



## **MINUTES OF THE POLICE AND FIRE COMMISSION**

**THURSDAY, DECEMBER 13, 2018, 1:00 PM  
CITY HALL, ROOM 310**

### **A. ROLL CALL.**

Present: Rod Goldhahn, Nancy Schopf, Vanya Koepke, Marian Boyle-Rohloff. Warren Wanezek arrived late.

Others Present: Police Chief Andrew Smith, Fire Chief David Litton, Police Captain Jody Buth, HR Operations Manager Melanie Falk and others.

### **B. APPROVAL OF THE AGENDA.**

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

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

### **C. APPROVAL OF MINUTES.**

I. Approval of the minutes from the regular meeting held November 1, 2018 and approval of the minutes from the special meeting of the Police and Fire Commission held November 19, 2018.

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

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

### **D. REGULAR BUSINESS.**

1. 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 item #1 and #2. 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 Marian Boyle-Rohloff to return to open session. 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 the Commission reviewed eight Patrol Officer background investigations. One of the candidates requested removal from list; five candidates were removed by the Commission and two of the candidates were interviewed and will continue in the process.

Moved by Commissioner Warren Wanezek, seconded by Commissioner Marian Boyle-Rohloff to approve the action. Motion carried.

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

2. 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.

3. Consideration with possible action on the following communications:

a. Budget Status Report

Moved by Commissioner Marian Boyle-Rohloff, seconded by Commissioner Nancy Schopf 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

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

Moved by Commissioner Warren Wanezek, seconded by Commissioner Nancy Schopf to approve payment of the bills. Motion carried.

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

5. Set date of next meeting.

The Commission did not set a date for the January meeting at this time pending the completion of Patrol Officer background investigations.

## **E. INFORMATIONAL.**

I. President's Report.

Commissioner Goldhahn reported that the LePine hearing dates of January 7 and January 8, 2019 will be rescheduled. This is due to the volume of discovery documents that Mr. LePine's attorney is reviewing and her request for more time to do so. The new hearing date(s) will be determined following a phone conference with the attorneys the end of January.

2. Report from the Chiefs.

Police Chief Andrew Smith and Fire Chief David Litton reported on their respective department events and activities.

## **F. PUBLIC HEARINGS.**

## **G. ADJOURNMENT.**

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

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

## **VERBATIM MINUTES**

- All right, it's 4:00, I'd like to call the Thursday, December 13th regular meeting of the police and fire commission to order. We'll start with roll call. Vice President Schopf?
- Present.
- Commissioner Boyle Rohloff?
- Here.
- Commissioner Koepke?
- Present.
- And I'm still expecting Commissioner Wanezek. Roll call, Commissioner Wanezek?
- [Commissioners]
- Here.
- All right, very good. Let the record show all commissioners are present. First item is approval of the agenda. You received that in the mail. Any questions or changes? If not, I'll entertain a motion to approve.
- So moved.
- Moved by Commissioner Schopf.
- Second.
- Seconded by Commissioner Rohloff. Any further discussion? Hearing none, all those in favor?
- [Commissioners] Aye.
- Opposed? All right. Our next item is approval of the minutes from the November 1st regular meeting. And then the November 19th special meeting to select a new Commander. And you'll see those in your packet and I'll entertain a motion to approve.
- So moved.
- Moved by Commissioner Rohloff. Is there a second?
- Second.
- Seconded by Commissioner Schopf. Any discussion? Very well, all those in favor?

- [Commissioners] Aye.

- Opposed? Alright, well those are unanimously approved. Regular business, we have two close session items. I will read close session statements for both of those. We're going to close session and we'll deal with both of those items. The first one is consideration with possible action on the review of patrol officer candidate backgrounds. Commission may convene in closed session pursuant to Sections 19.85, Paragraph 1, Subset f, Wisconsin Statutes, to consider employment, promotion, or 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 Sections 19.85, Paragraph 2 Wisconsin Statutes to report the results of the closed session and consider the balance of the agenda. The second closed session item, is interviews with patrol officer candidates. Please take notice that pursuant to Sections 19.85, Statute 1, Paragraph c and f Wisconsin Statutes, that Commission may convene in close session for the purpose of interviewing, evaluating, and considering employment of patrol officer candidates. Is there a motion to go to closed session on both those items?

- So moved.

- By Commissioner Wanezek.

- Second.

- Seconded by Commissioner Rohloff. Any further discussion? Hearing none, all those in favor?

