



MINUTES
CITY OF WAUPUN
Police & Fire Commission (PFC) Meeting
Waupun Safety Building – 16 E. Main Street, Waupun
Wednesday, February 04, 2026 at 4:30pm

Upon reasonable notice, efforts will be made to accommodate disabled individuals through appropriate aids and services. For additional information, contact the City Clerk at 920-324-7915.

CALL TO ORDER

Meeting convened at 4:33pm by PFC President.

ROLL CALL

Present: John Bett (PFC Vice President), WFD Chief BJ DeMaa, Bobbi Jo Kunz (Council Member-Ex Officio), Tara Rhodes (PFC Citizen/Secretary), Mike Thurmer (PFC Citizen/President)

Member(s) absent (excused): Bambi Buchholz (PFC Citizen), Teresa Heidemann (PFC Citizen),

Guests: N/A

MINUTES FROM PREVIOUS MEETINGS

Minutes from October 15, 2025, meeting presented for approval. Motion to approve minutes as submitted at 4:34pm by J. Bett and T. Rhodes second; all in favor, motion passed.

Minutes from October 29, 2025, special meeting presented for approval. Motion to approve minutes as submitted at 4:35pm by J. Bett and T. Rhodes second; all in favor, motion passed.

GENERAL DISCUSSION AND EXCHANGE OF INFORMATION CONCERNING THE NORMAL OPERATIONS OF THE WAUPUN POLICE DEPARTMENT and WAUPUN FIRE DEPARTMENT

WPD Chief Rasch provided the following update:

Staffing:

- Officer Hensen successfully completed field training, assigned to 3rd shift patrol
- Officer Roberts successfully completed his probationary officer status
- Officer Cupery was not retained as a fulltime employee
- Recently started recruitment for officer

Training:

- In November, dept-wide completion of firearms training; Officer Halverson completed K9 and SWAT training; Det. Konkel completed the Detective Academy and Officer Effert completed 420 for Patrol training.
- In December, dept-wide completion of Taser annual update and Firearms Training; Lt. Navis completed Field Training Supervision; Det Konkel/Officers Warner/Hensen completed Active Shooter Incident Management training; Officer Effert completed Reid Interview/Interrogation.
- In January, the FDL County Inservice welcomed 126 personnel and was held at the FDL County Public Safety Training Center. Also in January, Lt. Kreitzman completed FBI LEEDA Supervisor Leadership Institute, Lt. Navis completed Formal/Informal Performance Evaluation training and Officer Effert completed Cellular Phones/Data Criminal Investigations training.

Recognition:

- At the Department Awards Luncheon the following awards were presented: Commendation Award-PSLO Graham Dumke, Life Saving Award-Officer Emma Effert, Military Veteran Pin-Officer Charles Hensen, Investigator Pin-Detective Krystal Konkel, Field Training Officer Pin-Officer Alex Warner and Officer Dean

Hopp, Field Training Supervisor Pin-Lieutenant Mike Navis, Drug Task Force Pin-Officer Jaret Knudson, Training Instructor Pin-Officer Adam Schnell

Operations:

- In 2025, the WPD received 10,583 Calls for Service, made 242 Arrests and had a total of 630 Open Records requests (resulting in 679.75 working hours). This is an increase in all statistics compared to 2024
- Senior Citizen Police Academy is going well, and staff are engaged in the process
- Work continues with Policy and Procedure vendor/development; approximately 45% has been completed
- WPD nominated Heritage Ridge Travel Plaza/Renae Braatz for the 2025 Dodge County Law Executive Association Corporate Citizen; the nomination was approved

Investigations:

- In 2025, there were 25 Cellebrite Downloads and analysis (digital forensics).
- Two local embezzlement cases completed, both with felony charges sent/subjects charged
- Active burglary case (tools)
- Completed cases with sentencing related to homicide, stalking and sexual assault.

WFD Chief DeMaa provided the following update:

Staffing/Recognition:

- Fire – 30 of 31 positions filled
 - o Two Youth Apprentice students
 - o Abel Kooima and Vicki Antoni (Nelson) have passed their 1-year probation
 - o Abel received the 2025 Educator of the Year award through the WI State Fire Inspectors Association (nominated for his work with the Fire Department's Social Media accounts)
- EMS – 10 of 14 positions filled
 - o One firefighter taking refresher course before the National Registry test
 - o One firefighter taking the EMR class through Mayville EMS in spring
 - o Steve Metz has passed one-year probation
 - o Lance Thomas received the 2025 EMT of the Year award through the WI EMS Association (nominated for his work stepping into a leadership role for our EMR group and helping work through the transition to an EMT-B level service)

Operations (Fire):

- Merging of the two fire departments was finalized and went into effect 1/1/2026
- Continue to work through ordinance updates in the city and complete adoption in the townships.
- Interoperability Radio Grant was completed through the WI Office of Emergency Communications. The grant amount totals \$59,425.63 with 80% of the cost covered by the grant and 20% being the local match. We are pursuing this grant proactively as a result of radio system work being done in Dodge County and anticipated radio changes in Fond du Lac County.
- The Paid-On-Call compensation policy for firefighters and EMRs was finalized and approved by the Common Council. This policy is work that was done alongside the fire department merger.
- New SCBAs were ordered. This purchase is to replace the SCBAs that are expiring in 2025 and 2026.
- 2% dues audit was completed. The department received a "substantially compliant" score. The 2% dues audit looks at compliance with fire incident reporting, fire inspections, public education, and training.
- Fire Calls: The training that we did with DCI and WCI last summer paid dividends in November when we received a call for a fire in the Behavioral Health Unit building. Understanding the check-in process and the layout of the facility within the walls, aided in a quick set-up.

Operations (EMS):

- Application was submitted to the WI Dept. of Health Services to upgrade our service level. This would allow us to transport patients when Lifestar does not have a unit available.

Recognition:

- The following individuals were recognized for service milestones at the annual banquet: Todd Bille-20 years of service (YOS), Cole Daniels-20YOS, Cliff Teletzke-20YOS, Andy Stelsel-20YOS, Joab Homan-15YOS, Shawn Turnes-10YOS

Community Outreach:

- LUCAS demonstration at the Waupun High School
- Food drive for Food Pantry - \$3,900 raised, 2,400# collected
- Pizza delivery alongside Tony's Pizza – 70 batteries handed out
- Breakfast with Santa event was held alongside the Police Department. Approximately 80-100 people attended the event.
- Cub Scout visit

FUTURE MEETINGS AND GATHERING INVOLVING THE POLICE AND FIRE COMMISSION

The next regularly schedule Commission meeting is May 6, 2026, at 4:30pm in the Waupun Safety Building. The PFC meets quarterly, at minimum. If necessary, please send any agenda requests to Chief DeMaa or Chief Rasch so appropriate preparation(s) can be made.

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ADJOURNMENT

Motion at 5:36pm to adjourn meeting made by J. Bett and T. Rhodes second; all in favor, motion passed.

Respectfully submitted,
Tara Rhodes, Secretary