



MINUTES OF THE POLICE AND FIRE COMMISSION

**MONDAY, MARCH 2, 2020, 12:00 PM
CITY HALL, ROOM 310**

A. ROLL CALL.

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

Others Present: Fire Chief David Litton, Police Chief Andrew Smith, Police Lieutenant Jody Buth, Police Officer Jessica Bahl, HR Generalist Jennifer Smits and others.

B. APPROVAL OF THE AGENDA.

Moved by Commissioner Nancy Schopf, seconded by Commissioner Vanya Koepke 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 December 2, 2019.

Moved by Commissioner Nancy Schopf, seconded by Commissioner Vanya Koepke to approve the minutes. 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 Vanya Koepke, seconded by Commissioner Nancy Schopf to go into closed session for items #1 and #2. Motion carried.

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

The Commission reviewed five Patrol Officer candidate background investigations.

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.

The Commission conducted interviews with four Patrol Officer candidates and all four candidates have been approved to continue in the recruitment process.

3. Consideration with possible action on the following communications:

a. Budget Status Report

Moved by Commissioner Warren Wanezek, 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 Nancy Schopf to approve the monthly 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 next meeting of the Police and Fire Commission is scheduled for April 2, 2020 at 3:00 p.m.

E. INFORMATIONAL.

1. President's Report.

Commissioner Rod Goldhahn noted the change in financial reporting. (Effective with the 2020 budget, the Police and Fire Commission recruiting funds have been allocated to the Police Department and Fire Department budgets.)

2. Report from the Chiefs.

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

F. PATROL OFFICER INTERVIEWS CONTINUED.

1. 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.

Moved by Commissioner Vanya Koepke, seconded by Commissioner Nancy Schopf 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

The Commission conducted an interview with one candidate and that candidate has been approved to continue in the recruitment process.

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

H. PUBLIC HEARINGS.

VERBATIM MINUTES

- All right, I'd like to call the regular March meeting of the Police and Fire Commission to order. We'll start with the roll call, Commissioner Schopf?

- Here.

- Commissioner Koepke?

- Here.

- And Commissioner Goldhahn, Commissioner Wanezek, and Commissioners Boyle-Rohloff will be here shortly. Approval of the minutes; you had a copy of the minutes mailed to you. Any changes or additions?

- Actually, the agenda first.

- Oh, excuse me, approval of the agenda.

- Okay.

- So, you had the agenda mailed to you. Any changes or additions? Okay, I'll ask for a motion to approve.

- So moved.

- Moved by Commissioner Schopf.
- Second?
- Second.
- Seconded by Commissioner Koepke. Any further discussion, hearing none, all those in favor?
- [Commissioners] Aye.
- Opposed? Okay, approval of the minutes. So in your packet were the minutes from the December 2, 2019 meeting, which was our last regular meeting. Any changes or additions to those?
- No.
- Okay, hearing none, I'll entertain a motion to approve.
- So moved.
- Moved by Commissioner Schopf.
- Second.
- Seconded by Commissioner Koepke. Any further discussion, hearing none, all in favor?
- [Commissioners] Aye.
- Opposed? Okay, those minutes are approved. Our next two agenda items are both closed sessions items. So as we've historically done, we'll have one closed session vote, which will cover both of these, and coming out of closed session, I'll report on, it'll be two separate reports. So, the first one is consideration of the possible action on the review of patrol officer candidate backgrounds. The Commission may convene in closed session pursuant to sections 19.85, paragraph one, sub C and F, Wisconsin statutes, to consider employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. The Commission may thereafter reconvene in open session pursuant to sections 19.85, paragraph two, Wisconsin statutes, to report the results of the closed session and consider the balance of the agenda. And the next closed session item will include interviews with patrol officer candidates. Please take note that pursuant to sections 19.85, paragraph one, sub C and F, Wisconsin statutes, the Commission may convene a closed session for the purpose of interviewing, evaluating, and considering employment of patrol officer candidates. So, is there a motion to go ahead a closed session for those two items?
- So moved.
- Moved by Commissioner Koepke.
- Second.

- Seconded by Commissioner Schopf. All those in favor?

- [Commissioners] Aye.

- Okay, we are in closed session.

- Okay, it's up.

