



**CITY OF DELAFIELD
MEETING MINUTES
POLICE COMMISSION**

*Commissioners: Bradley Stocks (Chair), Jacob Berg, Michelle DeYoe, Jan Gerstner, Gerry MacDougall
Ex Officio Member: Ald. Jackie Valde*

March 22, 2023

5:30 PM

Public Safety Building
115 Main Street

**Minutes
DRAFT**

1. Call to Order

Chair Stocks called the Police Commission meeting to order at 5:30 p.m.

2. Pledge of Allegiance

The Pledge of Allegiance was recited.

3. Roll Call

Commissioners Present:

Gerry MacDougall
Bradley Stocks
Ald. Jackie Valde

Commissioners Present by Zoom:

Michelle De Yoe
Jan Gerstner

Commissioner Excused:

Jacob Berg

Also Present:

Landon Nyren, Acting Chief
Ryan Jacob, Sergeant

4. Approval of the following meeting minutes:

A. Approval of minutes of the [January 25, 2023](#) Regular Meeting.

Motion by MacDougall, seconded by Gerstner, to approve the January 25, 2023 minutes for regular meeting

All in favor. Motion carried.

5. Citizen Comments

No Citizen Comments

6. New Business

Discussion and possible action regarding the following:

A. Discussion and possible action on promoting Sergeant Ryan Jacobs to Lieutenant, effective 4/1/2023.

Chair Stocks stated the interview was conducted two weeks ago by a group of officers from other communities, along with Chair Stocks. Interview went very well. Chief Nyren and Chair Stocks recommend to move forward with the promotion of Sergeant Jacobs to Lieutenant.

DeYoe asked how long Jacobs has been with the Delafield Police Department. Jacobs replied 18 years with Delafield, and 4 years with previous agency in California; 22 years total as an officer.

There were four individuals who could have been promoted; but Jacobs was the only one who expressed interest in the position.

Motion by MacDougall, seconded by De Yoe, to promote Sergeant Ryan Jacobs to position of Lieutenant of Delafield Police Department effective April 1, 2023.

All in favor. Motion carried.

B. Update on the current hiring process and discussion on potential changes to future processes.

Nyren stated there will be a vacancy due to the retirement of Chief Kehl on March 31, 2023. Nine applicants had been invited to the interview process. Four completed the process, and two of those are solid applicants. Nyren and Jacobs would like to proceed with background checks on those two applicants. One applicant has a little bit of experience, and the other would be straight out of the academy but comes with recommendations from trusted individuals. One of those applicants would be selected after the backgrounds are completed.

Acting Chief Nyren explained the 3-hour written test may be turning candidates away, especially veteran officers. With the Commission's approval, Nyren is looking to investigate alternatives to the written test.

Stocks stated that in the past it worked well, but the employment environment is changing.

Ald. Valde asked what is the industry standard and what is the Police Departments objective.

Nyren stated that the industry standard varies. Delafield Police Department is the only one in the area that does a hand written test. There are several alternatives for standardized tests.

DeYoe would like to see what other departments are doing for the interview process and retention. A more in-depth interview process and changing the questions.

MacDougall suggested a multiple-choice test with a few scenario questions to be hand written.

Stocks suggested that the whole process be re-evaluated.

There was a consensus of the Commission to proceed with looking into other alternatives.

7. Adjournment

Having no further business, DeYoe made a motion, seconded by MacDougall, to adjourn the meeting.

All in favor. Motion carried.

The meeting was adjourned at 5:53 p.m.

Respectfully Submitted,

Crystal Turner

Deputy Clerk