



MINUTES OF THE POLICE AND FIRE COMMISSION

**THURSDAY, MAY 24, 2018, 3:45 PM
CITY HALL, ROOM 310**

A. ROLL CALL.

B. ORDER OF BUSINESS.

I. COMMENCE PROCEEDINGS BY SETTING MATTER FOR HEARING

In the Matter of the Charges Filed Against Police Captain Todd LePine,
Respondent

By Police Chief Andrew Smith,
Complainant

The City of Green Bay Board of Police and Fire Commissioners will convene the hearing in the above-entitled matter pursuant to Wis. Stat. Section 62.13(5)., and the City of Green Bay Board of Police and Fire Commissioners Rules of Procedures for Disciplinary Hearings, and may adjourn or reconvene as may be necessary on that day.

At this hearing session, the Board will address scheduling matters, setting times for the filing of stipulations and motions, addressing evidentiary issues and such other administrative procedural matters as may be appropriate.

Prior to this hearing session, the Board by its President and legal counsel, may conduct one or more pre-hearing conferences by telephone or as otherwise provided by rule. Matters not resolved during such conferences shall be addressed in the hearing session

The Commission may, during course of this hearing, adjourn to closed session for one or more of the following purposes, authorized as noted by the Wisconsin Statutes: Deliberating concerns of the case which is the subject of the quasi-judicial hearing, Wis. Stat. 19.85(1) (a); Conferring with legal counsel with respect to litigation, Wis. Stat. 19.85(1) (g).

The Commission may thereafter reconvene into open session.

The Commission addressed scheduling matters, set times for filing stipulations and motions and addressed evidentiary issues. The hearing for this matter will be held on December 13 and December 14, 2018.

C. ADJOURNMENT.

Moved by Commissioner Marian Boyle-Rohloff, seconded by Commissioner Nancy Schopf to adjourn. Motion carried.

Yes- Marian Boyle-Rohloff, Nancy Schopf, Rod Goldhahn, Warren Wanezek, No- None, Abstain- None

VERBATIM MINUTES

- I'd like to call the May 24th meeting of the Police and Fire Commission to order. Start with role call. Commissioner Schopf?

- Here

- Commissioner Rohloff?

- Here. Commissioner Wanezek?

- Here. and Commissioner Goldhahn?

- Here. I'm first approval of the agenda. You received the agenda in the mail. The only additional item I saw there was setting the date and time for the next meeting so that's the only addition. But I do reserve the option to move things around to reflect getting some of them more meaty items done while Commissioner Rohloff is still with us. So with that as our motion to approve?

- So moved. Moved by Commissioner Wanezek. Is there a second?

- Second Seconded by Commissioner Rohloff. All of those in favor?

- [Group] Aye

- Opposed? Alright. I'm gonna just dispense with the approval of minutes. I'd like to go right into the report from the chiefs.

- Okay hang on a second, advance through.

- Okay.

- That's the president's report, alright, report from the chiefs.

- Alright and I'll start with Chief Litton, and since it was a private conversation I won't say the names, but I do wanna say that at the graduation for the firefighter candidates, the family of one of the candidates came in and said in a conversation with their youngster, I'll say youngster since there's both men and women. They asked them where they wanted to work because they had offers from multiple jurisdictions and the answer was I wanna work for Chief Litton, I wanna go to Green Bay. I thought it was important to have that on the record so congratulations Chief.

- Nice.

- Alright, your floor.

- Just along those lines, the probationary firefighters know the former recruits, but now probationary firefighters have been out for a month. By all accounts they are doing really really good out there. We do evaluate them every month. They're in a probation cycle just to make sure that if there's anything that pops up on the street that we can address it right away. Sometimes it takes moving an individual to another station but that's automatically built into the cycle, so we consider them what we call sacred cows right now, so they can't be bumped or moved out of the station. So they get the full environment of being in a big station and in a lighter truck and an outline station and so forth. But they're doing really good, I don't expect there to be any issues whatsoever. They've done great through their recruitment and they've started off just as well off of their probation, so I'm happy to report that. Another thing I have is just a reminder that the battalion chief process is next week, Wednesday May 30th, Friday June 1st, and then the following Monday, June 4th at eight o'clock. We did have one candidate fall out of the process, or voluntarily withdrew from the process, so we have taken that candidate out. It is on the last day, on the fourth, so that day will end a little sooner. We should be done by about 12:30 on the fourth. Just real quiet purposes for a commissioner.

