



POLICE & FIRE COMMISSION MEETING AGENDA

MONDAY, JUNE 09, 2025 AT 4:00 PM

MUNICIPAL BUILDING – 106 JONES STREET, WATERTOWN, WI 53094 – ROOM 2044

1. CALL TO ORDER

2. APPROVAL OF THE MINUTES

- A. Police and Fire Commission minutes from May 12, 2025

3. POLICE

- A. Review and Take Possible Action: Hiring, Resignation and Promotional Updates
- B. Review and Discuss: Monthly Activity and Training Updates

4. FIRE

- A. Review and Discuss: Updates and Monthly Data Report
- B. Review and Discuss: Personnel Update
- C. Review and take possible action: Probationary member status; Will Favret and Cameron Bandomir

5. ADJOURN

Persons requiring other reasonable accommodations for any of the above meetings, may contact the office of the City Clerk at cityclerk@watertownwi.gov phone 920-262-4000

A quorum of any City of Watertown Council, Committee, Board, Commission, or other body, may be present at this meeting for observing and gathering of information only

WATERTOWN FIRE DEPARTMENT

Monthly Report | **April 2025**

Section 4, Item A.



Duty, Pride, Service



Greetings!

I want to share an update on a project we have worked on over the last two months: the review and update of our Mission, Vision, and Values (MVV). This project reflects our department's commitment to continuous improvement, clarity of purpose, and alignment with the evolving needs of our staff.

We began the update by engaging every member through an anonymous survey, providing a safe and open opportunity for all staff—regardless of rank or role—to share their thoughts on what our mission, vision, and values should include. These responses were compiled and analyzed to identify recurring themes, which became the foundation for our draft MVV statements.

Following this data collection, we formed an internal committee with representation from each crew and rank. This group was guided through a session to develop a final draft document that represents the the Watertown Fire Department. We are now entering a period of “living in” these draft statements through July. During this time, we are encouraging our team to reflect on how these guiding principles show up in our day-to-day work and decision-making. This allows us to assess alignment, identify any needed adjustments, and ensure that what we finalize is both meaningful and actionable. We are proud to share the current version of our MVV with you:

MISSION

We are devoted to serving our community with unwavering dedication by providing exceptional services to protect lives and property through a culture of trust, training, and teamwork.

VISION

We serve, grow, and adapt to our community by elevating excellence and driving progress.

VALUES – We Serve By:

- **Compassion** – Serving with empathy and a desire to relieve suffering.
- **Dedication** – Courageously serving each other and the community with the highest standards.
- **Integrity** – Doing the right thing when no one is watching.
- **Accountability** – Demonstrating that each person and their actions matter, while serving with professionalism, transparency, and a commitment to exceeding expectations.
- **Trust** – Showing respect and confidence in each other's intentions, fostering vulnerability-based trust where help can be sought without hesitation.

Chief Tanya Reynen



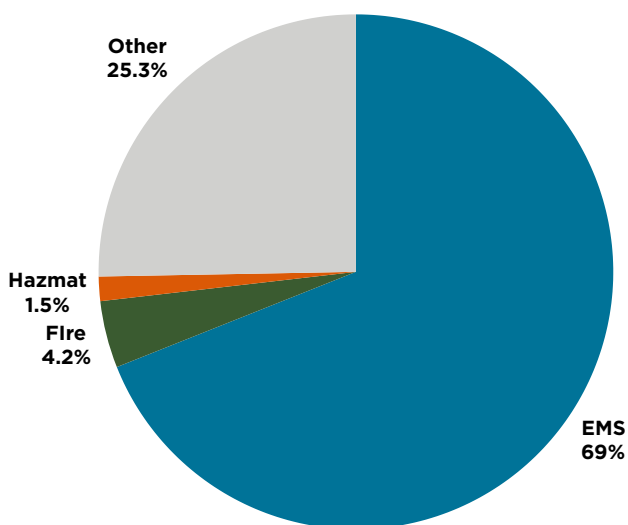
April 2025 Calls: 261
2025 Year to Date Calls: 1316

