



MINUTES OF THE POLICE AND FIRE COMMISSION (AMENDED)

**THURSDAY, SEPTEMBER 5, 2019, 3:45 PM
CITY HALL, ROOM 310**

A. ROLL CALL.

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

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

B. APPROVAL OF THE AGENDA.

Moved by Commissioner Marian Boyle-Rohloff, seconded by Commissioner Nancy Schopf 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 May 30, 2019 and the special meeting held July 9, 2019.

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

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

D. INFORMATIONAL.

I. President's Report.

Commissioner Rod Goldhahn had nothing to report.

2. Report from the Chiefs.

Fire Chief David Litton and Police Lieutenant Jody Buth reported on their respective department events and activities.

E. REGULAR BUSINESS.

1. Consideration with possible action on request to approve the Police Captain promotional process.

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

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

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

Moved by Commissioner Warren Wanezek, seconded by Vanya Koepke to approve. Motion carried.

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

3. Consideration with possible action on request to approve the promotions to the rank of Police Sergeant. 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 Nancy Schopf, seconded by Commissioner Marian Boyle-Rohloff to go into closed session. Motion carried.

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

Moved by Commissioner Nancy Schopf, 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 Rod Goldhahn reported that the Commission reviewed the 3 Sergeant candidates on the list and unanimously approved their promotions. One candidate will be promoted immediately. The other two candidates will be promoted later in 2019, unless a waiver regarding the minimum years of service at the Green Bay Police Department is granted by the Green Bay Professional Police Association (GBPPA).

Moved by Commissioner Warren Wanezek, 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

4. 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

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

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

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

6. 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 Marian Boyle-Rohloff, seconded by Commissioner Nancy Schopf to go into closed session for items #6 and #7. Motion carried.

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

None, Abstain- None

Moved by Commissioner Vanya Koepke, seconded by Commissioner Warren Wanezek 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 7 Patrol Officer candidate background investigations. Four candidates were removed by the Commission.

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

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

7. 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.

Out of closed session it was reported that 3 candidates were interviewed and will continue in the process.

8. Set date of next meeting.

The next regularly scheduled meeting of the Police and Fire Commission is scheduled for October 3, 2019 at 3:00 p.m. unless a different date or time is needed for Patrol Officer candidate background investigations and interviews.

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 regular September meeting of the Police and Fire Commission to order. Roll call.

Commissioner Wanezek?

Here.

Commissioner Schopf?

Here.

Commissioner Boyle-Rohloff?

Here.

Commissioner Koepke?

Here.

And I'm President Goldhahn, so let the record show every commission member is present and accounted for. Approval of the minutes. You had two sets of minutes in your packet. The regular meeting of May 30th, and the special meeting of July 9th. So did everyone have a chance to review those?

Mm hm.

Yes.

If there are no changes, I'll entertain a motion to approve.

So moved.

Second.

It's been moved and seconded. Any discussion? Hearing none, all those in favor?

Aye.

Opposed?

Rod, did you approve the agenda?

We did not, thank you. Call for approval of the agenda.

So moved.

Moved by Commissioner Boyle-Rohloff.

Second.

Second by Commissioner Schopf. All those in favor?

Aye.

Opposed? Thank you. President's Report, nothing new to report. There's been a lot of activity in both police and fire, and they will give you updates during their reports. So we'll move right into that. So, Chief Litton? I start with you.