- Okay, because of the schedule of interviews, we are suspending the closed session temporarily and going back into open session to handle the balance of the agenda before our final interview. So, we will start off with item number three, which is consideration of possible action on communications, the budget status report, and the budget spreadsheet. A change which you found in your packet is, in the past, police and fire, the budget for the PFC was considered one budget. And now, beginning with 2020, they'll be separated by the jurisdictions. So we'll have a separate budget status report and spreadsheet for police and a separate one for fire. So, that's why you'll see it. So, we ended 2019 at spending about 75% of our budget. I think that had a lot to do with the fact that we did not hire any fire individuals. And for the beginning of 2020, we saw recruiting items and the payment for Fox Valley Tech for use of their fire plans. So, any other questions on either of those? For Jen? Okay, then I'll entertain a motion to receive those and place on file.

- So moved.

- Moved by Commissioner Wanezek.

- Second.

- Seconded by Commissioner Schopf. Concluding discussions, hearing none, all in favor?

- [Commissioners] Aye.

- Opposed? And consideration with possible action, I'll request to approve the bills. The bills were set near your packet and they were, again, just relative to physicals and recruiting items. Any questions or discussion? If not, I'll entertain a motion to authorize payment.

- So moved.

- Moved by Commissioner Boyle-Rohloff. A second?

- Second.

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

- [Commissioner] Aye.

- Opposed? Okay, we'll pay the bills. We have reports from the chiefs and the president. I have nothing new to report, other than a change in our financial recording. So we'll turn it over to Chief .

- The last meeting we talked about due process. I think we reserved three days coming up; I think it was this week: Wednesday, Thursday, and Friday .

- This week.

- Wednesday, Thursday, Friday and after the application process closed we ended up with two candidates. The candidates that are on the current list and we're anticipating two positions being opened this year: one in November and one in December and so after discussion of the staff it seemed to make sense to have a full blown process again for two people that have already made our list and have competed in the process the last several times and haven't made the list both times, both of the individuals. So we decided to just pair down that to a very informal interview and then touch on their strengths and weakness because we felt comfortable or we feel comfortable with making recommendations towards the end of the year have them fill the vacant positions. With kind of this review of we're they're at and what we might be doing with them between now and then as far as educational opportunities and just kinda go through some of the things that we saw analysis of things of that nature. That's the process so I think we talked with about that and feel comfortable with that. Doesn't make a lot of sense to waste a lot of your time and a lot of our time . It's not gonna change the outcome cause they're both gonna make the list and they're both eventually gonna take the jobs so it just makes sense to us so that's what we're going with . Any of you wanna on those interviews this Thursday. Attentively one of the individuals had a family emergency flexible with him. But Thursday right now, . So what's going on with that? received the notification for the next college testing process; of course we wanna get in that again. It hasn't changed; it's exactly the same thing, same pricing, same everything so. I do not have the contract yet, but as soon as I have that authorization to. It's not on the agenda so for approval to get in the process, but just letting you know it will be coming shortly.

- I think last year we just had that as an informational meeting. Is that how you wanna handle it again this year? I mean that's the same process.

- Since we've already approved that as the process, there's no changes, I don't think .

- Exactly the same process. Again, we don't know whether or not we'll be hiring but we still need to be in the process so we will begin recruiting folks . Last thing I wanna report on. We had the Wisconsin State Fire Chiefs Association Winter In-Service Leadership Conference here in Green Bay over the weekend. We had about 70, almost 80 fire chiefs from around the state here at the Hotel Northland to talk about various processes and so on. I was elected last year as the second vice-president for Wisconsin Safe Chiefs so I was part of those responsibilities and also for that. I was charged with putting together the program and selecting the sites of the Hotel Northland was were able to get rooms and facilities there; it was fantastic. They did a great job there at Hotel Northland and I've called the general manager to inform him of such. But we touched on some topics I just wanted to real quick, but you know some emerging concerns for us. So we had a lady in from Rosecrance group. So it's a group out of Rockford, Illinois but they have 62 facilities across the country now. It started in Rockford that deals with mental health, PTSD, substance abuse issues, and first responders of the military. So that's . The program is focused on that so she led it off as the keynote. We talked about spotting the risks and talking about key factors of things and so I was very, very impressed. And right into . We talk about the five levels of fatigue. Managing fatigue from burnout which there's a lot of those things that are similarly situated with PTSD. Just kinda being able to understand levels of fatigue; each level was well received. In the afternoon we spent talking more

