



MINUTES OF THE POLICE AND FIRE COMMISSION

**THURSDAY, NOVEMBER 1, 2018, 1:00 PM
CITY HALL, ROOM 310**

A. ROLL CALL.

Present: Rod Goldhahn, Nancy Schopf, Marian Boyle-Rohloff and Vanya Koepke. Warren Wanezek arrived at 1:06 p.m.

Others present: Police Chief Andrew Smith, Police Captain John Balza, Assistant Fire Chief Rob Goplin, HR Operations Manager Melanie Falk and HR Generalist Jen Smits.

B. APPROVAL OF THE AGENDA.

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

Yes- Marian Boyle-Rohloff, Nancy Schopf, Rod Goldhahn, Vanya Koepke, No- None, Abstain- None

C. APPROVAL OF MINUTES.

I. Approval of the minutes from the regular meeting held October 4, 2018.

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

Yes- Marian Boyle-Rohloff, Nancy Schopf, Rod Goldhahn, Vanya Koepke, No- None, Abstain- None

D. INFORMATIONAL.

I. President's Report.

Commissioner Goldhahn had nothing to report.

2. Report from the Chiefs.

Assistant Fire Chief Rob Goplin and Police Chief Andrew Smith reported on their respective department events and activities.

E. REGULAR BUSINESS.

I. Consideration with possible action on the following communications:

a. Budget Status Report

Moved by Commissioner Warren Wanezek, seconded by Commissioner Marian Boyle-Rohloff to receive and place on file the Budget Status Report and the Budget Spreadsheet. Motion carried. Yes- Marian Boyle-Rohloff, Nancy Schopf, Rod Goldhahn, Warren Wanezek, Vanya Koepke, No- None, Abstain- None

b. Budget Spreadsheet

2. Consideration with possible action on request to approve the monthly bills.

Moved by Commissioner Nancy Schopf, seconded by Commissioner Marian Boyle-Rohloff to approve payment of the bills. Motion carried.

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

3. Consideration with possible action on the review of Patrol Officer candidate background(s). The Commission may convene in closed session pursuant to Sections 19.85(1) (c) and (f), Wisconsin Statutes, to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercise responsibility. The Commission may thereafter reconvene in open session pursuant to Section 19.85(2), Wisconsin Statutes, to report the results of the closed session and consider the balance of the agenda.

Moved by Commissioner Warren Wanezek, seconded by Commissioner Marian Boyle-Rohloff to go into closed session for items 3 & 4. Motion carried.

Yes- Marian Boyle-Rohloff, Nancy Schopf, Rod Goldhahn, Warren Wanezek, Vanya Koepke, No-

None, Abstain- None

Moved by Commissioner Warren Wanezek, seconded by Commissioner Nancy Schopf to return to regular order of business. Motion carried.

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

Out of closed session, Commissioner Goldhahn reported that 5 candidate backgrounds were reviewed. Two candidates were removed based upon their requests to be removed, 2 candidates were involuntarily removed and 1 candidate was removed due to an insufficient number of college credits.

Commissioner Goldhahn also reported that 6 candidates were interviewed and will continue in the process.

Moved by Commissioner Nancy Schopf, seconded by Commissioner Vanya Koepke to approve. Motion carried.

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

4. Interviews with Patrol Officer candidate(s). Please take notice that pursuant to §19.85 (1) (c) and (f) Wisconsin Statutes, the Commission may convene in closed session for the purpose of interviewing, evaluating and considering employment of Patrol Officer candidates.

5. Set date of next meeting.

The next regularly scheduled meeting of the Police and Fire Commission will be held on December 13, 2018 at 1:00 p.m.

F. PUBLIC HEARINGS.

G. ADJOURNMENT.

Moved by Commissioner Warren Wanezek, seconded by Commissioner Nancy Schopf to adjourn. Motion carried.

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

VERBATIM MINUTES

- - I'd like to call the November 1st meeting of the Police and Fire Commission to order. Let's start with roll call. Commissioner Schopf? - Here. - Commissioner Boyle Rohloff? - Here. - Commissioner