Good afternoon. I guess first thing is I have annual reports that have been sitting on my desk, actually in a file cabinet, for I don't, three months, and every time I come to the meeting I forget to bring them. So there they are for review. I think in my 2017-2018 report, as you'll remember as I've reported in the past, 2017 did not have records management analytics that were working. So we had to combine reports. You'll also note that it's both the city and for the municipality since we serve both. Pretty straight forward. My executive summary is the front page on the cover. And I just encourage you to look through it, review it, if you have questions I'm happy to answer them anytime, at this meeting or call me at the office and I'll be happy to walk you through it if there's any explanation needed. It's got all of our kind of activities and statistics of response, and bottom line is we're hitting our response standard, all the metrics just about everywhere. A few exceptions, but for the most part we're very happy with where we're at. And the report will reflect that. Since the last time the Commission has met we've had one retirement, Captain Eric Johnson, who was the captain of Station 4, retired last month. He is moving on to be the Assistant Chief in De Pere. I think it's a part time thing, charged with their training division over there. So we wished him well. Firefighter Caroline Solomon resigned from the department due to some personal reasons that I won't go into here at this meeting, but despite my efforts to help her and guide her out of the predicament she was in, she decided that this work schedule is not going to work for her, and so she's moved on to a different kind of career. So we wished her well. We have one potential retirement in December that I'm aware of, fairly confident that that's going to happen and one other possibility. Which takes me to the Fox Valley Technical College testing process, we should have those results the second week of October. And I say that to remind you that sometime in November we'll need to block some time for interviews. It looks like there's only going to be three, potentially four openings. So I don't expect that we're going to interview more than probably 15 or so. Jen, would you agree with that?

Mm hm.

Probably 15 at the most. So it shouldn't take up more than one day or two half days, I would think we'd be able to do that. And then lastly, this afternoon we had some outreach from Chippewa Valley Technical College. They also run a hiring process very similar to Fox Valley. They're claiming that about 80% of their candidates are different than the ones from Fox Valley, so I invited Chairman Goldhahn to sit in on a meeting, and Jen as well. We had a video conference with them this afternoon to talk about their process, how they do it, what the benefits might be to Green Bay. And basically they want us to come and join their process. We kind of leave that out for the Commission to kind of discuss and talk about, maybe mark it down on your next agenda, and we can talk about it in further detail. There are definitely some pros to doing it, and there are some cons. There are some financial obligations to it. But, we can kind of go through that, maybe next week we'll get it on the agenda, and we can spend 10 minutes or five minutes talking about it. Sort of if the Commission wants to move in that direction, basically very quickly, it brings a pool of candidates from the north west kind of quadrant of the state, maybe some candidates from Iowa and Minnesota. We've had

some of their interns in the past, although not in the last three years, and their interns have been very, very good that have come from their program. So there may be some up side to doing both processes with one set of interviews, have two lists going, and decide how we would pull from there. But we'll talk about that maybe at the next agenda.

And Chippewa Valley is in Eau Claire?

It's in Eau Claire. That's where it is. Yeah, the school is. So, other than that, working through budget, getting ready for, we're in contract negotiations with the union right now, so nothing I can report there other than we've had several meetings. We're exchanging ideas and going from there. And hopefully we'll be able to get that wrapped up before the end of the year, but it's not really, it's not a unilateral position, and I think we'll be able to do it. That's all I have to report.

Chief, are we still, were you able to find out how many departments across the state are Class I?

Two.

And who was the other one?

Fond du Lac.

Fond du Lac, really?

Oh.

They actually got, they achieved the status last year I think, in '18. Okay. And they're also an accredited department, which is a pretty lofty goal as well, so it's something that we may undertake in 2020 or 2021, but I guess there's a financial commitment to that. Once we get through these budget woes, we'll look at that.

Still in a very elite class with this.

Yes we are. All right, thanks.

Any other questions for the Chief?

Does any of your staff have to be involved in hurricane relief?

Not at this point. The only people that could potentially go would be those members that are part of the Wisconsin Task Force, a special type of rescue group. I don't think that we'll be. I know that Texas has gone, and Florida, already. They're expected that with the rescue teams. But I doubt that they'll get called because there's 28 teams in the country.

Mm hm.

Mm hm.

All right, thank you. Chief, the rest of the agenda is the basic boilerplate stuff we discuss, so you're welcome to stay if you want. But if you'd rather go do some other things right now.

I'll move on.

Thanks, Chief.

Anyway, you guys have a great day, thank you.

All right.

Thanks.

Have a good day.

Thanks, Chief. See you later. All right, Lieutenant Buth, of the Police Department.

The Chief wanted me to just let everybody know that the shooter from the shooting that happened over the weekend is in custody. He turned himself in. Investigators are working on that, trying to get some of the details worked out on that. There was also a threat that was made to Notre Dame High School early this morning. The individual who made that threat was a 13 year old who attends one of the local middle schools. That child's in custody, and investigators were interviewing him yet when I walked over. And Chief Smith is over there right now, just briefing up all the staff and letting them know that he's in custody and that it's being taken care of. He said he would be returning over here as soon as he's done that.

