

Police Commission Meeting

August 21, 2012 at 6:00pm

Location: Ripon City Hall

Purpose: Interview of Police Officer Candidates

Call to Order Dennis Cotton, Second by Jon

Roll Call, Present: Dennis Cotton, Jon Heatley, Danny Lee, Julia Messitte, and Brian Skamra.

Special Guest: Dan Parks, past president of Ripon Police Commission.

Review the duties and policies of the Police Commission of Ripon with special attention given to interview process.

- Disciplinary Issues
 - Police Chief usually handles
 - Citizen complaints to Police Commission
- Police Chief Reports at meeting
 - Gather information and review police department performance and needs
- Citizen Complaints and responses
- Public Hearings
 - Evidentiary hearing
 - Review documents and evidence
 - Chance of complainant to testify
 - Chance for accused to testify and bring legal counsel if needed
- Appeals of Termination
- Decisions of Police Commission can be reviewed by Appeals Courts
- Interview process of candidates for police commission
 - Determine if they are qualified to serve the community
 - Commission does not hire the Police Chief hires, we are a filter of the applicants
 - Goal create an eligibility list (available for 18 month period)
 - Concerns:
 - Terminations
 - Immaturity
 - Lack of experience
 - Commission looks at candidate with "citizen eyes" not expected to be experts of police officer qualifications but their ability to not only act as a police officer but as a good citizen of the community.
- Dan parks distributed a list of past questions presented to police candidates. The Commission discussed the questions and presented questions each had developed. A group of questions was selected to be asked to each candidate in order to insure fairness and a measurable standard for qualifying or disqualifying candidates.
- The meeting was adjourned in order to start the interview process.

Interview Questions:

Why are you interested in the position?

How do you feel about moving to Ripon?

Have you worked in a college environment and had interaction with disorderly students?

Have you worked in a small town?

Responded to severe accident, injuries, loss of life?

What do you expect to see for small town police issues in Ripon?

How do you feel about giving tickets for minor traffic violations? Insure safe driving in community

Have you worked an off shift?

Have you had to work much overtime?

Have you worked with the coordinated effort with the County Sheriff, State Patrol, or FBI or Secret Service?

1. Definition of Community policing? What does that mean to you? How would you apply it to Ripon?