along the lines of what the commission you know individuals from our management team and state chiefs. We talked about branding; branding your department. Make it more appealing. And quite honestly, I find ourselves to be very appealing across the state so we've seen that and the fact that we have got clear letters from all the departments here regularly because they all wanna work here so. It was an interesting discussion on branding and being out there and talk about using social media and all those things; it was very well received. And we followed that up lastly was Chief Stanley from Oshkosh who was one of my competitors and his topic was hunting and gathering which again, recruiting folks for our position. We've all seen that. And then on Saturday we had Dr. Graham Peaslee in. He's a professor in psychics and doctor from Notre Dame, University of Notre Dame talking about the PFAS issue; you guys have been seeing that on the news. P-F-A-S which is a compound; it's called the forever chemical. It's in our firefighting foam. So there's a lot of legislation that's going on right now; a lot of work on the state level and involved with figuring out what we're gonna do with these things. How we're gonna get rid of these things and who's gonna pay for these things. So we have about 1600 gallons of this stuff here. I have taken off vehicles that are in storage. They will not be used because they are, an emerging known detriment to the environment. It's a pretty significant detriment. We also found out from Dr. Peaslee that these materials are used; there's 4800 different formulas of these things and they're used in everything from Teflon to anything waterproofing. Scotch Guard, you name it. The most important thing we found out, it's in our here. Very stuff that we put firefighters in to protect them from keeping fire and all those things, we found out that it's in the gear. Right now there is no alternative shown or being shown to eventually cause cancer. So we obviously got a great concern there that we have no other alternative at this point, so.

- An alternative for the chemical in the gear, but there is an alternative for the 1600 gallons --

- Well there is, well here's the thing. There is an alternative somewhat. Instead of having a C8 which is eight parts of carbon down to a six part of carbon. They found that, well they're calling it fluorine free. It meets the thresholds right now, but they think that the research is showing that the C6 is just as bad or worse in different areas so there's not gonna be an easy fix here. The stuff's been around since 1940s was developed during World War Two but all the big chemical manufacturers of course, are making it so. We've got a lot of light work to do there, but more importantly we're involved in the legislature effort at the state level to make sure that we're not getting stuck with the bill for cleaning this stuff up. So we got some challenges there. So we got the and right after that we had the Department of Natural Resources in because they're getting pigeon hold and stuck in the middle of all this. They're gonna be the agency that's regulating and controlling and investigating and potentially finding those that use it causes environmental damage so. It's an interesting conversation and the last close it out with a individual who 30 year Marine Corp veteran also Hollywood, Florida was here talking about a situation awareness, kind of an anti-terrorism front. He's taught all over the world at 30 years in and Sargent when he left. Very dynamic guy, so we had a lot of great pointers about awareness and things of that nature. And the last thing on the agenda and I want to give him some kudos was Chief Goplin. He talked about the year long effort we had in conjunction with the police department on acts of threats and the entire policy that was put together between the police department and the fire department. The people that Chief Smith put in to train officers, our training officers cultivating it, what I consider to be state of the art policy now. And at the end of Rob's presentation, we must of had 30 requests for all of our documentation and our procedures and things of that nature. So that just goes to the testament of the fact that it's, I think that Brown County and like the Green Bay, I don't think there's anybody else in the state that's doing this. I will tell you, the Milwaukee, the next day I was sitting across from Chief from Milwaukee. A great friend of mine, he was here and he was telling me how much better they could of done; couple of friends. So pretty

proud of what our people and police and fire department put together . It's gonna be, certainly a model of the state . So Rob did a great job . That concludes .

- Back up on the something we would pipeline for the future so any concerns about some of the younger engineers and officers coming up.

- Yeah, there's absolutely a concern, a reason that yes, we've talked with folks. The reason that the people are stepping away from it is the compression issue compensation.

- Okay.