- [Commissioners] Aye.

- Opposed?

- Alright, we are in closed session. Alright, we are back in open session. While in closed session, we reviewed eight backgrounds. One individual was self-removed and took a job at another jurisdiction. We chose to discontinue the work on five additional candidates. We interviewed two candidates. And, we will continue those two in the process. So, that is the report for the one and the two in the regular business. And I will entertain a motion to solidify that for the record.

- So moved.

- Commissioner Wanezek.

- Second.

- Seconded by Commissioner Rohloff. Any further discussion? Hearing none, all those in favor?

- [Commissioners] Aye.

- Opposed? It's unanimous then. Tell you what, I'm going to do some jumping to the report. We've been doing the budget items henceforth. Chiefs are finished. Is that okay?

- Be possible if we could stay with this?

- Okay, sure, we'll stay with this. Next item then is item 3, consideration with possible action on the following communications. The budget status report. Since last time, there was just under 15,000 added to the budget to cover the items that we had. The budget spreadsheet was in there and it showed some additional spending for psych evaluation, physicals, and then the annual Fox Valley Tech payment for the work they do with our fire crew.

- And if we don't use it all before the end of the year, what happens then? Rolls over?

- Well, it just goes back in the general fund. Alright, is there a motion to receive those to place on file? It's the budget status report and the budget spreadsheet?

- So moved.

- Moved by Commissioner Rohloff.

- Second.

- Seconded by Commissioner Schopf. Any further discussion? Hearing none, all those in favor?

- [Commissioners] Aye.

- Opposed? We will receive the status report spreadsheet so this goes on file. Consideration with possible action on a request to approve the monthly bills. Again, the bills for the psyche evaluation, physicals for police, and then the annual Fox Valley payment for what they do for our Fire crew. Any questions? If not, entertain a motion to authorize payment.

- So moved.

- Moved by Commissioner Wanezek

- Second.

- Seconded by Commissioner Schopf. Any further discussion? Hearing none, all those in favor?

- [Commissioners] Aye.

- Opposed? Pay the bills. The date of the next meeting. Our normal meeting would be on January 3rd. Given this one's this late in the month, do we anticipate any further ...

- Will be dependent upon how the interviews go.

- Yeah.

- And the backgrounds. It would be probably closer to the end of the month.

- Okay, lets ... At this point, let's not set a date for the January meeting. And rather than try to do something on the 3rd and have very little to talk about, we can schedule later in the month when we have the results.

- Do we have hearings on the 7th, 8th, and 9th?

- [Commissioners] No, postpone, so be it.

- You say there be eight, right?

- Pardon me?

- You say there'll be eight interviews?

- [Commissioners]

- Information reports. First mine. I sent you an email to clear those January dates for the Le Pine hearing. So, the attorneys ... Attorney Kalny for us and myself held a phone conference with the attorneys. Given the quantity of discovery material, Captain Le Pine's attorney requested more time. So we canceled those dates January 7th, 8th, and part of the 9th. We will reconnect in a phone conference for just the attorneys on January 30th to assess how we're coming and hopefully at that time, set a window for the actual hearing. More to come after that date January 30th. Other items? I'm sure Chief Litton talk about fire interviews, and then you got your invitation to the cookout at the police department, I'm sure the Chief will talk about that. So, floor to the Chiefs.

- Want to go first?

- Go ahead.

- Okay. Crime's still good, down 12% right now. We just got our October figures in back from the state which are the ones that they verify. So, that's at 13% overall which is great for us. As I mentioned, when we first got here, it seems like it's been a lot of shootings this year 'cause we have been having a lot of coverage on that. But, we actually had 33 last year and we are at 21 this year. And it's just shooting incidents, not people getting hit. We had a total of four people shot in Green Bay. Nobody died thank goodness. The last one we had over on Western. Obviously, the suspect is in custody. Our night watch did a great job in grabbing him right away. In fact, the crime scene was still going on over there. They were out hunting for who we thought the guy was found him, did a traffic stop, got him into custody, and then start building up a case with witness statements and what not so that was great. Looks like there may be some other arrest coming on some other people that were with him at the time. The remorseful robber actually --

- [Commissioners]

- I don't know where we came up with that goofy name. But he did apologize to people and said he'd taken the money because one of his relatives is ill or something like that. But, I'm quite confident he will be in custody shortly I think we have a pretty good idea who this guy is.

- What did he rob?