Koepke? - Present. - Commissioner Goldhahn and I expect Commissioner Wanezek to arrive. He hasn't arrived yet but he should be here shortly. First item on the agenda is approval of the agenda. You all have received that in the mail. Any changes or questions? If not I'll entertain the motion to approve? - So moved. - Moved by Commissioner Schopf. - Second. - Seconded by Commissioner Rohloff - All those in favor? - Aye - Aye - Opposed? Meeting is approved, I mean the agenda's approved. Approval of the minutes from the regular meeting of October 4th, which included our interviews at that time. Those also were in your packet. If there are no questions or changes, I'll entertain the motion to approve. - So moved. - Motion by Commissioner Rohloff. - Second. - Second by Commissioner Schopf. - All those in favor? - Aye. - Aye. - Opposed? - Those are approved. Informational President's Report. Nothing new to report at this time. Turn it over to the Chiefs. We'll start with Rob since everything else is cops on the end of the meetings. - Alright. Chief Litton unfortunately wasn't able to be here today. He's over at UWGB speaking to a civics class, so as we discussed a little bit previously, as some of you have seen that we would be not filling for positions in the budget for next year. So that's a big development, we're still working through all that. Current recruits, the new hires from last year are, or this year, excuse me, earlier this year, doing very well, been hearing very good reports from the all the station Captains on their performance so far, so - And how many do we have in there? - I don't remember exactly how many there were. - Okay. - And trying to remember, - Six positions. - What is six of them? - And we had positions? - Uh-huh. - Six remaining. - Yep. We are also, we just received the test results from the latest group of testing that went on at Fox Valley Tech. So we're sorting through those and focusing primarily on people that were already interns, or city residents. I guess unless the commission has any concern about that, that's kind of where we're putting our focus. But that also brings up the question then, do we want to run a process for off of this list, which we already paid to go through and get the testing done and have the results from that testing, run the process established with the list, but then make it a two year list, or do we not do that and then go through the process again, which means we would have to pay again to go through that process through Fox Valley Tech. So that was a question that the Chief had wanted me to bring forward to a motion. - If we'd make it a two year list, how would that impact people's lives pending? - Well I'm, you know, it really isn't necessarily going to impact their, what they can do, I mean if their testing other places and so on, they can continue to do that, what it potentially could impact, is that we would not necessarily, the people that we might have at the top of that list might get hired before we could hire them. - Yeah. - But, you know, it's really a question of, do we ultimately want to spend the money to go through the process again, or do we base it off money that we've already spent? But that really is probably the biggest impact, would be we might just not get the top people. - Okay. Hmm-mm. - So that's kind of, you know, I think our focus right now is just going through that list and making sure that we have the candidates, you know the quality candidates that we're looking for, which I'm certain that we do. So it really is a decision here on, if we want to go to, that two year list. - How would, what is the expense? What would be the, what is the estimate? - A couple thousand dollars I believe to go through that. - Fifteen hundred? - Fifteen hundred. - Per person or the whole thing? - No, the whole thing. - For the whole, the whole process. - A little earlier you said you'd want to focus on the interns, if there was nothing that would say, if you had somebody that did - sure - exceptionally well on that list plus you look at their backgrounds, I think this is, - yeah absolutely - is something we definitely want to - Yep, we look at them because you

know, we've got some experience with them, but absolutely, nothing would preclude you from, from going outside. - Any other thoughts for discussion? I would have no problem with doing that since, since that particular request is not on the agenda we'd have to-- - Yep - We'd have to put it on next month's agenda for a vote on, for an open discussion and vote on it. - Is that the way, the Chief and you are leaning? To do it that way? - Yeah, I think so, I think it just makes sense given that we have already received the results, let's take the opportunity to go through and look at the list, you know it's not a guarantee that everyone on that list, at the top of that, would be hired, so I think it's a worthwhile endeavor and that you know, that feedback is very helpful, we can continue with our process then, make sure we get it on the next agenda for a formal vote, and go from there. - That's all I have. - Yep - Any questions? - Kind of an unrelated. Station 7 probably is cutting an ambulance, are they going to be able to staff that out on the East side, or? - Well, as it stands right now that's one of the options that we're looking at. We're looking at several options. We haven't necessarily been able to work our way through all of them yet, so you know, the four positions is definitely going to have some impact, and what that will be ultimately is going to be based on our data, that we're sorting through right now. - Thank you. - Hmm-mm. - Let the record show that Commissioner Wanezek has arrived. - Noted. - Alright. - Thank you. Any other questions for Rob? Alright, thank you. - Thank you. - Thank you. - Just as an aside, the next meeting will probably not be on the regular date as we have at least one conflict with one of the commissioners. - Okay. - And we'll let you and the Chief know. - Alright, thank you. - Thank you. - Take care. - Alright, Chief Smith? - Sir. So obviously busy with us, with budget and all of that other business. I'll start off with crime, violent crime continues to trend down, we're still up 4% over last year but you recall that in the middle of the summer we were up in the twenties, and it's now 4% so I'm hoping we can knock that down to zero by the end of the year. Overall crime is down 12%, which is really solid considering we were at zero in August, so it's definitely headed in the right direction, and things have been, I don't want to say quiet, because it's a word they tell me I'm not allowed to say, but things have been very quiet with the exception of the shooting we had the other night. As far as the shooting's concerned, that should be done, being investigated 45 days or so from now. I think at the outset the folks from D.C.I., it's the Division of Criminal Investigation from the D.O.J., who are doing it for us told me 30 to 60 days, so I think that should be, I think they're going to be put to that timeline. As you know whenever one of those shootings gets completed, it gets turned over to the District Attorney's office and he gets the opportunity to see if there's any charges he wants to file on anyone. Perfectly standard procedure. It goes over there, and then they'll come back to us, and we'll put together what's called a CIRB analysis, that's a Critical Incident Review Board, I picked Jeremy Muraski, Dave Paral, Brad Florence, John or, uh Brian Jordan, and one, whoever the union wants to be in on that, to get together. And they'll look at everything that happened, and they'll compare what happened with what our policies and our procedures are, see if there's anything that doesn't match, and what we need to do to rectify that if there is, so it is what it is, both officers are doing okay, they're both back at work now. I anticipate Officer Wernecke will probably go back in the field on Monday. Officer O'Brien we'll keep inside the station for the duration of the investigation until we get to the, see what happened and get to the bottom of everything, but so far it's kind of going along that same lines. There is going to be a protest tomorrow night out at the City Deck. It's a candlelight vigil more than a protest, but candlelight vigil out there, basically the same time there's a candlelight vigil at the Jewish temple over