EMS	Fire	Haz-Mat	Other
180	11	4	66

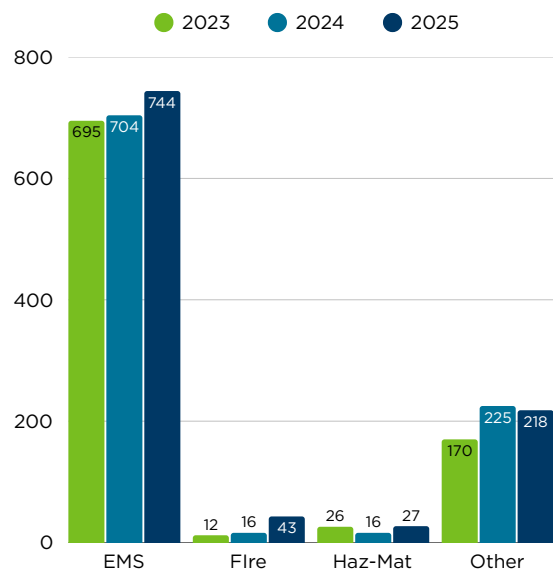
April Incidents by Year

2023	2024	2025
219	221	261

April Incident Percentages



Year-to-Date Incidents by type



90th % Response Times

90th Percentile TURN OUT TIME
(Alarm>EnRoute)

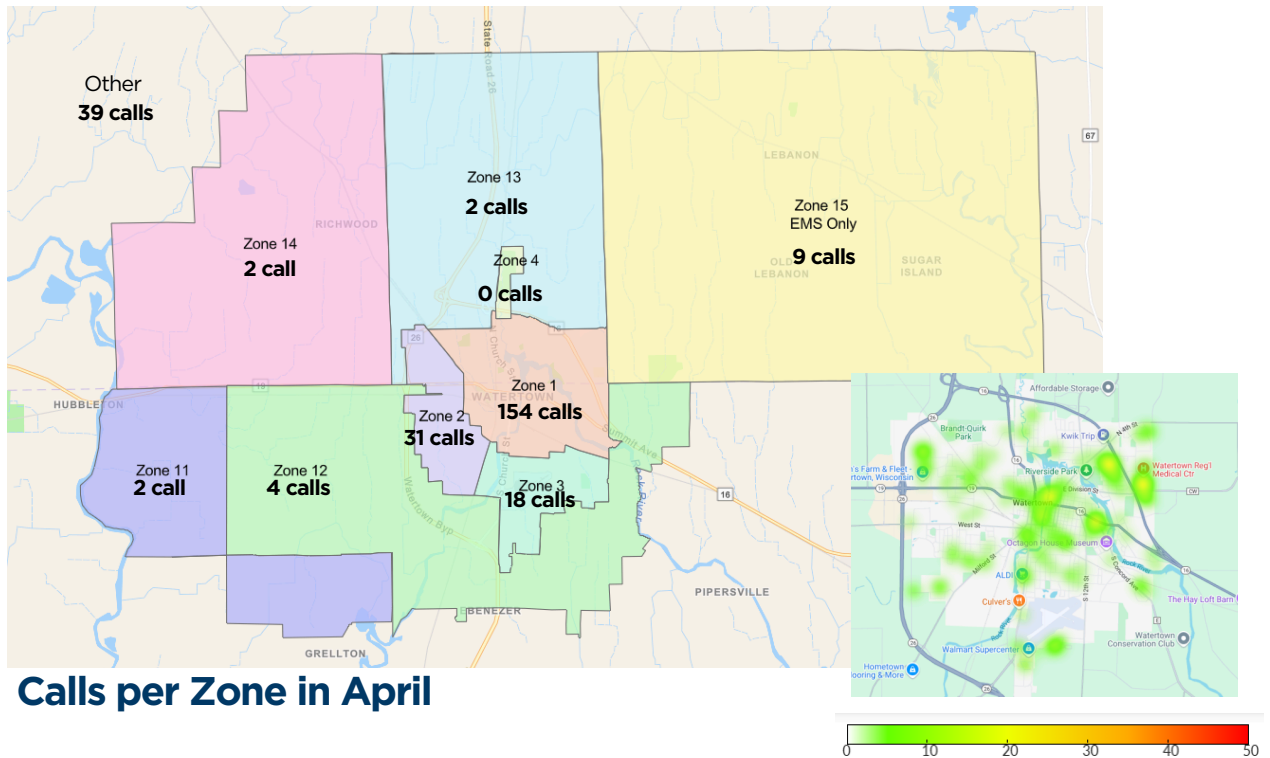
2:30

NFPA 1710 Benchmarks Turnout time
 EMS: 60sec. Fire: 1:20

90th Percentile TRAVEL TIME
(Alarm>First Unit Arrival)