- He robbed a Speedway gas station over here. But just before that he robbed the Dairy Queen.

- Oh.

- If you're going into the Dairy Queen with a pistol, you're on a low end.

- Yeah.

- And introduced himself to the clerk.

- [Commissioners]

- Shawn.

- You can't make it up. So Chief, if I heard you right, in 2017 we had 33 shooting incidents and this year, year to date 21?

- Right at 21, yep.

- So it seems like there's a lot because we've been talking about 'em a lot. But, they really haven't been that many. Zero homicides last year, one homicide in 2018. That was the guy who beat his infant son to death. The kid was just a few days old. Other than that, no homicides this year or last year. Which is great for Green Bay. You know, you average five, six, four, seven. So, I think the last time we went back to the '90s when we had zero. And I don't know if there's ever been a year, over a two year span when their numbers were this low so that's great for us. We did a Shop With A Cop the other day that was great. You know, the thing that was best about that, and I guess I knew it but really didn't realize it, is that the 36 officers that were out there, 35 of them were on their own time. Not compensated, not paid back, not half-time, but on their own time. They gave up a Saturday morning to come out there and it was great just to see the kids out there how much they enjoyed it. It was really a good thing that we're doing. We've been doing it about 20 years. Thursday is the picnic in our garage. I think it is 11 o'clock. Would love it if you guys could come by and have a sandwich, or a hot dog or hamburger. Whatever it is they're going to be serving this time. Last thing, A.J. Walker, I don't know if you noticed that, but he was nominated and awarded by the Rotary for being a citizen of the court or something like that. They want to recognize police officers and he'd had a rough patch with the way people treated him I think over the past couple years. He's bounced back from that. He's a field training officer. He spends some spare time on his days off at Washington Middle School mentoring the kids there at their lunch hour. So, he is just really a top notch guy. It's really good that the Rotary honored him as one of their citizens of the court, or whatever. So, good for him.

- Am I giving you too much stuff when I'm sending you all these little emails?

- [Commissioners] No.

- I don't want to bug you with stuff.

- I like it.

- Yeah.

- As long as I'm not --

- Especially the financial updates from financing.

- [Commissioners]

- Budget things.

- Well, I'll have to figure out where that's coming from. But yeah, other than that, I'll continue to send those little updates. I send the one on Monday and if there's anything special that comes up ... Usually if I send something to Mayor I like to include you guys.

- Do you happen to recall ... So, this year there were four people that were hit and last year, do you remember by any chance? Thirty-three shootings but do you know how many were ... 'Cause other people ask me, I try to say "Okay, it was a shot fired, not 33 people hit."

- Right, four people hit this year. The one I'm trying to think last year, the shootings that we had, the one I remember was the guy who was taking a selfie in the backseat of his car. You remember that? He had his camera out, and he's taking a selfie, and the car hit a bump, and his finger went on the trigger, and shot through the phone and into the seat of the person in front of him.

- Yeah.

- She of course jumps out and says she was shot in the park. But there is a bullet hole in his phone and a bullet hole in his seat.

- Okay.

- I can find out for you. Why don't I go back ... I'll ask our crime analyst to do a run for last year and I'll get you those numbers.

- Okay, awesome, thank you.

- Those emails are great, so thank you. Especially the motorcycle one, that was great.

- That was great, the motorcycle Probably another couple of weeks before the Department of Justice gets the remainder of information on the shooting incident?

- Right, so here's what happened. That incident went to the District Attorney's office a couple weeks ago. I got a copy of it. So I put together a Critical Incident Review Board including Captain Warych and Jeremy Muraski, Brian Jordan, and a handful of other officers. And they're going through everything right now. I started looking at it, looked at some of the video, I've read through everything. I've got some concerns of things that we need to have answers to some questions that I have. So, they started today with interviewing people and they're going to come up with their own report. I anticipate what's going to happen is the District Attorney is going to come back with his findings completely independent of us. And when he does, that same day I'll probably have to get out

and say "Here's what we know so far, here's what the report tells us, here's the questions that I have that need to be answered by the Critical Incident Review Board." And until then, Eric O'Brien will stay in the building working on their administrative assignments until this whole thing is done.

- Is it our D.A. Brown County, or is it another D.A. as a special prosecutor?

- He is looking at it. Sometimes he has the option to deferring that to another county. And I'm not been talking to him about it. I just emailed back and forth asking for a heads up before he does it because I don't want to walk into work on Monday morning and have him come up with something. He has the option and he sometimes does that, defers to another prosecutor.