- And we're in this building?

- Yes, we'll have a schedule of which rooms, you'll be static in eight rooms.

- Okay

- They're gonna be moving around but you'll be set.

- Okay

- Other than that I have nothing else to report.

- Let's wait for the chief?

- That's just you guys right?

- No.

- Okay.

- Alright.

- Crime is down, it continues to be down nicely, seven percent last week, total overall crime here today which is great for us. Violent crime is up a tick, it's not a significant tick, but overall went down seven percent. Motor vehicle theft is something that's increased, we didn't have any last week but so far this year we've been way off from where we were. Aggravated assaults are up and sexual assaults are up. No serials, no series of those. Most of those involve consensual relationships between kids in school that aren't old enough to consent, which we are obligated to take reports for of course. We talked a little bit about making some changes in the organizational structure where we're moving the captains back to the watches, three captains back to the watches, in anticipation of having the sergeants approve. We've got a sergeants list that's ready to go here and I'm hoping that we'll be able to get that approved. We can make the sergeants get them about three solid weeks of training, square them in, assuming everything goes as hoped here and we'll have the work chart changes, and moving around some of the captains. Five new officers were hired this week, and are going through their

internal training now. They'll be out on the field in about three weeks. Five new police dogs were hired, were trained up and introduced to the community yesterday, bringing our total to seven which is by far the largest number of dogs we've had in the time we've been here. We're still looking to hire people, they did a series of interviews today. We're gonna continue that process and look at another test probably late summer, early fall. Because we have some openings now and probably about eight after all these folks are on the books. Looking to lose maybe another ten people by Christmas time. We'll be in a hiring pitch and looking for those top quality candidates until then.

- Are they all retiring?

- Retiring, a lot of retirees yeah. The next few years it looks like it's just gonna churn retirees, you know eight, ten, twelve a year. And that would conclude my report.

- Alright thank you, any questions for the chief? Thank you Chief Litton.

- Goodbye have a good Memorial Day.

- Bye.

- You know when somebody has places to be.

- Alright the next item is consideration with possible action on a request to approve the police sergeant promotion list. Just for clarification, the differently separation between the council and commission. The City Council has authority over the organization chart of the police department. They are the body that needed to approve the rank of sergeant. Once that was approved by the council then it's our job to authorize the people that are chosen for those positions.

- And we don't have to do anything as far as selecting them?

- No, we have to approve any recommendations by the chief.

- Okay, but basic, just on recommendations, we don't get any background information?

- Uh.

- Like, who was the peer review?

- Yes we can do that as part of the discussion that we had

- Okay

- Relative to these lists.

- Okay

- So the first item is the request for approval of the promotion list, and we each have a copy of the list in our package, along with the process I think. This could be the point where you could ask a question.

- Well yeah my question is I'm just looking at names, to approve who did the peer review, and I apologize, did we get this in some other minutes? I didn't go back in my minutes. We're just supposed to prove it based on the list. Well this is your chance to ask a question for this.

- Okay, okay. We're putting the process

- How is as well as the list

- the list put together? I guess my question is, I read the process here.

- Right, so there's a testing process that we've agreed with the union on what the testing process would be, which starts off with a written test of 50 questions, and correct me if any of this is wrong, 50 questions which are graded and weighed, and then they have an oral interview which each of the officers go through our oral interview process.

- And who did those interviews?

- There was, on the oral interview board, I know we called Lynn Boland to come and do it, Jennifer was on it.

