



MINUTES OF THE POLICE AND FIRE COMMISSION

**THURSDAY, MAY 30, 2019, 12:00 PM
CITY HALL, ROOM 310**

A. ROLL CALL.

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

Others Present: Fire Chief David Litton, Police Chief Andrew Smith, Police Lieutenant Jody Buth, Police Officer Craig Brey, HR Operations Manager Melanie Falk, HR Generalist Jennifer Smits and others.

B. APPROVAL OF THE AGENDA.

Commissioner Rod Goldhahn indicated that item E.I. should be amended to a request to approve the Sergeant promotional process, rather than a request to approve the Sergeant promotional list. Moved by Commissioner Warren Wanezek, seconded by Commissioner Nancy Schopf to approve the agenda as amended. Motion carried.

Yes- 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 May 2, 2019.

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

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

D. INFORMATIONAL.

I. President's Report.

Commissioner Rod Goldhahn reported that the LePine hearing is scheduled for July 9-12, 2019.

2. Report from the Chiefs.

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

E. REGULAR BUSINESS.

I. Consideration with possible action on request to approve the Police Sergeant promotional list.

Moved by Commissioner Marian Boyle-Rohloff, seconded by Commissioner Warren Wanezek to approve the Police Sergeant promotional process. Motion carried.

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

2. Consideration with possible action on the following communications:

a. Budget Status Report

Moved by Commissioner Nancy Schopf, 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

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

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

Yes- None, No- None, Abstain- None

4. 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 Vanya Koepke to go into closed session for items #4 and #5. 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 Vanya Koepke 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 Rod Goldhahn reported that the Commission reviewed 3 Patrol Officer candidate background investigations. One candidate was removed by the Commission. Two candidates were interviewed; 1 candidate was removed by the Commission, with abstention by Commissioner Schopf, and 1 candidate will continue in the process.

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

5. 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.

6. Set date of next meeting.

The Commission did not set a date for the July meeting at this time. The next meeting will be scheduled based upon need, such as Patrol Officer candidate background investigations.

F. PUBLIC HEARINGS.

G. ADJOURNMENT.

Moved by Commissioner Warren Wanezek, seconded by Commissioner Vanya Koepke to adjourn the meeting. Motion carried.

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

VERBATIM MINUTES

- Alright, I'd like to call the May 30th regular meeting of the Police and Fire Commission to order. Roll call. Commissioner Wanezek.

- Here.

- Commissioner Schopf.

- Here.

- Commissioner Koepke.

- Present.

- Okay, and I'm Rod Goldhahn, I'm here. I'm expecting Marian. She hasn't arrived yet, but hopefully she'll be here soon. First item is approval of the agenda. I do want to make an adjustment to item E1, where it says consideration of possible action, request to approve the Sergeant Promotional List. It's actually the process that we're approving this time. So, just change this to process, and with that, I'll entertain the motion to approve the agenda.

- So moved.

- Moved by Commissioner Wanezek, seconded by Commissioner Schopf. Any discussion? Hearing none, all in favor?

- Aye

- Opposed? Okay, the agenda is approved. Approval of minutes. In your packet were the minutes from the May 2nd Meeting. Any questions? Not, entertain the motion to approve.

- So moved.

- Moved by Commissioner Schopf.

- Second

- Seconded by Commissioner Koepke. All those in favor.

- Aye.

- Opposed? Okay, next item. President's Report. Nothing to report other than, just a reminder that we have the Lepine hearing dates scheduled for July 9th through 12th. Unless a settlement occurs before that time. Now, I'll turn things over to the Chief.

- Do we have a time frame for it?

- When are we starting?
- I'll probably start at 8, that's what I did last time.
- Hi Marian.
- Hi, sorry I'm late.
- Just a couple of minutes.
- And with that, we'll turn it over to Chief Litton.