What will be the outcome for a child like that that just does a threat?

That particular individual, because of some past history, is probably looking at going to secure detention just because of some past history. And then probably looking at some intensive counseling services that are going to be probably implemented by a circuit court judge with him, just because of some past history.

He won't just get put back in school?

No, no. That's probably, with the school district, they're probably looking at other previous issues with him as well.

Other than that, looking at the crime numbers, it looks like everything is down, with one exception, which is motor vehicle thefts. It looks like they're up by about nine compared to last year. But as far as, burglaries are significantly down. So is bicycle theft. And retail thefts are down quite significantly from last year as well. Everything else is kind of running right about the same as it was the year prior.

So why is motor, any reason?

Typically where you'll see it really make a spike is once the weather starts to get cold. And I'm guessing, based on my past experience, that probably because the weather earlier in the year was cold that we ended up having a big spike. And sometimes it's just little groups of people throughout the city who would end up deciding that they got away with it once, they start stealing them until they get caught. And that could just be an anomaly right now. But typically our auto thefts, you'll start

to see them spike up as soon as the weather starts getting below freezing, and especially when it gets extremely cold out, you'll start seeing them really spike up.

Are the cars retrieved, or are most of them being shipped out?

Almost all of them are retrieved. And usually, it's rare that we don't end up retrieving them within 24, 48 hours. The ones that are not, typically we find, in Milwaukee, Minneapolis, Wausau. Usually they're taken out of the city right away.

But when you find them, they're abandoned?

It's like somebody started stealing them—

Yeah, they're abandoned.

For fun, or their ride across town.

Right, right, it's usually juveniles taking them for joy rides.

Are these cars that are running, and keys in them a lot of times?

Yep, that's typically what it is.

That's why I was thinking of the freezing temps.

Mm hm. Yeah.

And beyond that, we've been just pounding away on backgrounds, and trying to get some of the spots filled. Right now I think we're at 177. We're trying to get back up to 180.

All right, any questions for Jody? All right, thank you. Next item, consideration with possible action on a request to approve the Police Captain promotional process. That information was in our packet. Jen or Jody, any comments on that, or?

That particular process I wasn't involved in.

Okay.

I discussed the process with Commander Warych and Chief Smith, and the evaluation methods mimic what we used for positions in the contract as far as if there are two methods, the weight is set for, with the interview at 60% and the personnel file would be at 40%. The minimum requirements remain the same, three years experience as a lieutenant, and a bachelors degree or an associates degree.

Okay. All right, it was noted here that the process will likely start in September or October with the postings?

Yes.

All right. And you just need one captain you're looking for?

I think the Chief said he needed to fill two or three.

Oh. Okay, any other questions? If not, I'll entertain a motion to approve the process.

So moved.

Moved by Commissioner Schopf. Is there a second?

Second.

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

Aye.

Opposed? That's approved. And then consideration with possible action on a request to approve the Police Sergeant promotional list. Also we have a list here, a list of three candidates. And Nancy and I were involved in that interview process that they had at the PD for these three. If there are no questions, I'll entertain a motion.

Even though they're not eligible 'til November and December they'll still start in September?

Well, it depends. Okay. But we'll get into that.

Okay.

Okay, the next agenda item.

All right.

Can you tell us for the sake of the benefit for everyone just kind of how that, wasn't that adjusted, that process with sergeants, and adding more, and that sort of thing? Can you give us kind of the background, the Readers Digest--

For? As far as with these three--

Not these three, but didn't that--

Creating the sergeant?

What's that?

Creating the sergeant position?

Yeah, yeah, wasn't that retooled? Could you kind of, for the benefit of a couple of us.

Yeah, years ago, I think it was about 1996, we had sergeants, and then Chief Lewis had decided that due to some contract negotiations that were going back and forth, they decided to eliminate the sergeant's position, and then lieutenants took on the duties of sergeants and lieutenants. And we proceeded that way up until this past year, where Chief Smith realized that there was some benefit to having sergeants available, and then reducing the work load a little bit on the lieutenants to have them more in a capacity to oversee the shifts and adjust--

Supervisory?