- Just flat out you know, you can say on the line of work as a make more money than you can as a Battalion Chief and so we've addressed that with human resources. We got a situation ongoing right now that we're working through, but it's going to be an ongoing issue. We can't expect to give people more responsibility and pay 'em less money than you're paying somebody that's in the union. So that's a serious issue that has to be addressed. I think it's the same issue on the police side as it is on our side because the Battalion Chiefs and I think the captains are in the same pay grade and the city pay plan. So I think that there's some issues there. We've talked with several of the captains that we see or captains that we thought we were gonna put in common thread of why would I do that based on the responsibility. not for a lack of what it would take on. Take on more responsibility but certainly you don't to be compensated for it . Yeah we have one specific instance; I'm not gonna go into great detail about it, but you know I think it's a matter of where we site them on a seven step program city's pay scale, I guess really where the discission is at there. Probably going too low on a scale . It really is a matter of policy for the city finance committee .

- Okay, other question?

- So we are working through it. I don't think that it's an obstacle right now today we have a resolution .

- Any other questions for Chief ?

- Maybe one: do we have any statistics on how our force either active and retirees have been affected the chemicals with cancer? we've studied?

- Once, I will tell you that annually more firefighters die across the country from cancer than they do from line of duty death, meaning the active duty in regards to response and there are no great statistics on once they retire what it looks like. What I will tell you is from my experience that, I think the statistics in my eyes is that two-thirds of retired firefighters will come down with one of the top 10 forms of cancer that affect firefighters.

- After you retired?

- After you retire and then you're off the job and it's not compensated for. It's a problem that we've addressed from the aspect of that we've done everything we could possibly do at this point, that's known to eliminate exposure, not eliminate, but reduce exposure .

- And if they're active it's confidential?

- That's correct. It's a problem, it's a big problem. It's a problem that we're never ever gonna eliminate; it's part of what we do. It's a matter of what we do to reduce it and the thing about is that we've implemented every known best practice right now that probably six years ago, right after I got here. So we're doing everything we can. Yeah, the foam issue is one of things where I will tell you that back 25 or 30 years ago, they literally put this foam through an expansion air generators and that would be part of our fiber but you can't with kids. foam like it's a bubble bath. It was new.

- You did a lot of things in your term.

- Out here in Green Bay where I come from and you know, that was a general practice around the country; I at least tell you that. That's just you know, it's mind boggling that you find this stuff out 30 years later .

- I think steps to reduce .

- All right, I think everything else on the agenda is police related and I'm sure you've got plenty of to do. I realize that I missed the part about setting the day to the next meeting so we will tentatively set it for the first Thursday in April and then we'll adjust from there.

- So I would like to start off with crime. You know crime is edging up a notch this year. Right now we're looking at a 12% increase in violent crime, a 2% increase in property crime, and a total increase of about 4%. I sent you the statistics this afternoon so you should have this on your email when you get home. The violent crime is being led by aggravated assaults. Last year at this time we had 30, right now we're sitting at 45. We're looking at all those numbers and trying to figure out what it is. A lot of those are domestic violence related, but we'll have an incident like we had on Friday where we had that, or Friday in December, where we had that stabbing. Five people were stabbed and it was basically several people armed themselves with knives and ended up stabbing each other. One fellow had to be flown to Milwaukee with some serious stab wounds. Doesn't look like he's gonna die over this, but it's a huge concern when something like the bar fights spills out into the streets and multiple people and up getting stabbed. But there's five aggravated assaults first and you know, in one five minute period of time. That's the only big one that's up in the violent side. On the property side, burglaries. And I wish I could say there was a specific pattern of where they're occurring and the specific individual that's doing it, but we're up from 21 to 38 which is a huge increase for us in burglaries. We had just one this past week, but keeping an eye on those and making sure our detectives are following up on those, especially when you see a pattern. Our goal is when we see a pattern. Last year for instance, we had a pattern of someone breaking into apartment laundromats and breaking open the coin holder; I mean that's in desperation. It's either kids looking for money to you know, go play video games or whatever they do nowadays, or somebody with a drug habit and so our goal is to get on top of those as soon as we start seeing a pattern so we can get 'em on the second or third one before we have it happen to the 12th or 15th one. And traffic, our motor vehicle thefts are down just one; 23 last year, 22 this year. But that's a nice change from me having to say that on the radio every time I talk about, or on TV every time I talk about crimes. The good news is our citations you know. As you know that all the persons and the community have really been enthusiastic about writing more citations, doing more traffic enforcement, keeping people to slow down here in Green Bay. So I sent these numbers out to you but last year, this month February, 430, this month 838 citations are written. So officers out there working really hard. We doubled up our traffic officers. We had two, now we have four and we picked two really hard working guys to join