- Good afternoon everybody, just a few things to report on. We have seven interns, who have started today, after the interview process, for the NWTC and, and our department. So, they will be starting a three-month internship, where they'll actually be working 24-hour shifts out in the field with the crews. Um, that will be evaluated on a monthly basis, just to kinda give us some feedback on the timeline, and how they're doing, and what they need to pay attention to. That's our feeder system. Really, when we get to the Fox Valley testing process for the interns to take that test done, and we have an idea going into the test who we feel would fit in and who probably wouldn't. Um, so they were pretty excited this morning to be there, and be assigned, so that they could go to different stations. They get moved around, so they see two, three different captains during the whole time. So, they'll spend 30, 24-hour shifts with us. And they can ride more if they want, once they've started, but it's a pretty good program. We do that with both NWTC and Fox Valley Technical College. Um, we are wrapping up in conjunction with the Police. And, I don't want to steal any of their thunder if they're gonna go in minutes. But, we're wrapping up our one-year effort between our two departments on Active, Active Shooter Training and the policy. Um, the police department had two training officers assigned, we had one for a full year to develop a policy, and to integrate our departments, in a emergency response mode. Including rescue taskforce In an active shooter, um, our tactile medical services now they're embedded with police SWAT team. Um, and generally just getting everybody on the same page, and what we need to be doing those kind of situations. So, I have heard nothing but rave reviews, uh, from all of our people on the floor and the interaction between the two departments. Um, recommend the two training officers from the police, they did a really great job getting our guys up to speed on everything. So, um, that worked out real well. Our guys were involved with training yesterday, and it's an ongoing training deal, as a result of the incident with Pyro, but that's from Appleton. Lately, they're volunteering, the main vet is volunteering their time to train all of our fire personnel on how to treat the dog in those situations where there's medical efforts for dogs. So, first training was yesterday. Again, I heard nothing but rave reviews. She brought out a ton of people with her, uh, three or four vets and extra techs, they had dogs there, some training aids. So again, um, just trying to cover all the bases on things that we face out there on a daily basis. Again, this is really good training. I was told, this will be ongoing until we have everybody through, uh, through that program. And then last but not least, we are in the middle of a review of our emergency applications plan, which affects all of the city departments, and reviewing the emergency support functions so every department has a certain amount of responsibility in that plan. So, we are in the process of scheduling those reviews with each department so that we can determine if any change in any form or fashion, and we were hoping to have the plan adopted by Council in July, no later than August. So, that is where we're at.

- And that big contribution that you got, a year and a half two years ago, did that supply sufficient tactical equipment for the time?

- Yup, yeah, we've got every single lining position plus 20 special event vests. So, every single seat that we had someone on duty in, has a vest and helmet, and we have 20 additional vests and helmets for all the special events. So, we factored in new combos on all of their lines, and all that stuff. They are always, not necessarily on, but always rapidly available. I think the service life on those is five years, so, we don't have to work on it for another three and a half years to replace again.

- Chief, with the intern program, I'm just curious, are they paid or is that a volunteer position?

- Volunteers completely. It's a credit course through the schools, so they actually earn credit hour. I think they get three or four credit hours for the, for that semester. It is a requirement for both schools. Um, and really, it's a good deal on both ends. They really get to see the inner workings of a department, it really determine, like am I in the right place? Do I really want to be here? Um, and it gives us a review of potential candidates coming up that we're hiring. So for instance, the last group that we hired, that just graduated, those six, every single one of them was either a paramedic or a firefighter intern force before.

- And maybe you said it, how are they selected? Are they assigned to you?

- Anybody, well, so, the students of the program can request, um where they want to go to serve as an intern. And, and so we, we allow 10 intern spots in NWTC and seven to Fox Valley. We typically don't have those filled every semester, like this semester, I think we'll have 11, but if they request it, they have to go through an interview process here as a background check, just like we're hiring somebody. And then if they get through that, then they're assigned to us, and then, we put them on the field. And then, they do everything just like they would be on the job.

- Will you be involved in the interview process, or is that to be determined?

- It's just our training staff.

- Okay.

- I can tell you're from this side Chief, I like when we get the feedback on the backgrounds of different captains and supervising officers, and giving us their impressions of the candidates, I think that's really working out well for us.

