



MINUTES OF THE POLICE AND FIRE COMMISSION

**THURSDAY, NOVEMBER 7, 2019, 4:15 PM
CITY HALL, ROOM 310**

A. ROLL CALL.

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

Others Present: Fire Chief David Litton, Police Commander Kevin Warych, Police Lieutenant Jody Buth, HR Generalist Jennifer Smits and others.

B. APPROVAL OF THE AGENDA.

Commissioner Rod Goldhahn indicated that the agenda should be amended to include setting the date of the next meeting.

Moved by Commissioner Warren Wanezek, seconded by Commissioner Nancy Schopf to approve the agenda as amended. 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 October 3, 2019.

Moved by Commissioner Warren Wanezek, seconded by Commissioner Nancy Schopf 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 shared positive comments regarding the ceremony on November 3, 2019 which honored four Fire Fighters who passed away decades ago due to cancer and acknowledged Fire Chief David Litton's efforts regarding cancer prevention for Fire Fighters. Commissioner Goldhahn also stated that he and Commissioner Nancy Schopf had the opportunity to sit on the interview panel for Police Captain and Police Sergeant. He was impressed by the number of candidates that participated and by the quality of the candidates.

2. Report from the Chiefs.

Fire Chief David Litton and Police Commander Kevin Warych reported on their respective department events and activities.

E. REGULAR BUSINESS.

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

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

2. Consideration with possible action on request to approve the promotions to the rank of Police Captain. 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 Vanya Koepke, 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 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 approved the promotions of two candidates.

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

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

5. 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. 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 three Patrol Officer candidate background investigations. Two candidates requested removal from the list.

Moved by Commissioner Vanya Koepke, 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

6. 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 one candidate was interviewed and will continue in the process.

F. PUBLIC HEARINGS.

G. ADJOURNMENT.

The next meeting of the Police and Fire Commission is scheduled for Monday, December 2, 2019 at 3:00 p.m.

Moved by Commissioner Marian Boyle-Rohloff, seconded by Commissioner Vanya Koepke to adjourn. Motion carried.

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

VERBATIM MINUTES

- All right, I'd like to call the November 7th meeting of the Police and Fire Commission to order. Let's start with the roll call. Commissioner Wanezek?

- Here.

- Commissioner Schopf?

- Here.

- Commissioner Boyle-Rohloff?

- Here.
- Commissioner Koepke?
- Present.
- And Commissioner Goldhahn. So all commissioners are present and accounted for. I'll ask for an approval of the agenda with one change. We were missing the set the date of the next meeting, so we'll put that in between F and G. So with that change I'll ask for a motion to approve.
- So moved.
- Moved by Commissioner Wanezek.
- Second.
- Second by Commissioner Schopf. All those in favor?
- [All] Aye.
- Approved, I mean, opposed? And that's approved. Okay--
- Give me one sec, please.
- Okay.
- Okay.
- The approval of the minutes, you received the minutes of the last meeting in your packet. Any changes or questions on that? If not I'll entertain a motion to approve.
- So moved.
- Moved by Commissioner Wanezek.
- Is there a second?
- Second.
- Seconded by Commissioner Schopf. Any further discussion? Hearing none, all those in favor?
- [All] Aye.
- Opposed? Then those are approved. Information reports, I'm gonna move mine down, so we'll start with the Chief's. So Chief Litton, we'll start with you.
- Just a couple of very quick things. We will be holding three positions open at the end of the year. We've had budget constraints. So there will be no need for interviews this fall as we won't be hiring anybody. We did get the results from Fox Valley Technical College, and we'll hold those in case anything were to change. But I'm certainly not holding my breath. So that's gonna be the status quo going forward next year.
- And we don't have any retirees?

