisconsin, Inc. and the City of Beaver Dam.
- 6) Any Other Business for Placement on Future Agenda
- 7) Closed Session
 - a) Discuss and take action to enter into closed session pursuant to Wisconsin Statute SEC. 19-85(1)(c) in order to consider employment, promotion, compensation or performance evaluation data of any public employee over which the government body has jurisdiction or exercises responsibility in particular to the hiring of a limited term records clerk employee and also for filling the current Records Clerk opening.
 - b) Commission may reconvene in open session to act upon any/all items discussed or deliberated during closed session.
- 8) Adjourn

This agenda was posted and made available to the news media, public and various City officials, and

staff in compliance with the State of WI Open Meeting Law and Police and Fire Commission policy:

Posted 1/9/24 at 7:00 a.m. by Lana Fassbender, Administrative Assistant.

Requests from persons with disabilities who need assistance to participate in this meeting or hearing should be made to the City Clerk's office at 887-4600, Ext. 338, with as much advance notice as possible.

Fire Department Trainings, Activities and Events

Tuesday, January 07, 2025 8:15 AM

December 3	MPTC MPO class
December 3	Cadet training – Ice rescue training
December 4	Senior staff meeting
December 4	Department meeting
December 5	Cadet fund raiser at Pizza Ranch
December 7	POC probationary training – fire skills review
December 7	Holiday parade
December 9	Fire truck ride to school for Jackson
December 11	CPR class for Apache employees
December 11	Community Comment
December 11	POC monthly training – tech rescue skills and equipment familiarization
December 16	POC monthly training – review of past year
December 17	Cadet training – health and fitness and holiday party
December 18	ERT training
December 19	Dive training – skills checkoff at YMCA
December 24	Help with Elk's food baskets delivery



BEAVER DAM FIRE DEPARTMENT

December 2024 Operations Report

Beaver Dam Police & Fire Commission,

Please review the following report for the activities of the Beaver Dam Fire Department for the month of December 2024.

Calls for Service

EMS Calls.....	220	Intercepts.....	5
Fire Calls.....	35	Inter-facility transports.....	0
Total Calls.....	260		

Fire Prevention Activities

Inspections.....	69
Failed Inspections.....	21
Violations.....	40

Training

Tech Rescue, Dive Training, Certification Courses
Total Training Hours.....1,577

Personnel

Firefighter/EMT Aaron Lienke Hired
POC Firefighter/EMT Matthew Kosky Hired
POC Firefighter Matthew Stofflet Hired
POC Firefighter Meredith Modine Hired
POC Firefighter Owen Heuer Hired

Significant Events

December 1 st	Vehicle Fire
December 2 nd	Motor Vehicle Accident with Injuries
December 4 th	Motor Vehicle Accident with Injuries
December 8 th	Vehicle Fire
December 8 th	Motor Vehicle Accident with Injuries
December 10 th	Motor Vehicle Accident with Injuries
December 11 th	Motor Vehicle Accident with Injuries
December 13 th	Carbon Monoxide Incident
December 20 th	Motor Vehicle Accident with Injuries
December 21 st	Mobile Home Fire
December 26 th	Motor Vehicle Accident with Injuries
December 30 th	Motor Vehicle Accident with Injuries

December 2024						
◀ November						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3 Kiwanis Meeting-Kreuziger	4	5	6	7 React to Active Shooter Presentation at Army Reserve Center - Retzlaff BD Police Charities Toy Drive Through
8	9	10	11 Dodge County Law Enforcement Executive Meeting-Kreuziger	12	13 Fox Valley Technical College Graduation-Kreuziger	14 Shop w/ Cops K9 Booth at Piggly Wiggly
15	16 Rotary Meeting-Kreuziger	17 Kiwanis Meeting-Kreuziger	18 Schneider K9 demo with OPK9 fundraiser event in Monona	19 BD Charities Community Dinner	20 Probation and Parole meeting-Kreuziger, Smedema	21
22	23 Walmart Meeting-Kreuziger	24	25	26	27	28
29	30	31				

**Summary of Tentative Agreement of Contract Changes
for a Successor to the 2022-2024 Collective Bargaining Agreement
between the Labor Association of Wisconsin, Inc. (LAW, Inc.)
and the City of Beaver Dam.**

The City's bargaining team (Nathan Thiel, Chief Kreuziger, and Steve Zach) met with the police union's bargaining team for two negotiating sessions and have reached the following tentative agreements. These terms have been ratified by the bargaining unit and are being submitted to the Common Council and Police and Fire Commission for approval.

The City's bargaining team recommends their approval. The following are changes to the terms of current collective bargaining agreement.

1. Term of the Agreement

- January 1, 2025 - December 31, 2026

2. Grievance Arbitration

- Language in Section 3.02 has been modified to reflect staffing issues at the WERC and to designate the Chair of the PFC as the appropriate contact person for notification.

3. Wages and Longevity

- The longevity section in Section 5.05 has been eliminated and the compensation from that schedule has been blended into the wage schedule in Section 5.01. Under the Section 5.01 wage schedule, employees will see an earlier accrual of the longevity monies through the steps outlined in Section 5.01. In addition, employees will receive the following base wage increases:

1/1/25	3%
7/12/25	1%
1/1/26	2%
7/1/26	2%

These increases fit within the 2025 budget parameters and with modeling for the 2026 budget. Blending longevity into the wage schedule allows the department to advertise a more accurate and attractive version of compensation to potential applicants. The base wage increases are consistent with settlements in comparable police units and allows the Department to remain competitive for applicants in an extremely tight market.

4. Language changes have been made to the overtime and compensatory time sections (6.01 and 6.06) to be more consistent with the Fair Labor Standards Act and to require payout of compensatory time at the end of each year.
5. The vacation accruals in Section 11.01 have been changed to match the vacation benefits provided to non-union employees. In exchange for payout of compensatory time at the end of each year, employees will be allowed to carry over seven days of vacation.
6. The funeral leave provisions in Section 14.01 have been changed to match the funeral leave benefits provided to non-union employees.
7. The holiday leave language in Section 16.02 has been modified to reflect current department practice.
8. The physical examination language in Article 24 has been eliminated because it has not been followed in a number of years and was not practical. The Chief retains the right to require an officer to submit to a fitness for duty examination if the Chief has an objective basis to believe that officer is not able to physically or mentally carry out his or her job duties.