here, so we've got two of them going at the same time. We're just, we're low key in our, looking at that, probably have a couple officers assigned in the area but nobody there to monitor it or anything, I don't think there's going to be any real issues with the candlelight vigil, I've been to many, many of them and they don't really turn out to be broken windows, and people throwing stuff, it's just people want to say what's on their mind. As far as the budget's concerned we've took a pretty big hit. I think as a City in the budget this year, I think everybody did, what it means for us is since 93% of our budget is personnel costs we can do nothing but lower our personnel. \$1.1 million they've asked us to reduce over last year. That translates to 14 sworn officers, so they'll be 14 fewer sworn officers on average throughout the year, 194 down to 180. I'm going to lose a person from the front desk I think to take in a job someplace else, we won't be able to fill that. We are already down one, it's a records clerk, so probably not going to fill that. We went from 12 CSI's, which are civilian interns, down to three, so and I don't think we'll be able to fill any more than that, but the part that's going to hurt the most is 14 sworn officers. Right now we're down around 180 because of attrition and people leaving. We're going to hire, looks like we're going to be able to hire six or so, end of this month, that will cover us for the six or eight that are gonna retire at the end of this year, and then we'll hire again, either December or January, and then maybe again later on in the year as we attrit some people out. I'm looking at about 10 people leaving in the next, in the calendar year 2019, so we'll be able to hire, to back-fill those positions. So what we're seeing is going to be a really young department, as all the older folks retire, and a really young, and changed department with a lot of really new people. We did a check since I've been here I think there was, and this was early summer, there were 34 people that were hired since I've been here, and I betcha that's going to be up to 54 by this time next year, so it's a really young department which is good in a lot of ways because people are enthusiastic, but we lose a lot of that institutional knowledge and a lot of that, those training officers that have a lot of wisdom over the years, so, take good news with the bad. Other than that, things are going well, doing fine. - Chief, the reduction in the CSI's and records clerk, that's in addition to the 14 - correct - [Commissioner Goldhan] or would that reduce the - No, that's in addition to the 14, I think that we were down to one CSI for a minute there, we got three now, but Colton is one of our CSI's, and it's a nice track to have CSI's, and have them move in. Now, maybe at the Council they'll give us more of those, or maybe we'll find a little bit of money where we're able to hire some more CSI's, but that's a great asset for us, to have CSI's, to do all those minor things that would otherwise tie cops up, 'cause our cops are going to be busy this next year. What I am doing to try and mitigate that is move as many people out from administrative positions and building assignments back up in the field. For instance Bieker and Elvis who are our two officers that work in I.F.S.U., it's forensics. They're retiring in December. Those spots are already going to be civilianized, and we're going to have two more sworn officers for the field. So the 180 will feel like 182, and anytime we can bump someone out of patrol, or out of the building and into patrol, it will be a net gain for the patrol side, and would just be more work for the folks that are inside. So, and that is pretty much it I think as far as us. - Okay. Any other questions for the Chief? Alright, thank you. Our next item is our regular business items. Consideration with possible action on the following, The budget status report and the budget spreadsheet, both of those were in your packet. As you see with the hiring in the past, in our budget items, but Melanie has assured us that there is more coming in to cover the rest of our recruiting needs, and then all of the spending has been relative to our drug

