



City of Waukesha

City Hall,
201 Delafield Street
Waukesha, WI 53188

Meeting Minutes

Board of Police and Fire Commissioners

Monday, December 8, 2025

5:00 PM

Waukesha Fire Department - Fire Station No. 1

Members Present: Chairperson Lori Fabian, Curt Otto, Therese Suslick, John Arneson

Members Absent: David Houston

Staff Present: Police Chief Daniel Thompson, Fire Chief Robert Goplin, Kathy Stefan

1. **Call to Order** – 5:01 pm

2. **Approval of Minutes October 27, 2025**

MOTION BY SUSLICK TO APPROVE THE MINUTES OF OCTOBER 27, 2025 SECOND BY OTTO

MOTION - **Carried**

3. **Correspondence** – None

4. **Police Department Personnel - Police Chief Employee Status Report**

a. Matter of Report – Retirement of Patrol Officer Damiel Mailloux effective January 1, 2026.

b. Matter of Report – Resignation of Patrol Officer Katherine Watson effective November 20, 2025.

c. Completion of Probation of Patrol Officer – Item held, to be taken up at future meeting.

d. Completion of Probation of Assistant Chief James T. Hoffmann effective January 11, 2026.

MOTION BY SUSLICK TO APPROVE THE APPOINTMENT OF ASSISTANT CHIEF JAMES T. HOFFMANN TO BE CERTIFIED FOR A REGULAR POSITION AT THE WAUKESHA POLICE DEPARTMENT EFFECTIVE JANUARY 11, 2026. ASSISTANT CHIEF HOFFMANN WILL COMPLETE HIS ONE-YEAR PROBATIONARY PERIOD EFFECTIVE JANUARY 11, 2026. HE HAS RECEIVED A SATISFACTORY EVALUATION BY HIS SUPERIORS AND HAS COMPLETED THE REQUIRED DRUG SCREEN. SECOND BY OTTO

MOTION – **Carried**

e. Completion of Probation of Captain Joseph D. Hendricks effective January 11, 2026.

MOTION BY OTTO TO APPROVE THE APPOINTMENT OF CAPTAIN JOSEPH D. HENDRICKS TO BE CERTIFIED FOR A REGULAR POSITION AT THE WAUKESHA POLICE DEPARTMENT EFFECTIVE JANUARY 11, 2026. CAPTAIN HENDRICKS WILL COMPLETE HIS ONE-YEAR PROBATIONARY PERIOD EFFECTIVE JANUARY 11, 2026. HE HAS RECEIVED A SATISFACTORY EVALUATION BY HIS SUPERIORS AND HAS COMPLETED THE REQUIRED DRUG SCREEN. SECOND BY ARNESON

MOTION – **Carried**

- f1. Completion of Probation of Lieutenant Ian R. DeKarske effective January 11, 2026.

MOTION BY ARNESON TO APPROVE THE APPOINTMENT OF LIEUTENANT IAN R. DEKARSKE TO BE CERTIFIED FOR A REGULAR POSITION AT THE WAUKESHA POLICE DEPARTMENT EFFECTIVE JANUARY 11, 2026. LIEUTENANT DEKARSKE WILL COMPLETE HIS ONE-YEAR PROBATIONARY PERIOD EFFECTIVE JANUARY 11, 2026. HE HAS RECEIVED A SATISFACTORY EVALUATION BY HIS SUPERIORS AND HAS COMPLETED THE REQUIRED DRUG SCREEN. SECOND BY SUSLICK

MOTION – **Carried**

- f2. Completion of Probation of Lieutenant Brady T. Esser effective January 11, 2026.

MOTION BY SUSLICK TO APPROVE THE APPOINTMENT OF LIEUTENANT BRADY T. ESSER TO BE CERTIFIED FOR A REGULAR POSITION AT THE WAUKESHA POLICE DEPARTMENT EFFECTIVE JANUARY 11, 2026. LIEUTENANT ESSER WILL COMPLETE HIS ONE-YEAR PROBATIONARY PERIOD EFFECTIVE JANUARY 11, 2026. HE HAS RECEIVED A SATISFACTORY EVALUATION BY HIS SUPERIORS AND HAS COMPLETED THE REQUIRED DRUG SCREEN. SECOND BY OTTO

MOTION – **Carried**

- g1. Completion of Probation of Sergeant Jay M. Carpenter effective January 11, 2026.

MOTION BY OTTO TO APPROVE THE APPOINTMENT OF SERGEANT JAY M. CARPENTER TO BE CERTIFIED FOR A REGULAR POSITION AT THE WAUKESHA POLICE DEPARTMENT EFFECTIVE JANUARY 11, 2026. SERGEANT CARPENTER WILL COMPLETE HIS ONE-YEAR PROBATIONARY PERIOD EFFECTIVE JANUARY 11, 2026. HE HAS RECEIVED A SATISFACTORY EVALUATION BY HIS SUPERIORS AND HAS COMPLETED THE REQUIRED DRUG SCREEN. SECOND BY ARNESON

MOTION – **Carried**

- g2. Completion of Probation of Sergeant Brandon D. Danowski effective January 11, 2026.