- A lieutenant, a captain, so Lieutenant Perrell, Captain Florence, and then a member from the union, Officer Derek O'Brien.

- So they did the oral interviews, and then the next step was the personal file review, and that was done, and Captain Kevin Warwick pretty much did the heavy lifting on that part of it. And then we did the peer review where they put a survey out to a group of peers and a group of supervisors that knew these individuals and had them rank them numerically in a bunch of different categories, and I think 45, 44 was the maximum score you could get. Then we compiled all that information together, sat down in a room just like this with the member of the Union Board, that was Phil Scanlon, and we went through it all with Jen and Phil Scanlon, Joe Faltz, and came up with a list, looked at who scored, and the list that you see, the top ten, is the ten that scored, the score that they had, and ranked in order of their scoring.

- And any officers with three years experience could put their name in?

- Nope, they had to have six years to apply, and seven years to be selected, to be made into sergeant. So the order of the list you see is how they finished, and everyone successfully completed the exam and we put the ten candidates in the order which they completed.

- And how many total candidates were there?

- Ten I think, there were no,

- There were ten in all?

- So all ten made it?

- We had one deputy that pulled out, I think one got a detective spot or something.

- I think what you saw Nancy reference to the three years was when we obtained the total score. For every three years of service with the department they are credited with one team-earning point.

- Yeah.

- Interestingly enough, the first candidate in first place would have scored first even if we removed the seniority points, based on performance.

- Any other questions? Relative to the process? Then you all have the list that was the process in your packet. If there are no other questions I'll entertain a motion to approve

- To move

- Move by commissioner Schopf

- Second.

- Second by commissioner Rohloff, any further discussion? Hearing none all those in favor?

- [Group] Aye.

- Opposed? Okay the motion list in process has been approved

- So just for informational purposes we've been a, City Council has approved us to make four positions, I'm hoping we can make six so that we can fill six positions we're going to have vacancies shortly anyway. I'm also spending a lot of money on overtime, on supervisory overtime, this year its through the roof would be a great way to put it, and if I can make those six positions, so I'm going to go back to the personnel committee and ask to make six positions. They've already said four I just would like to make two more to send everybody through training together and then spread them out on the various watches. It will be probably two on night watch, two on afternoons, one on mid-days, and one on mid-evenings to allow for adequate supervisory coverage. I think it will cut down our overtime, I think its a fiscally sound proposal, and I'm hoping that they buy off on that.

- You have the fifth candidate identified, do you know who the sixth will be?

- The sixth would be Shilling, Jeff Shilling.

- We'll actually talk about that as the next agenda item because we have to approve the specific ones that will get on the list. Item number two is consideration of possible action on the request for the promotion to the rank of sergeant. CNF Wisconsin statutes to consider appointment promotion of compensation, performance evaluation data of any public employee for which the governmental body has jurisdiction or exercises responsibility. The commission thereafter reconvenes an open session pursuant to section 19.85 paragraph two Wisconsin statutes, to report the results of the closed session and consider the balancing due gently. Is there a motion to run a closed session?

- Moved.

- Moved by commissioner Wanezek.

- Second

- Seconded by commissioner Rohloff. All those in favor?

- [Group] Aye.

- Opposed?

- Alright item closed session, we reviewed the top four candidates for promotion to sergeant, and approved those and in addition, pending approval by the City Council for two more positions, we further authorize the next two candidates on the list, if that authorization by the City Council is completed. Next item on the agenda, I'm gonna delay the budget status report and spreadsheet and bills and move right into the patrol officer candidate reviews. The commission may convene a closed session pursuant to section 19.85 paragraph one sub C Wisconsin statutes considering employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. The commission may thereafter reconvene an open session pursuant to section 19.85 paragraph two Wisconsin Statutes reports the results of the closed session and consider the balance of.. Is there a motion about a closed session?

- Moved.

- Moved by commissioner Wanezek.

- Second.