- Yep, I believe that, I think that maybe seven, or eight, or nine years ago, the captain said we gave it too much thought, but now they know that they have a direct impact on, you know, whether they may be working with in the future, and who will be a part of the teams. So, I think it's working out really well.

- I just have one other question, on that Active Shooter Training, maybe you'll want to further the, Chief Smith on that. But, I'm just curious on that. Um, if a private business wants to have that training, I'm talking usually be a bigger company, than just a small shop, but is that, how does that work then? Do they, is the Department provide some training to?

- Mhmm, Yeah, what we've done is, Jeff Engelbrecht is a fantastic trainer, and he's done dozens and dozens of trainings throughout the city. If it's some place that is located within the city of Green Bay, uh, we give them one free training session, it's usually four hours. And he'll go there, and he'll scope out the area, find out what it is, and then he'll go and do a presentation. And it's rave reviews, Jeff is fantastic at doing these. Um, that's open to anybody in the city of Green Bay. If someone is outside the city, or if they want more than one, uh, or if they want 10, then Jeff can do that on his own time, and they can make some kind of private arrangements with Jeff. But we offer it as a city, um, and as a department, we'll do it within the city, one four-hour block for whoever wants it.

- Perfect.

- Yeah, we had that at our congregation. It was excellent.

- Was it Jeff?

- Yeah, he did a great job.

- And, he's done it for the Department, he's done it for the City in here, the staff in city hall, um, churches, private schools, he's really, really good, really passionate about it and did it for the new community shelter. I sat through that one, which was really, really, top notch. No Charge.

- Thank you.

- Yeah I can't say enough about the police trainers who are involved in this. They really got our guys comfortable. And it's a whole new world even for our fire guys.

- Yes, yeah.

- Being integrated into those situations so, they did a real great job over that year. So, it really turned out nice,

- Will your men ever, will your, will your people ever start wear, uh carrying weapons?

- Not for the foreseeable future. From a risk management stand point, I don't see that the city or CVMIC are, sure is gonna wanna be involved in that, and I don't necessarily see a necessity at this point.

- Most of the time there's a police unit, either coming around their way or there first so. If we get into a say, if we're dispatched to something, or it's iffy, they'll request police presence before that stage, before they go in anyways. So, I'm not overly concerned about it. You know the situation that happened in Appleton, it wasn't much that could of been done there. Kinda a routine call that went sideways. So, it's sort of an unfortunate event.

- Any questions, Chief?

- I'll, I'll leave it up to you, that's the last thing, I think, we have. So, you can stay as long as you want or leave, whatever you decide.

- You guys got interviews, so.

- Chief, Smith.

- Sir, so statistically things are still going well. We're at about a 2% reduction. You've seen the reduction, kind of, they call it normalizing among the statisticians, but it always seems like around this time of year we get closer and closer to the average. We're still up on a 2% reduction overall in crime. Um, our hiring has been great, and I gotta hand it off to Jody and Craig. They've been just going great guns at recruiting, and looking for the top quality candidates. Tomorrow, they're going down to Black Hawk, which is a academy down near Beloit. And, they're gonna get their summer class, and they're gonna start recruiting out of their summer class. And, we're really gonna keep ramping up our recruiting. Right now, we're at 181. We lost Alex Roberts. He was a guy that you hired about two years ago. Alex took a job with Ashwaubenon, public safety. So, he's gonna be going to Ashwaubenon. And then uh, who was it that retired yesterday?

- Kirk Allen.

