Village of Hobart
Meeting Minutes – Wednesday, January 14, 2026 @ 6:00 PM
Village of Hobart Office
2990 S. Pine Tree Rd.
Hobart, WI 54115

Call to Order
The meeting was called to order by John Shimek at 6:00 PM.

Roll Call
Commissioners John Shimek, Ron Jaeger, Don Hedrick, Dave Konshak, and Larry Potter were present. Chief Renkas was in attendance.

Approval of Agenda and Certification of the Open Meeting Law Agenda Requirements
A motion to confirm certification of the open meeting law agenda requirements and approval of the agenda was made by Ron Jaeger and seconded by John Shimek at 6:01 PM. All in favor; motion carried.

Approval of Meeting Minutes
A motion was made at 6:02 PM to approve the minutes of September 29, 2025. Motion made by Don Hedrick and seconded by Dave Konshak. All in favor; motion carried.

Old Business
There was nothing on the agenda. No new discussions emerged.

New Business

Applicant Qualification Determinations (Agenda #4)
Chief Renkas reviewed the department's Recruitment, Selection, and Promotion policy, which had been supplied to commission members for review ahead of time. Several points of clarification developed during the review.

John Shimek asked about the difference between the selection of sworn and civilian employees. Chief Renkas explained that the process for civilian employees does not involve the commission. Commissioners discussed the requirement that applicants for sworn positions must be 21 years of age, agreeing it is a good standard. Don Hedrick asked for clarification on the language on page 2 of the policy whereby the commission may "suspend, substitute, or bypass all rules and procedures of the hiring and/or promotion process." Some examples of when this might be utilized were discussed. Don also asked about language on page 6, point 8. a., where it says the chief selects candidates from an eligibility list supplied by the commission. No motions were made to initiate any changes.

Chief Renkas shared that prospective officer candidates sometimes voluntarily disclose prior drug use early in the hiring process. The commission discussed at length whether a matrix or guidelines for disqualification should be established relative to how recently the candidate used the drugs while considering the severity, or schedule, of the drug. Formal guidelines were not established,

though the commission was unanimous that it would weigh prior use heavily on a case-by-case basis.

Code of Conduct (Agenda #5)
Chief Renkas reviewed the Code of Conduct policy for reaffirmation. It had been supplied to commission members for review ahead of time. The only changes, recommended by Larry Potter, centered on changing the mention of "Town" to "Town/Village" on page 3 (4. a.), page 6 (11. g.), and page 10 (20. b. (3)).

Election of Commission Officers (Agenda #6)
The commissioners discussed positions for the year. John Shimek is currently the president, Larry Potter is currently the secretary, and the vice president position is vacant due to a member leaving the commission late in 2025. John Shimek and Larry Potter voiced a desire to continue in their current roles.

Larry Potter made a motion to nominate John Shimek for another term as president. It was seconded by John Shimek. All in favor; motion carried.

Don Hedrick made a motion to nominate Larry Potter for another term as secretary. It was seconded by Larry Potter. All in favor; motion carried.

John Shimek made a motion to nominate Dave Konshak for the position of vice president. It was seconded by Ron Jaeger. All in favor; motion carried.

General Updates (Agenda #7)
Chief Renkas reviewed the department's strategic plan and related content, explaining that it took a year to form. Community surveys could have been more plentiful, though the responses that came back contained consistent feedback. The strategic plan, like the other documents, had been supplied to commissioners ahead of time for review.

Adjournment
A motion to adjourn the meeting was made at 7:30 PM by John Shimek, seconded by Ron Jaeger. All in favor; motion carried.