Yeah. So, they started working with the bargaining units and trying to come up with a process in which to select the sergeants. And I believe they have four of them that they promoted this past year. By all accounts it appears they're doing fantastic. It's alleviated some of the work load on the lieutenants, and the lieutenants are now starting to shift into taking over as shift commanders on the shift, and leading the shift, and then the sergeants would be the actual road supervisors.

Mm hm. Gotcha. Okay, thank you.

Yeah, thank you. I just thought it would be helpful. Thank you. I appreciate it.

Any other questions? If no, I'll entertain a motion to approve the promotional list.

So moved.

Moved by Commissioner Wanezek. Is there a second?

Second.

Seconded by Commissioner Koepke. Any further discussion? Hearing none, all in favor?

Aye.

Opposed?

Okay, now, the next agenda item is consideration with possible action on the request to approve the promotions to the rank of sergeant. The Commission may convene in closed session pursuant to Sections 19.85 paragraph sub and , 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 , Wisconsin Statutes, to report the results of the closed session and consider the balance of the agenda. Is there a motion to go into closed session?

So moved.

Second.

Moved by Commissioner Schopf, seconded by Commissioner Rohloff. All those in favor?

Aye.

Opposed? We are in closed session.

Okay, we're back in open session. While in closed session, we reviewed the three sergeant candidates that were on the promotional list. And it was a unanimous decision of the Commission to authorize promotion for all three candidates, one of which will occur immediately, the other two, in the remainder of this year, unless an agreement can be obtained with the Police Association to waive the seven year requirement. And with that, the next item is the Budget Status Report. That was in your packet. Minimal activity in the last month on that, so. How much, we've got 46% of our spending at this point in time, and the spending isn't steady. It can go and down with interviews, and with the fire department hiring process and things of that nature. At this point I think we're in fine shape. We'll see what happens as we get towards the end of the year. Any other questions? I'll entertain a motion to receive these and place on file.

So moved.

Moved by Commissioner Rohloff. Is there a second?

Second.

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

Aye.

Opposed? Okay, receive those and place them on file. All right, next item is consideration with possible action on the request to approve the monthly bills that were in your packet, and again, all related to physicals. Any questions, if not I'll entertain a motion to authorize payment.

So moved.

Moved by Commissioner Wanezek. Is there a second?

Second.

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

Aye.

Opposed? Okay, we'll pay the bills. The next items, in fact I'm going to jump ahead now, next item six and seven we're going to discuss these items together. They're both closed session items. They're two separate items, but we'll do a vote to go into closed session once. While in closed session we'll cover both of those items, and then coming out of closed session I'll report separately on the two. So the first item is consideration with possible action on the review of Patrol Officer candidate backgrounds. The Commission may convene in closed session pursuant to Sections 19.85 paragraph sub and , 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 , Wisconsin Statutes, to report the results of the closed session and consider the balance

of the agenda. Next item, item seven, is Interviews with Patrol Officer candidates. Please take notice that pursuant to Section 19.85 paragraph sub and Wisconsin Statutes, the Commission may convene in closed session for the purpose of interviewing, evaluating, and considering employment of Patrol Officer candidates. Is there a motion to go into closed session for these two items?

So moved.

Moved by Commissioner Rohloff. Is there a second?

Second.

Seconded by Commissioner Schopf. All those in favor?

Aye.

Opposed? We're in closed session.

Okay, so we're back in open session. While in closed session, we interviewed three candidates and chose to continue those candidates in the hiring process. We, in addition, reviewed the backgrounds of four other candidates and chose to stop any further consideration of those four. And that was a unanimous decision in closed session. Next item on the agenda is the date of the next meeting. So our normal meeting would be October 3rd. Does that work for everybody?

About 3:00 o'clock?

At 3:00. Yeah.

Yeah, okay.

October 3rd at 3:00 o'clock, unless. Besides interviews or some other reason to change that. There are no public hearings, so with that I will entertain a motion to adjourn.

So moved.

Moved by Commissioner Wanezek.

Second.

Seconded by Commissioner Schopf. All those in favor?

Aye.

Opposed? We are adjourned. Thanks, everybody.