screens and physicals. Any questions, or? If not, I'll entertain the motion to receive these and place on file. - So moved - Moved by Commissioner Wanezek - Second - Seconded by Commissioner Rohloff. Any further discussion? Hearing none, all those in favor? - Aye - Aye - Aye - Opposed? We receive those and place on file. Next two items, consideration with possible action on review of patrol officer candidate backgrounds and interviews with patrol officer candidates. The commission may convene in closed session pursuant-- - did you approve the bills? - The bills? - Number two under regular business. - I did not, thank you! - We missed that one. - Thank you. - We just jumped it, she lumped it all together. - Right. - Figured we didn't have any money - Thank you. Those were in your packet, and again those are relative to drug screens and physicals. Any questions? Entertain the motion to authorize payment? - So moved. - Moved by Commissioner Schopf. - Second - Seconded by Commissioner Rohloff. Any further discussion? Hearing none, all those in favor? - Aye - Aye - Aye - Opposed? - Pay the bills Now we'll go with the next ones. This will be consideration with possible action on review of patrol officer candidate backgrounds and interviews with patrol officer candidates. The Commission may convene in closed session pursuant to Sections 19.85 paragraph 1 sub C and F, Wisconsin Statutes, to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercise responsibility. The Commission may thereafter reconvene in open session pursuant to Section 19.85, paragraph 2, Wisconsin Statutes, to report the results of the closed session and to consider the balance of the agenda. Is there a motion to go under closed session for all of these items, first one being review of backgrounds, second item being interviews? - So moved - Moved by Commissioner Wanezek - Second - Seconded by Commissioner Rohloff - Any further discussion? Hearing none, all those in favor? - Aye - Opposed? We are in closed session. - Okay we're back in open session, while in closed session we reviewed, we had two closed session items. One, review background on patrol officer candidates, and two, we also interviewed six candidates. So the summary discussion from that, we removed two candidates from consideration because they had requested that, having taken jobs in other jurisdictions. There was one candidate that had insufficient credits to qualify, and two other candidates that we removed from the process through the background investigations, and we conducted interviews on six candidates, and will continue those six in the process. Is there a motion to solidify that in the record? - So moved. - Moved by Commissioner Schopf. - Second. - Seconded by Commissioner Koepke. Any further discussion? Hearing none, all those in favor? - Aye - Aye - Aye - Opposed? Okay we will do that. Next item is to set the date of the next meeting. Warren has a conflict with the sixth of December which would have been our regular meeting, - Are we going to have interviews? - I was going to say any idea on interviews, are we going to have a request to do more interviews, in December? - You would have more - Hmm-mmm - Right now, probably about four that could easily be done by then, probably six. - Okay. Would the preference be a week earlier, November 29th? - That wouldn't work for me. - Or December 13th? Nope, we can't, sorry. - I prefer December, if there's a date. - You prefer December? - If we could - So if we want to stay Thursdays we can move it to the 13th, or-- - I have that hearing on the 14th that's why we had to move that other hearing-- - Okay. - So let me just check, I've got my-- - Or the 5th? Would Wednesday work for folks? Wednesday afternoon? - Afternoon if it's done by 5:30. - What's the date? - That's be great, I think, my two things-- - On December 5th? - December 5th. - If it's done by 5:30. - What's December 5th look like? The whole week? That whole week? Yeah, that whole week's not good for

me. - Hmm, Okay. - What about the 12th? - That's why I had to move it, I'm going to be in California.
- Okay. - Or the 13th? - So the background-- - That would make the-- - We could all come here -
Would the 13th work then? - Yeah, if it's before 5:30 - Okay. - Okay. - What was the date? - 13th -
Thursday, the 13th. - Thursday, the 13th. - Yeah, what time would we start, 1:00? - Probably if they
have interviews. - Because I would have to leave at 3:00. - In the afternoon. - So I can be here from
1:00 to 3:00, on the 13th if that helps. - Okay. - Actually, I have to-- - Yeah, what about in the
afternoon would 1:00? Just pencil in and write 1:00-- - I don't know yet - until 4:00 - Are we good on
the 13th? - No. - Oh, it's not working? - We could also do interviews at the beginning, and to the rest
of the normal agenda on-- - Yes - Okay, let's try to do that. - Okay. - 1:00 pm? - 13th? - Yeah, now
we're back to the 13th. - The 13th? - 1:00 in the afternoon? - Yeah. We're doing interviews first. -
Thank you for covering that. - Okay, alright so the 13th at 1:00. We have no public hearings, is there
a motion to adjourn? - So moved. - Moved by Commissioner Wanezek. - Second. - Seconded by
Commissioner Schopf. All those in favor? - Aye - Aye - Opposed? We are adjourned. - Okay - Okay,
let me know, and we'll pick a time to--