- Sure.

- I don't know if he's going to do that this time.

- Okay, more questions for the Chief?

- Just a word of gratitude. This past Saturday, Lieutenant Engelbrecht came and did the active shooter response for our church community and that was really well done and very helpful.

- Did you listen to him?

- Yeah.

- He's really good at that and I think he enjoys doing it. That's something we offer to any business in Green Bay, is one four-hour session of Jeff Engelbrecht who's our department expert on active shooters and response to that. So he'll come out and spend four hours with you or with what ever size group you have. And I hope it was time well spent.

- It was.

- I listened to him a couple of times, he's really very knowledgeable.

- Yeah, it was very helpful.

- Who does that for the schools? is that the community officers there?

- We have community officers that are trained in environmental design. But the school has their own ALICE Training. I think Barb Dorff and her husband have been doing that a bunch in the schools here so they have their own ALICE Program. Jeff's program is a program he came up with. But I think in a lot of ways there's the same type of material.

- Sure.

- And so, he'll do private schools. 'Cause the ALICE training for the school district won't go to private schools so Jeff will go to private schools, religious schools, businesses, anywhere else. So if anybody wants it, all they have to do is contact us and we'll set it up and make it happen.

- Some of the barricade options he said, probably would have to run by you with the fire codes and stuff. But they seem pretty temporary, just if you're in that situation.
- I think the important part about that is to get people thinking about what they're going to do. We often talk about that whether it's a shooting or mass casualty situation people need to have a plan and think about it so they don't have those few seconds of just sitting there and going ...
- Deer in the headlight.
- Exactly.
- Have a mental blueprint. Yeah, we'll be talking about it at our church counsel just to get people thinking through what they would do.
- Who's this email that we're getting a new form entry has been submitted? knows?
- No.
- It has something to do with this electronic JAMNIC System.
- They have a clerk?
- Yes.
- We get them once a month.
- We get that but this is a different one. It comes a new form submission Green Bay Metro Fire Department incident.
- Oh.
- Is that the media?
- Yes.
- Didn't we always get a media after that but this new form --
- Yes, it's the same one that you got.
- So it's coming twice.
- I always get the clerk thing --
- Is it a notice that the agenda's been published?
- Yeah. And that's all that is.
- 'Cause --

- It's duplication.

- Okay.

- It's just notice to you that it's out there to the public.

- Sometime I can't open the attachments so that's why I was wondering.

- That's why I don't get emails on my phone.

- Very good. Chief Litton.

- Not a whole lot to report. A couple very brief things. Assistant Chief Chris Ehmann's last day is next Friday. So we've had him working with Ryan Gibbons who is taking over his position for the last 11 weeks. That transition has gone very well. They've spent every waking hour together going over all of the committee groups and state organizations that we're part of that's part of those responsibilities. So, I think we're well positioned now for that transition. I don't think we'll have any problems with that at all. So, this is his farewell last few days here but happy for him. The recruit interviews are coming up on Monday. I think that we'll have eight candidates to interview. We started out with 20. One took a job prior to the interview, so they made a call and tell us that. So I think we interviewed 19. There's a big gap between the eight and the 11. So, we're going to push the eight to you. We're only hiring four. I'm pretty confident we'll get four new candidates out of that. They're stacked very close together. Along the lines of the diversity issue, we did interview two females. One moving forward, one not. Only because the second female did not have her degree yet. A little change that we did this year that we allow them to come in prior to having their degree. Many of them are getting their degrees in December. So, it's a good thing for us. Several of them are not getting their degrees until May. And of course, we can't wait until then. But it gets them in the door, and when we send them their letters that they're not moving forward, we'll encourage them to come back next year. Along those lines we also had several Hispanic represented and again, they did not have their degree yet. They interviewed well and will be okay next round. We'll encourage them to come back the next round with the testing next year. I'm very confident in the eight that are there. They're very close together. eight honestly.

- Once the interviews are done, what do you anticipate the start date?

- We are hoping to start as soon as ... We'd love to start 'em the first week in February but that's just not gonna happen. By the time you complete your scoring and get it all graded and then do background investigations on them. Same for medicals. Probably more realistically, will be third week of February. That's kind of our target date and if it gets pushed back, that's what happens. And our academy is ready to go as soon as we have 'em.

- And we move the four where are we?

- Right here.

- Thank you. I can look at tell you. It's either here or 604. 506, I'm not sure but we'll look.