6:45

NFPA 1710 Benchmarks Travel time
 6:00



Simultaneous Calls for the Past Three Years

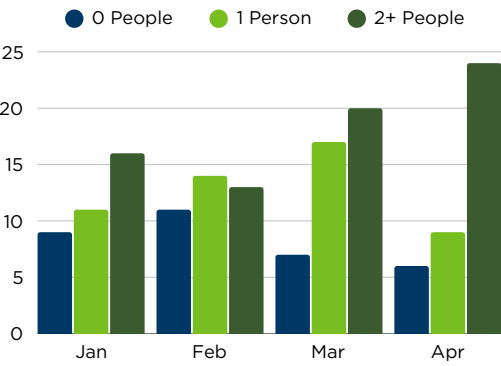
This means that the crew is out on more than one call at the same time.

	2023		2024		2025	
January	39	17%	52	19%	79	28%
February	48	20%	39	18%	63	28%
March	39	18%	52	22%	93	32%
April	37	17%	31	14%	74	28%
May	45	18%	47	20%		
June	46	17%	68	27%		
July	63	22%	57	24%		
August	50	19%	50	22%		
September	47	18%	66	25%		
October	47	19%	57	22%		
November	51	21%	64	28%		
December	74	27%	58	28%		

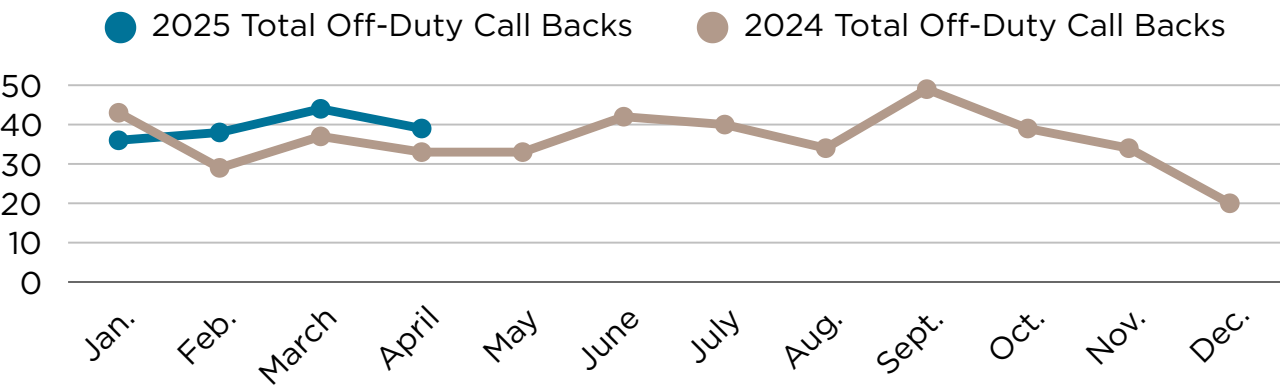
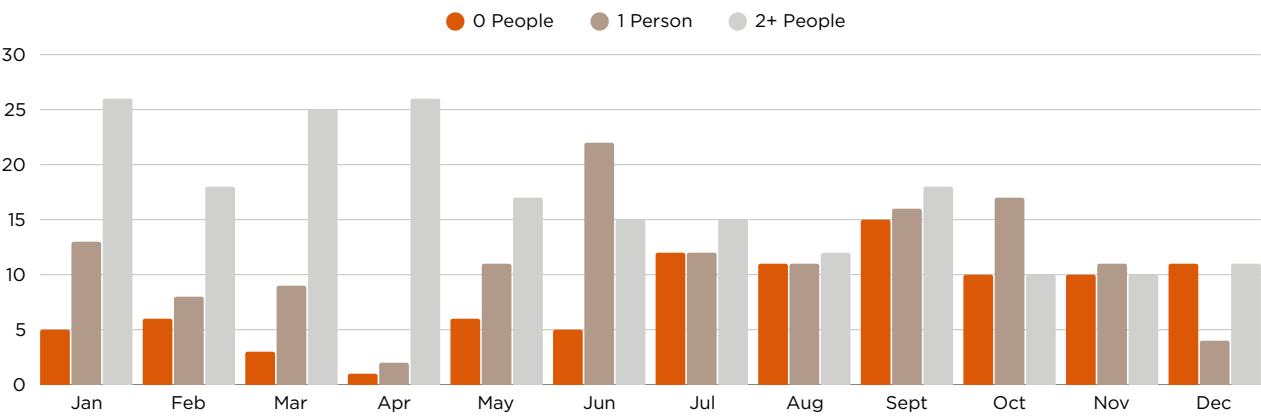
April Off-Duty Callback Occurrences