- There were two retirees and one that resigned due to some family issues. So we have three open positions, so we will--
- Those won't be filled?
- We've got one Captain that's retiring at December 21st I think it is, so we'll have three open positions that we know of.
- Okay.
- Not changing the table of the organization, just holding our own. The only other thing I had to report is we will need to run a Battalions test, we're hoping to do it in March. We wanted to see if March 4th and 5th or 11th and 12th, if we have any, we typically have two commissioners sitting in on those, on that at the assessment center. So we'll see if those dates will work.
- Either works for me, I not going anywhere.
- Okay, we will have two Battalion vacancies at, I think it's Bob Wiegert and Steve Sellin are both retiring within a week or so of each other next year. They've already given me their letters. So we're gonna test in March so that I have established lists so we can set up a few people in advance of them leaving, kind of get some shadowing done, and things of that nature. So if, does either week, you prefer either one of those two weeks, it doesn't matter to us.
- It doesn't make any difference to me.
- Then we'll pick the March 4th and 5th, and I'll get it on calendars, and we're gonna get notice out to the floor here pretty shortly and whatnot, how many candidates we'll have. There's a possibility we'll have to add a third day depending on the number of candidates, but last year we had six, and the last time we ran we had six and we were able to do it in two days. It's probably somewhere in the area of what we'll have.
- Okay.
- So that's all I have.
- Thanks. Kevin?
- [Kevin] On behalf of Chief Smith, Chief Smith's not available today. So I apologize if you were expecting to see him.
- Oh, you're a disappointment.
- It's an upgrade.
- [Kevin] Duly noted.
- Suck-up.
- [Kevin] Crime-wise, we're doing good. The statistics that you get emailed from Chief every Monday, we're 5% down, so we're doing great. Our biggest crime patterns we're seeing is thefts and burglaries. There's been some businesses that have been hit recently, which we're doing our best to track the people who we believe are responsible for that. Theft is always our biggest problem of interest. We just had a huge influx of license plate thefts. Why people are stealing license plates is beyond me. Probably to commit other crimes, and put

them on their car and commit those crimes. But we're still tracking those thefts as much as we can. Internally, currently there is a current Sergeant selection process that is going on. A Captain's promotion process which we'll talk about later. And then we're trying to fill a spot in community policing. Right now we're at 178 officers. And Jody's gonna talk about that. But we'll be clearing some more people in November. Budget-wise, it was more positive than negative for us. So we're gonna get up to 185 by July 1st. So there are some retirements here at the end of the year, but our goal is to get to 185 by July 1st. So we'll do everything and anything to get up to that point.

- All right, very good. Any questions for the Chiefs?

- When they steal the license plates, do they steal the whole plate? I know in Milwaukee they actually steal, like they take the sticker, they take theirs.

- [Kevin] Yeah, they take, yeah, no, we're seeing the whole license plates.

- Okay.

- [Kevin] And it's odd, and usually, usually that happens and they pop up in gas drive-offs and stuff like that. But there's just, when we meet every Monday to talk about what crime is occurring from a week-at-a-glance, it just seems like license plates. And you actually have to unscrew the license plates. It's not like they fall off, so it's odd.

- Interesting.

- Well I have a couple of observations. One for each department, and both very, very positive. This Sunday you may have seen in the news there was a presentation at the library where four families of deceased firefighters, actually deceased for decades, were presented with flags and their deaths were reclassified as line-of-duty deaths because they died of cancer that was judged to be related to their employment. And Dave Sutland from the Fire Department is, I mean Siegel, I'm sorry, and he does a great job of the history, he's a great historian. I said he was like the college professor you had that you learned a lot from, but you always liked to sit down and talk to him because they had the backstory. And I also want to credit Chief Litton because that... That subject is, cancer deaths of officers is a personal mission of his. And I know he's worked very hard to get equipment at each of the stations to be able to have the clothing properly cleaned in between times, and also procedurally, change some procedures all in the, with the idea of protecting his firefighters. And so Chief, I compliment you on that, and it was a great, great ceremony, and thank you for doing that.

- I'm a big believer in that ceremony for sure, and we've had fiscal support from the City along the way, changing all the things that we've had to change with, and it was not a cheap endeavor, we probably got 20 gear washers and dryers, two sets of gear for everybody. It's probably approaching a \$600,000.00 effort right there over the last six years. So it was the procedural thing to do. Other smaller items and things that we had to do. But were it not a known issue, we'd just found out this, within the last two weeks, we have two more members diagnosed. Their prognosis is fine as at this point, but it's one of those things where it just, but there's more firefighters that die from cancer after they retire than die from anything else. And I think the statistics are like 2/3 of active firefighters are going to have cancer. I've watched too many bad things in my career, and that's why I'm so adamant about changing it for the younger generation.

- Mm hm.

- Okay, thank you for this.

- Yes.

- Yes.

- Is it from the chemicals they use, or the asbestos in the buildings?

- It's all the products and combustion, all the, there's carcinogens in everything, anything that burns, and just exposure. When your body temperature, when it rises, when you wear all the gear and your air pack and so forth, and you're sweating, you're 400% absorption rate, in your body's 400% higher, pores open up, it's easy for carcinogens to get into your system, and repetitively, over time, over years and years and years of service. That's what we're finding. But we're doing different things now, and we're requiring a whole host of things, from clean up immediately on the scene, to bagging gear, to washing it under, at 5 G of force, to wipes that they use on the scene, disposable wipes, to making sure they have showers, to making sure that they have fresh uniforms to put on every single day, to not allow their gear into the stations, to annual physicals and all the normal checks and screens. So there's 15 or 16 different things that we found that make a difference.