- Kirk, yeah, Eric Allen, just retired yesterday after 30 years. He retired a few months early. We knew he was gonna go this year sometime, but he retired. So, that makes, makes us at 181 on our total chart. We have five new officers that we hired last Monday, um, and they're going, they're doing great there, at our mini academy now. You've heard me brag about have 30 women on the police department now. That's a record for us. That's well above the national average. The national average is about 12.5% we're at 16.48% women, which is great for us. Um, just a side note, the first female Native American we have is one of the one's we hired here so, we're happy about that. We're gonna continue to, to have the goal of the department matching parity with the community in terms of ethnicity and everything else. So, looking forward to that. Quick update on Pyro, he was released yesterday to full duty. So, he'll be back in action. We're going a thing at Global Recognition. They sold all those T-Shirts, I think, I don't know thousands of them, so they're gonna, we're gonna presents us a check tomorrow. Pyro is gonna be there, so we'll see if we can get the media to come out and he'll be able to be full duty and 100% again. Just a miraculously recovery for him so, couldn't be happier about that. And finally I mentioned the org chart a little bit, we're looking at making a few changes to the organizational chart. I anticipate Commander Paul Abel will be retiring as soon as six months, but within the next couple years. So that would leave us a Commander position. Right now we're down to about three captains. Um, I think I'd like to see probably four in the feeder pool for that. So, what I'd like to do is propose we make an additional captain position, and put it down in detectives, and get the different candidates a chance to sit in that position. We're gonna continue to attrit lieutenants out. We're at 19 now, we're looking to get down to about 13. Uh, we think that would be the right number for us and every time we attrit out a lieutenant or captain, we've been able to open up the spot for a sergeant. Which is why we wanna do a sergeant's test, um and, and start filling some those vacant sergeant positions. We lost David Parel, who's a lieutenant. And we lost Jeremy Muraski, whose a captain. I'd like to not fill those positions right away and fill them with supervisor, field supervisor sergeant positions. So um, it's going kind of the way we wanted, where I couldn't be happier with the candidates that we have at sergeant. They're doing a great job out there and the feedback from, from their peers, and from their supervisors, and from their subordinates that, they're doing exactly what they want, we want them to do, which is, I'll be field supervising, but also taking calls, and being the hardest workers out there, so. That's going well for us. And, last thing, is the, we talked to the mayor yesterday about bonding, because we didn't get any vehicles this year. We didn't have, we had six vehicles last year. And, we need twelve per year to maintain our fleet. So, our three-

year, um our three-year replacement plan became a four-year replacement plan, and now it's a five-year replacement plan on our vehicles. And when you get five years on a Dodge Charger, that's been driven just about around the clock, things start to go wrong with it. It's out of warranty at 100 thousand miles and it starts to become cost ineffective to keep that vehicle. So, I think we're gonna to see some new cars in the bonding, which is gonna happen this fall. So, we'll be okay.

- And with the change from cars to the SUVs, that added the year of life?

- Yeah, we did a couple things you know, the SUVs are a little pricier, but they're really robust. There more survival in terms of a crash. Um, one of the things, a problem we have is that, we wear out cars, but we have the habit of leaving our cars running all the time so, we put two batteries in the SUVs, so that they can turn the car off, so it doesn't get all the wear and tear on the engine. Talking to the mechanics, it's not unusual for our car, that's got 13 thousand hours on the engine, to have 11 thousand of that at idle. So um, we're tiring to get away from cars idling all over the place. And when it's a nice day like today, there's no reason to have your air on, no reason to have the heat on. You know when it's eight below, I don't mind the guy leaving the car on you know and goes handle the call. But, when it's 68 degrees, not really a need for that, unless you have a canine in the car. So, hopefully the cars will last a little bit longer by, we're being forced to have a five-year replacement cycle right now. Ideally, right around four years and 100 thousand miles, we trade 'em in. They still have some good resale value and we trade them in for new cars.

- Now, can they lock those with them running so you don't have a problem with a car left unattended, right?

- Yeah, when they take their, when they, when they leave their car, they take the key fob with them and lock the doors. So, um we haven't had any stolen so far.

- And how many cars are you looking to buy?

- Uh, we're hoping for 15, that'll give us a little bit more than the 12. We asked for 15, if we get them, great. And then those will come in, probably not even 'til the first of the year by the time we order them, then we get them, then we have to build them out with all the specialized equipment. So, that takes a little bit longer. In fact, we still have a couple that we have left to build. Jody's brother, Ty, is one of the guys that build them out, and he's still working on a couple of SUVs from the two-year-ago cycle, right?

- And canine, and one canine.

- Thank you.

- Right.

- Any other questions for the Chief?

- Thank you. Next item uh, to arrange for the possible action on the request to approve the police sergeant promotional process. That process was in your package. Any questions?

