

President Schwartz called the meeting to order at 6:31 PM.

1.0 Roll Call – Present: President Schwartz, Commissioners; Dzick, Mixon, Smyczek, Just. Trustee Liaison Riemer. Staff Present: Police Chief Cera, Fire Chief Jaskulski, Fire Captain Gardner and Police Lieutenant Jacobi. Audience present: Village President Besson and Trustee Bennett.

2.0 Approval of Minutes

2.1 December 16, 2025 Minutes – Motion (Dzick/Smyczek) to approve. Motion passed 5-0-0.

3.0 General Business

3.1 Election of Commission Officers

3.1.1 Secretary – Dzick volunteered. No nominations. A motion (Smyczek/Mixon) to elect Dzick to the office of Secretary for 2026. Motion passed 5-0-0.

3.1.2 President – Dzick nominated Schwartz. No other nominations. A motion (Dzick/Smyczek) to continue Schwartz in the position of President for 2026, a consecutive term. Motion passed 5-0-0.

3.2 Action Items

3.2.1 Adoption of revised Fire and Police Commission by-laws – Cera advised the clean version presented reflects previously suggested changes as well as the correct Municipal Code reference. Just asked that he be provided a draft copy outlining changes and an explanation as to why they were made. Cera advised he would provide that directly. No further discussion. A motion was made (Smyczek/Dzick) to approve the by-laws as presented. Motion passed 5-0-0.

3.2.2 Promotion of Police Captain – A motion (Smyczek/Dzick) to approve the promotion of Police Lieutenant (Operations) A. Henner to the position of Police Captain on a date to be determined by the Chief of Police subject to a one year probationary period. Motion passed 5-0-0.

3.3 Chiefs' Reports

3.3.1 Fire Department Report – Jaskulski noted that the report provides data through the end of 2025. He stated that staffing is fine but they will be losing ten employees this year. Dzick asked if that was an average number. Jaskulski replied that it was and that they are part-time employees seeking full time positions. It was asked where these employees were going to and Gardner replied; Milwaukee, Greenfield, West Allis, possibly Franklin and the majority Racine. Dzick asked if the impacts of Covid and increased training to achieve paramedic status have lessened and if the staffing level has stabilized to our normal model or if there were any issues. Jaskulski replied that the department is “keeping up” but that the experience level is “a safety factor.” Just asked if staff is scheduled to mix veteran with newer employees. Jaskulski replied it is hard to. Just asked if any attempts at retention were tried. Jaskulski indicated they were and asked for specific ideas. Just suggested having new hires sign contracts. Jaskulski advised that had been attempted, experience has shown them to be unenforceable and it

would drive potential candidates to the numerous other departments without it. Just asked if recruitment was also a problem. Jaskulski indicated that it was not, the department consistently does well and the full time staff have leveraged their networks built through their previous professional careers to bring in great candidates.

- 3.3.2 Police Department Report** – Cera advised the staffing plan is on schedule and barring any unanticipated resignations full operational staffing will be achieved in September.

3.4 Succession Planning – Fire Chief Promotional Process

- 3.4.1 Process Review** – Dzick stated that he felt the process for the Police Chief was successful but acknowledged some ambiguity as to role the panelists played. Schwartz explained that the ambiguity was a result of the commission lacking a full compliment. Both believed using the same process would be fully solvent given the commission is fully staffed. Dzick will create a document of who is to be involved and their role.

- 3.4.2 Forms Review** – Mixon advised the previous rubric was good and she could edit, or construct a new one if necessary, for this process.

- 3.4.3 Interview Question Development** – It was discussed that three documents are available for potential questions: the police chief questions, some recommended fire chief questions and general questions generated through an online source. Schwartz indicated that he would pool the documents and disseminate them to the commissioners for review prior to the next meeting. Schwartz also indicated he would locate and distribute the current job description.

4.0 Scheduling

- 4.1 Set: Date, Time and Location of next meeting** - Meeting date set for Tuesday, February 17, 2026 at 6:30 PM at the Village Hall (Board Room.)

- 5.0 Adjournment** - Motion (Smyczek/Mixon) to adjourn at 7:16 PM. Motion passed 5-0-0.



Prepared by: Eric R. Cera, Police Chief