- Okay.

- And then relative to the Police Department, Vice President Schopf and I had a chance to be part of the interview panels for the Captains and the Sergeants that they just went through, and I was very impressed by both the number of people that signed up for that, or applied for that. It shows that people want to be leaders, and they want to grow and they want to change, and they want to take on a larger leadership role. And secondly the quality of the candidates too, very strong candidates in there. So it left me feeling like the future of the Police Department is very strong for many, many years out of the future. And it was really fresh to see I think, Nancy, if you have anything to add?

- I think...

- So thank you.

- It was tough to evaluate out there.

- So a lot of good things coming up in both of those. All right, well, Chief Litton, I think we're--

- All right.

- Pretty well done with all the Fire stuff, so.

- Well it was good to be here and give everybody an update.

- Unless you wanna help hire a police officer.

- No, I'm good. I've got enough of my own problems.

- One question.

- Yes.

- The Community Foundation, do they have a foundation for the Fire Department?

- We do not, we actually looked at that at one point when we had a potential donor, but we never had it established, we just don't receive... You know, one big grant, or community gift I guess, went towards the ballistic gear and helmets, and then the particulate hoods, cancer prevention, that was one donor, one time, and it came to the Community Foundation. But we've never established one for the Fire Department. You to have money to do that.

- Hm?
- You have to have funds to do that.
- Yeah, I don't have those. Just to clarify.
- Yeah, fair enough. Catch you later.
- Appreciate it.
- Bye.
- Chief, you talk about that to Kris, and she might underwrite that, the cost of putting that together.
- Okay.
- Our friend.
- Sure, okay, yeah.
- You're rollin' 50,000 cash?
- No, that's when charitables are in check.
- Thanks again, everybody.
- [Kevin] Good night.
- Good night.
- In case you wanted to help somebody.
- All right, Regular Business. Consideration with possible action on a request to approve the Police Captain promotional list. So, Jen has the list.
- [Jen] Everyone should have a copy.
- Do you have a copy of that schedule?
- I guess I gave you back mine after we signed it. So I don't need another one, email it to me.
- [Jen] Okay.
- I thought that was your only copy.
- [Jen] Sure.
- So this listing represents in alphabetical order the people that went through the interview process and qualified in that process.
- [Jen] So we, as Commissioner Goldhahn had said, we conducted oral Board interviews, and then we also did a personnel file review. So the interview was rated at 60% and the personnel file review was rated at 40%. And all the candidates needed to have a minimum of 70% on both of those in order to be placed on the list.

- And so then, our next agenda item we'll talk about actually promoting some of these from the open slots that are available. So if there are no other questions, I will entertain a motion to approve this promotion list.
- I have just one question, okay, now we have an alphabetical list if it's approved. Now what happens?
- These folks are now, they're approved by us and being considered for Captain. So now as Captain openings come up, they will be offered these based upon how they fared in with that interview process.
- So there's a score but it's not disclosed.
- Yeah, we're not gonna--
- Yeah, this is the alphabetical order. There's a rank order, but we don't--
- We don't get that?
- And is there a discretionary element in that? Who makes the selection, the Chief, from that list, or is it automatic based on that score that's?
- [Jen] It's simply based on their ranking.
- Okay.
- Is there an opening right now?
- Two.
- Two, that's right. Do we know who's gonna be assigned them?
- That's what we're gonna talk about.
- That's our next agenda item. Okay, sorry.
- I'll remind you.
- I forget that.
- All right, so any other question? All right, I'll entertain a motion to approve the Captain Promotion list.
- So moved.
- Moved by Commissioner Boyle-Rohloff. Is there a second?
- Second.
- Second by Commissioner Schopf. Is there any further discussion? Hearing none, all those in favor?
- [All] Aye.
- Opposed? All right, that list has been approved. The next item is consideration with possible action on a request to approve the promotions to the rank of Police Captain. The Commission may convene in closed session pursuant to Sections 19.85 paragraph subs 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.

- Moved by Commissioner Koepke. Is there a second?

- Second.

- A second by Commissioner Rohloff. All those in favor?

- [All] Aye.