Number of People	0	1	2+	Total
Count	6	9	24	39

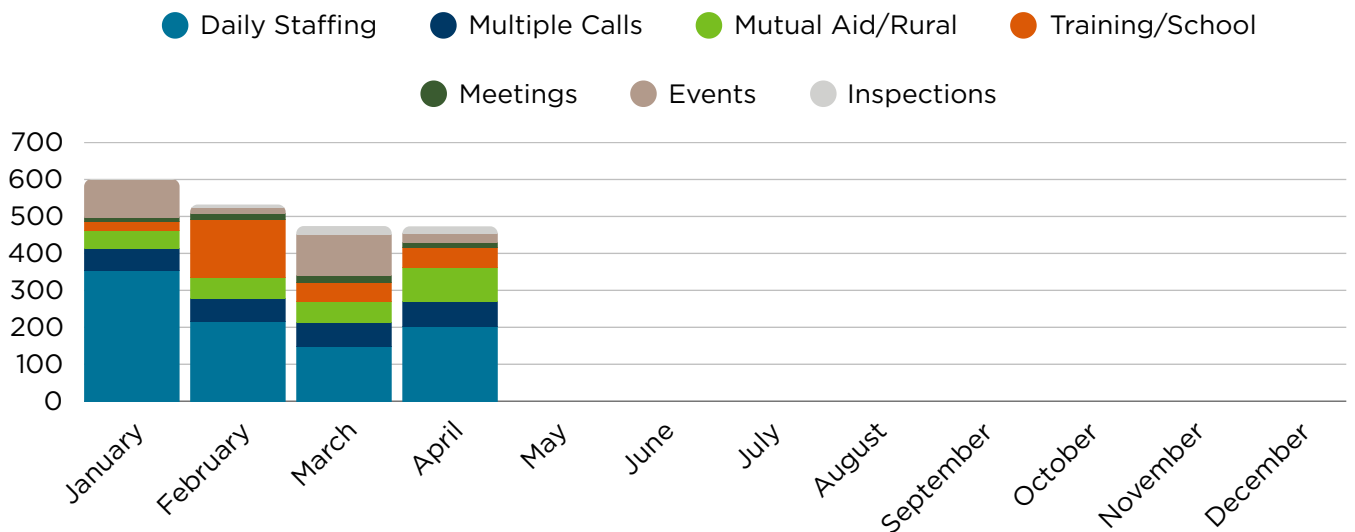
Off-Duty Callback Occurrences 2025



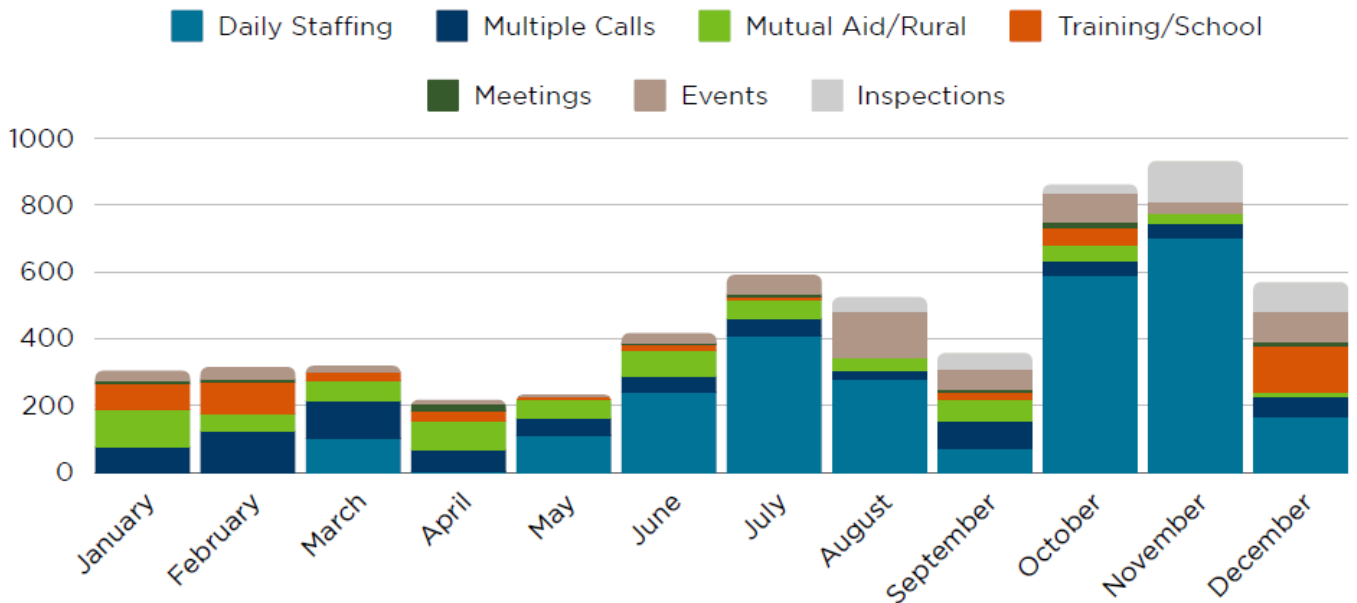
Off-Duty Callback Occurrences 2024



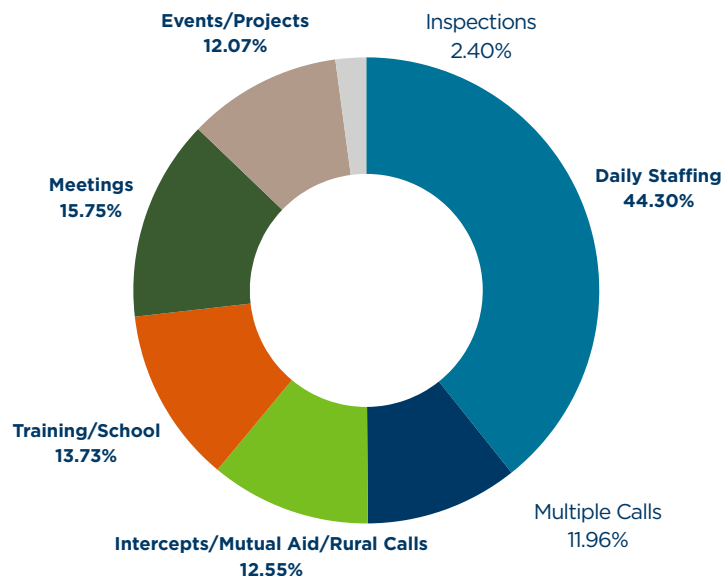
2025 Total Monthly Overtime Hours



2024 Total Monthly Overtime Hours



Year to Date Overtime Percentage



Training Highlights

EMS Refresher-Medical Emergencies & QA

Aerial Operations

Cribbing and airbag training used in vehicle extrication



The crew held a mock tornado drill at City Hall for severe weather awareness week.

Members of the WFD came together with Clifton Strengths to come up with a new Mission, Vision, and Value statement



Congrats to BC Chad Butzine on receiving the American Legion 2nd District FF of the year award

A huge thank you to Blain's Farm & Fleet for their generous donation of brand new tools for the new fire station.

Incident Highlights

4 Mutual Aid Fires

2 Structure Fires

2 Brush Fires

2 Grass Fires

1 Chimney Fire

12 False Alarms

12 MVC

18 Lift Assists

2 Animal Rescues

Public Relation Highlights

Fire Drills

Student Ride-a-longs

WHS Children's Fair

WCTC Open House



A big thank you to Immanuel Women of the ELCA for the donation of kitchen goods for the new station

New Fire Station Progress

Elevator installation and flooring continued, HVAC balancing was completed, concrete poured at the front entrance, and building signage installation was underway. Asphalt laid outside, flagpole installed, and testing of the overhead doors. Construction cleaning began. We're getting closer to the finish line. Move in slated for May.