MOTION BY ARNESON TO APPROVE THE APPOINTMENT OF SERGEANT BRANDON D. DANOWSKI TO BE CERTIFIED FOR A REGULAR POSITION AT THE WAUKESHA POLICE DEPARTMENT EFFECTIVE JANUARY 11, 2026. SERGEANT DANOWSKI WILL COMPLETE HIS ONE-YEAR PROBATIONARY PERIOD EFFECTIVE JANUARY 11, 2026. HE HAS RECEIVED A SATISFACTORY EVALUATION BY HIS SUPERIORS AND HAS COMPLETED THE REQUIRED DRUG SCREEN. SECOND BY SUSLICK

MOTION – **Carried**

5. Fire Department Personnel - Fire Chief Employee Status Report

- a. Completion of Probation of Assistant Chief Timothy Fleming effective January 4, 2026.

MOTION BY SUSLICK TO APPROVE THE APPOINTMENT OF ASSISTANT CHIEF TIMOTHY FLEMING TO THE REGULAR POSITION OF ASSISTANT CHIEF EFFECTIVE JANUARY 4, 2026. ASSISTANT CHIEF FLEMING HAS COMPLETED THE REQUIRED TWELVE-MONTH PROBATIONARY PERIOD. SECOND BY OTTO

MOTION - **Carried**

- b1. Completion of Probation of Firefighter/Paramedic Brian Cutberth effective January 22, 2026.

MOTION BY OTTO TO APPROVE THE APPOINTMENT OF FIREFIGHTER/PARAMEDIC BRIAN CUTBERTH TO THE REGULAR POSITION OF FIREFIGHTER/PARAMEDIC SUBJECT TO THE SUCCESSFUL 18-MONTH PROBATIONARY EVALUATION TO BE COMPLETED BY JANUARY 22, 2026. SECOND BY ARNESON

MOTION – **Carried**

b2. Completion of Probation of Firefighter/Paramedic Robert Reid effective January 22, 2026.

MOTION BY ARNESON TO APPROVE THE APPOINTMENT OF FIREFIGHTER/PARAMEDIC ROBERT REID TO THE REGULAR POSITION OF FIREFIGHTER/PARAMEDIC SUBJECT TO A SUCCESSFUL 18-MONTH PROBATIONARY EVALUATION TO BE COMPLETED BY JANUARY 22, 2026. SECOND BY SUSLICK

MOTION – **Carried**

b3. Completion of Probation of Firefighter/Paramedic Nicholas Johnsen effective January 22, 2026.

MOTION BY SUSLICK TO APPROVE THE APPOINTMENT OF FIREFIGHTER/PARAMEDIC NICHOLAS JOHNSEN TO THE REGULAR POSITION OF FIREFIGHTER/PARAMEDIC SUBJECT TO A SUCCESSFUL 18-MONTH PROBATIONARY EVALUATION TO BE COMPLETED BY JANUARY 22, 2026. SECOND BY OTTO

MOTION – **Carried**

c. Extension of Probation of Firefighter Colt Cofta.

MOTION BY OTTO TO APPROVE AN EXTENSION TO THE PROBATIONARY PERIOD OF FIREFIGHTER COLT COFTA FOR A TIME PERIOD ANTICIPATED TO END ON OR BEFORE AUGUST 31, 2026 TO COMPLETE PARAMEDIC LICENSURE REQUIREMENTS, WHICH IS A CONDITION OF HIS EMPLOYMENT. SECOND BY ARNESON

MOTION – **Carried**

6. **Old Business**

- a. Patrol Officer Recruitment Update 2025-2 – Anticipate being fully staffed by mid-January.
- b. Firefighter Recruitment Process Update 2025 – Interviews scheduled for immediately following regular business meeting. One vacancy at the present time.

7. **New Business**

- a. Police Department Report – Nothing to report.
- b. Fire Department Report – Nothing to report.

8. **Convene in Closed Session**

MOTION BY SUSLICK TO CONVENE IN CLOSED SESSION PURSUANT TO WISCONSIN STATE STATUTES 19.85(1)(c) FOR THE PURPOSE OF INTERVIEWING APPLICANTS FOR THE POSITION OF FIREFIGHTER. SECOND BY OTTO

ROLL CALL VOTE: OTTO – AYE; SUSLICK -AYE; ARNESON – AYE

MOTION - **Carried**

9. **Reconvene in Open Session**

MOTION BY SUSLICK TO RECONVENE IN OPEN SESSION. SECOND BY ARNESON

ROLL CALL VOTE: OTTO – AYE; SUSLICK – AYE; ARNESON – AYE

MOTION - **Carried**

10. **Action on Matters Discussed in Closed Session**

MOTION BY SUSLICK TO APPROVE CANDIDATES INTERVIEWED. SECOND BY ARNESON

MOTION – **Carried**

11. **Adjourn** - MOTION BY ARNESON TO ADJOURN SECOND BY OTTO

MOTION – **Carried** Meeting adjourned at 7:16 pm

Respectfully submitted,

Kathy S. Stefan

Kathy S. Stefan
Recording Secretary