- Uh, Chief, on the interview uh, who is involved in that? Who will be involved in the interviews?

- Yeah, haven't come up with the specific people for that, but if any of you would like to be a part of that, certainly welcome then.
- I was gonna recommend that and I'll, I'll ask Nancy to comment, to when we do the um, the cayenne Chief, interviews for the fire department there's always a couple of commissioners on there. And, I found that very, helpful and useful for us and, I would hope they feel the same way.
- I think so too, it give a little bit outside of
- Sounds great. Usually we include a community member, I know Celestine Jeffreys, from the mayor office, sat on the last one but I'm certainly thinking that if any of you wanna do it, that would be great.
- Okay.
- And then we would have a couple of supervisors, probably, Captain Warych, or Commander Warych, or Commander Ebel, and then someone from HR, usually Jen Smits sits on it.
- Okay. Just let us, let me know and I'll check or let the whole commission know what the time, and see who's available
- Sounds great.
- Rod and I are the only one's who have a lot of time on our hands.
- Alright, any other questions? If not, we'll entertain motion to approve.
- So moved.
- Move by Commissioner Boyle-Rohloff, seconded by Commissioner Wanezek. Any further discussion? Okay, now all those in favor?
- Aye.
- Oppose? Okay, the motion has been approved. Next item, considerations with possible action on the following communications, the budget status report and spreadsheet. It looks like the only new item was the 847 dollars for the police exams. Any questions or, or comments? If not, I'll entertain a motion to receive that and place it on file.
- So moved.
- Move by Commissioner Schopf?
- Second.
- Seconded, by Commissioner Rohloff.
- Any further discussions? Hearing not, all those in favor?

- Aye.

- Opposed? 'kay, we'll receive that and place it on file. And uh, consideration on possible action on the monthly bills. There were the exams we just talked about, ads, um, for soliciting officers, and then two psych evaluations for officers we're hiring. Any questions or issues with that? If not, we'll entertain a motion to authorize payment.

- So moved.

- Move by Commissioner Rohloff? Is there a second?

- Second

- Second by commissioner Schopf.

- Any further discussions? If not, all those in favor?

- Aye.

- Opposed? Pay the bills. Alright, the next two items are close session items. So, we'll go into one closed session to cover both of those, and then I'll report separately coming out. First item is, considerate with possible action on the review of patrol officer candidate backgrounds. Commission may convene and close session, pursue into sections 19.85 paragraph one, subsection F, Wisconsin Statutes to consider employment. Motion, compensate performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. Commission may thereafter reconvene an open session pursuant to section 19.25 paragraph two, Wisconsin Statutes, to report the results of a closed session and consider the balance of the agenda. By the same statute, we may also convene in closed session for the purpose of interviewing, evaluating and considering employment of patrol officer Kent. Is there a motion to go into closed session for both of those items?

- So moved.

- Moved by Commissioner Wanezek.

- Second.

- Second by Commissioner Koepke. Any further discussion? There aint none. All those in favor?

- Aye.

- Opposed?

- We are in closed session.

- I'm gonna take two seconds to grab my notes from the car.

- Not here.

- And does it shred them?

- Yeah.

- Alright, we are back at open session. While in closed session, we conducted two interviews. One person we unanimously chose to continue in the process. Uh, the second person, we chose, um not to continue, and that there would be additional follow-up with that person, that vote on app was four to one. And, we've also reviewed another background in addition to those two, and that, with that background, we chose not to continue that person in the process. Okay, next item is set the dates the next meeting on a regular schedule, that would be July fourth. I'm going to suggest we leave that open or use the, if we do proceed with Lepine hearing, we'll have some dates that we're together then. so, we can piggyback at that time, or there may be some other interviews potentially, that the PD would have. So, let's not set date, and let's, let's, let the need determine as we did this month, when we should get back together. No public hearings? Is there a motion to adjourn?

- So moved.

- Move by Commissioner Wanezek?

- Second

- Second by Commissioner Koepke. Any further discussion? Hearing none, all those in favor?

- Aye.

- Opposed?

- We are adjourned.

- Thank you.