- Opposed? We are in closed session. All right, we are back in open session. While in closed session we reviewed a recommendation by the department to promote two of the individuals on this list to Captain at the next available openings which should be coming up in the next month or so. However, because out of courtesy to all the candidates, since none of them have been contacted yet, we're not going to announce the names of those two until all that's been done. But just for the record, we have authorized a promotion to two of the candidates from that list. All right, consideration with possible action on the following communications.

- [Jen] Do we need a motion, I'm sorry, a motion to approve? Maybe a motion to go into open session?

- I made a motion to approve this, and .

- [Jen] Oh, you did.

- We approved it in...

- [Jen] I think we just had a motion to go into open session.

- Correct, all right. Is there a motion to approve our decision on the two candidates that we discussed in the closed session?

- So moved.

- Moved by Commissioner Schopf.

- Second.

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

- [All] Aye.

- Opposed? We have unanimous consent for the promotions of those two individuals. All right, number three. Thank you, Jen.

- Mm hm.

- Budget Status Report. No change, although in the budget spreadsheet, again, there's no change for this month, the budget spreadsheet shows a just under \$500.00 charge for a psych evaluation. So it was pretty straightforward. If there are no questions, I'll entertain a motion to receive those and place them on file.

- So moved.

- So moved.

- Moved by Commissioner Rohloff. Seconded by Commissioner Schopf. All those in favor?

- [All] Aye.

- Opposed? Okay, we'll place that on file. And then consideration with possible action on a request to approve the monthly bills, that was the single psych evaluation bill for new candidates. If there is no other discussion, I'll entertain a motion to authorize payment.

- So moved.

- Moved by Commissioner Rohloff. Is there a second?

- Second.

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

- [All] Aye.

- Opposed? Okay, we'll pay the bills. Number five, consideration with possible action on the review of Patrol Officer candidate backgrounds. Excuse me, I should back up. We have two closed session agenda items. We'll go and we'll do one closed session vote. While in closed session we will cover both of those items. When we come back into open session I'll report on the two of those separately. So, consideration with possible action on the review of Patrol Officer candidate backgrounds. The Commission may convene in open 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. And then item six, Interviews with Patrol Officer candidates, please take note that pursuant to section 19.85 paragraph subs 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--

- So moved.

- Moved by Commissioner Wazenek. Is there a second?

- Second.

- Seconded by Commissioner Rohloff. All those in favor?

- [All] Aye.

- Opposed? Then we will go back into closed session. All right, we are back in open session. While we were in closed session we... Voluntary removal, for either they took another job or had some other issues in the process, so they voluntarily requested not to be continued in the process. And we reviewed the background of one candidate, chose to continue that person in the process, and interviewed that candidate and after the interview, continued to choose to keep that candidate in the hiring process. So given that, is there a motion to continue that candidate in the process and to accept the voluntary removal of the other two candidates?

- So moved.
- Moved by Commissioner Koepke.
- Second.
- Second by Commissioner Schopf. Any further discussion? Hearing none, all those in favor?
- [All] Aye.
- Opposed? Okay, all right. There are no public hearings scheduled today. Setting the date of the next meeting. Our regular date would have been December 5th, but we have two of the Commissioners, it doesn't work for them. I'll look at some other options.
- How 'bout the 2nd, Monday, is that too early?
- The 2nd, Monday?
- Is everybody okay with December 2nd?
- Mm hm.
- That would work for me, would it work for you?
- Yeah.
- [Jen] Do you think we'll have more interviews?
- No, not until the next list is straightened up.
- So 3:00 do we meet, 3:00 o'clock?
- 3:00 o'clock?
- It wouldn't work on Wednesday the 4th, huh?
- No.
- I'll be gone.
- That works for me.
- Okay, all right.
- You have that, sorry.
- Okay. So December 2nd--
- [Jen] So Monday, December 2nd.
- Yep.

- [Jen] 3:00 o'clock.
- 23 days before Christmas.
- Yeah.
- Get your shopping done early 'cause the whole week before Christmas it's supposed to snow.
- That's true.
- You can do as you like. I'll let Chief Litton know.
- [Jen] Okay, otherwise I can send the Chief an email.
- Okay, sure.
- [Jen] Do you want me to do that?
- Sure.
- [Jen] Okay.
- All right.
- [Jen] I'll just send an email to both Chiefs.
- Okay. And include Warren in too if you don't mind.
- [Jen] Oh, sure.
- All right. That's the last agenda item. Is there a motion to adjourn?
- So moved.
- Moved by Commissioner Rohloff. Is there a second?
- Second.
- Second by Commissioner Koepke. All those in favor?
- [All] Aye.
- Opposed? We are adjourned.