- 7th.

- All of our current probationary employees, I don't anticipate any problems between now and then in their probation. They're just all their evaluations, all their interactions, everything that I'm getting back from the field is just that they're doing just great so I don't anticipate we'll lose anybody there. Absence you know somebody doing something. I certainly don't anticipate that between now and then. So, we're very happy with their progress. And good members of the department, so happy there. Kind of what's keeping us busy right now, we're working through three complete software turnovers as we speak. So, our scheduling software, our records management software, and the computer aided dispatch that comes from the county all are being implemented these last couple weeks and going forward for January 1 startup. Police are experiencing the same issues we are with the county CAD. It's just growing pains getting to the thing as county switch systems a big process. The old system was not being supported anymore. We got a new system so getting it implemented is a big, massive undertaking.

- You didn't tell Chris he can't retire until after --

- I think that's what drove him out of here.

- Yeah, our scheduling software was supposed to go live in August we've just been working bugs out of it. Records Management Software is just something that our old system, the people were just very uncooperative. Just kind of all just crashed together. So I've got one big mountain and a lot of mad people out in the field right now because they're dealing with three whole new systems. But we'll get through it, it will be fine. That certainly been a challenge last couple weeks. Last thing I got, along the lines of Shop With A Cop, our guys have been out over the last two weeks promoting gifts for teens program. They identify an underserved segment of our population. Teens at risk, kids that are underprivileged that may feel forgotten and left out. The Marines do the Toys for Tots Program. So, they've been collecting for the teens. Last year we started the parades in these districts. Continue that this year. Actually got to walk in five of them this year. And it's been very, very successful. I'm guessing we are going to be somewhere around the area of \$10,000 in cash donations and probably 500 gifts that people have brought out along the way in parades. So that all, then Cashbowl Saturday, the guys will go and shop. Shopko's a big sponsor so we'll shop there buy the rest of the gifts and then it goes to the Salvation Army next Wednesday or Thursday. Salvation Army is the organization that distributes them. First at C and then all of Brown County. Trying to remind our teenagers that people do care about them and hopefully people get good direction going the right way instead of the left way. It's been a very successful. Our guys out there again volunteering for these parades in their off duty time to walk the parades. Chad Dakron and his whole crew of guys that he has volunteering very fantastic at that stuff and I'm very proud of them. That's all.

- About the, we have more fires, fewer fires during the holiday season the last year?

- Every time I answer that question a whole flurry of them comes in.

- I'll retract the question then.

- Yeah

- One red light right now.

- Okay.

- Which is probably way lower than it was last year. Sometimes they come in waves hopefully they don't. It's the first year in about I think eight or nine years that we didn't have a kitchen fire on Thanksgiving. So, that was a blessing.

- No turkeys.

- Yeah, it was a blessing.

- How's the station doing now that was flooded?

- Station 5 is back up in operation. Actually, they were back in there the following Saturday so I think that happened on Monday night, middle of the night. So Saturday, the cleanup company, we had them in their temporary quarters, temporary heat, temporary electricity, generators and everything. It's been a slow progress ever since waiting on HVAC equipment to come in. You'll remember the East Coast was flooded at the same time. So, there was hundreds of miles of square area out there so waiting on equipment that were being ordered to replace we're getting in line with everybody out there who is replacing things.

- Okay.

- It just takes some time, but they are fully operational, they're still I think today, they're putting the lockers and the carpeting back in the bunk room. I think as of the end of today, we'll be completely

- You know there's a team that helps other states in emergencies. Did any of our guys have to go to California?

- We did not. So we are actually a part of USAR Team, urban search and rescue team are the teams that go out. There's also a wildland group we do not have anybody that's a part of the wildland group at all. We just have some guys. We have 14 people who are assigned to Wisconsin Task Force. And they can be deployed at any point around the country if they are requested. So they went last year on a couple of the hurricanes.

- Thank you. Any more questions? Alright, we have no public hearings. At this point once again, we have not set a date for the next meeting we'll see how things shake out and then may schedule them sometime in later January.

- So Monday's the only thing we have on our calendars?

- Correct.

- Okay, with that, I will entertain a motion to be adjourned.

- So moved.

- By Commissioner Wanezek.

- Second.
- Seconded by Commissioner Schopf. All in favor?
- [Commissioners] Aye.
- Opposed? We are adjourned. Thank you.
- Have a good Christmas everybody.
- [Commissioners] Merry Christmas as well.