- Seconded by commissioner Schopf. All those in favor?

- Aye.

- Opposed? Okay closed session.

- You can't leave.

- I'm not leaving
- Alright we're back in open session, while in closed session we interviewed one candidate and reviewed four other candidates, from that review we consider one candidate in process, we are delaying consideration on a second candidate, and we are rejecting three candidates. Okay, now, let's go back and catch up on some of the things we passed through. Item C, approval of minutes,
- I need to advance
- Okay, alright, we have minutes of the April 9th meeting and then the special hearing also. So let's wait for the system to catch up.
- Alright.
- Alright, do you have the minutes in your packet? Any changes or corrections? Hearing none, entertain a motion to approve?
- So moved.
- Moved by commissioner Schopf.
- Second.
- Seconded by commissioner Wanezek. Any further discussion? Hearing none, all those in favor?
- [Group] Aye.
- Opposed? Okay the both sets of minutes are approved. I have nothing additional to report, I want to thank the commission in advance for the time we'll be spending in the next few months with hearings and reviews through the summer. We had the chief report, next item to catch up on is item 3, budget status report, which is in your packet. Again everything related to police recruiting.
- Um, just a question...
- Wait I see there's some newspapers, and one was in Oregon Did we get good results from that? Everything I read say that people aren't looking at newspapers for job openings that we do.
- Those are diversity sources, like there's one that's called Indian Country, and...
- There's one The Daily Dispatch.
- I think those might just be their, purchase or mailing address.
- Okay
- Often websites plus a supplemental paper.
- Okay
- Is that for recruitment?
- [Group] Yes
- Well we're trying recruiting in Southern California and you know we got Lucy from Santa Monica Police Department, there's a ton of cops out there and maybe some of them are looking to get out and...
- Come to sanity?

- Come to sanity, yeah.
- I see The Daily Dispatcher from Oregon, right?
- I can't recall if that was police or fire but I believe that's a website.
- That was fire, that was fire.
- Okay, any additional questions?
- I'll entertain a motion to receive these and place on file.
- So moved.
- Moved by commissioner Schopf.
- Second.
- Seconded by commissioner Wanezek.
- No further discussion? Hearing none all those in favor?
- [Group] Aye.
- Opposed? Motion carried to receive those placed on file, and the last one is consideration to approve the monthly bills.
- Do you need a motion on that?
- Yup.
- Did you do the budget spreadsheet?
- Yup we did, together.
- And those bills are just related to what we were just discussing on the spreadsheet. Is there a motion to authorize payment?
- So moved.
- Moved by commissioner Schopf.
- Second.
- Seconded by commissioner Wanezek. Any further discussion? Hearing none all those in favor?
- [Group] Aye.
- Opposed? Pay the bills, and that brings us to public hearings, here's the public hearing schedule. Regular date for the next meeting would be July 7th. I suggest we put that in and plan for it, and given that we are going to be meeting several times in June, we may look to piggy-back our regular meeting with one of the other meetings that we have at the first of June.
- Not July 7th, that's a Saturday.
- Did I look at the wrong month again?

- Might be July 5th.
- Piggy backing sounds like a good idea.
- Yeah.
- Maybe we could do it on the 10th.
- Yeah, let's leave it as open.
- We got that one o'clock on the tenth we could move?
- Um, we could.
- We could try to meet before that, or after.
- Let's do noon on the 10th, yeah let's do that, let's do that.
- Okay, noon on the 10th.
- July 10th?
- We're not gonna get anymore backgrounds are we? You don't expect us to get anymore?
- We have a couple more that, it was mentioned that were taken off the list, withdrawn, but nothing coming up that I see. And again, if the situation presents itself, to combine it with an earlier meeting we have in June, we'll do that too, but this will be a place holder for if we don't. Alright motion to adjourn.
- So Moved.
- Second.
- Moved by commissioner Wazenek, seconded by commissioner Schopf, all those in favor?
- [Group] Aye.
- Opposed? We are adjourned.