them. So they're tearing it up as far as writing traffic. I rode around with Tom the other day. Interesting, he gives more warnings than he gives citations and he still gives close to 100 citations a month. But he'll stop people and say, "Okay I'm gonna "give you a warning for this." You know, but when they do that he writes it in his notes and if he sees the same guy doing the same thing, you're not gonna get a warning the second time. And it's some easy pickings out there. He doesn't write traffic and most of our guys don't write speeding tickets for less than 15 miles an hour over. So if you're in a 25 mile an hour zone and you're doing 40, you can count that somebody's gonna pay attention to it.

- Webster Avenue is gonna be really tough.

- Webster Avenue is tough; it's tough to get down to 25 under--

- Yeah.

- And they're looking at, the traffic committee's looking at that, as to whether they should adjust that or not.

- Have you traffic citations or every sort of possible citation?

- These are all traffic so. And you could get two or there could be a seatbelt violation or a distracted driving violation as well as a speed violation. So that would count as two tickets or two citations.

- Okay.

- Is there a real increase in the social human trafficking stuff? Social media is posting so many different scams type of traffic.

- Yeah, I spoke with a--

- seen a lot of those?

- No, we do have a concern about it, especially some of the little massage parlors. I think there's really two types of human trafficking. One is the human trafficking individuals for sex or sex work and the other one is human trafficking individuals for just like, domestic labor. And sometimes you'll see labor labor; certainly I have never seen that here in Green Bay, but in other places you'll see someone who's got a servant. Someone from China, you take away their passports. They don't let them have any freedom. They don't let them have any contact with the outside world. They pay them nothing or next to nothing and they basically keep them there you know, sometimes for years that we see. Sometimes you see them in what do you call it, a sweat shop or whatever. But they'll have a business that's got a big chain link fence around. They'll sleep there and they'll work there and whatnot. My bigger concern is people being trafficked up here for sex. That would be underage, usually women, usually from bigger cities: Milwaukee, Chicago, coming up here. I think we're kidding ourselves. We don't think it's happening, at least somewhat, but I spent some time with the FBI and they have a whole taskforce looking at this. We have several officers that are on top of this. Specifically Craig , one of our detectives who pays attention to this; who gets to know the women that are involved in the sex business and does whatever he can working with Eye Heart World and non-profits like that, to try to get women out of that situation. But I don't see it as a huge problem.

One case is one too many obviously, but I don't see a bunch of women getting trafficked up here. Couple years ago, we had I think, a 16-year-old woman from Milwaukee that was being trafficked up here; brought to a hotel. We got her out, basically rescued her, held people accountable for that. So we definitely pay attention.

- Yes, I just noticed a lot of people posting. I mean I go shopping to all these malls by myself and some of these women or men, they're gonna be afraid to go to these malls if it's as big as--

- Right.

- Some of these people are saying and I think--

- And I'll once in a while get a call; it happens a couple times a year. Someone will call me and say, "Hey, I heard that "two girls were grabbed off the street in Green Bay. "You know, it's on social media." Not the case; has not happened .

- I think a lot of it getting posted is not real.

- Right. But a legitimate concern and something to certainly keep an eye on. Speaking of sexual-- Speaking of stuff, we have a meeting tonight at six o'clock at the library about a violent sexual convicted fellow who is being released from Milwaukee into our community. You know I been talking to judges and anybody that will listen to see how this is happening. How does a guy from Milwaukee; he committed his crimes down there, he's from down there, suddenly find his way into a neighborhood in Green Bay? And of course the neighbors are calling me, you know up in arms saying how can we let this happen. So I've been working with our city attorney. I'm gonna go to the meeting tonight and see if there's anything that can be done to keep this kind of thing from happening. Apparently there's a judge in Milwaukee that says, "Well there's no place "for him in Milwaukee so send him to Green Bay "and he ends up in a nice family neighborhood "in Green Bay." And people are selling their houses. People are calling me in panic because these individuals are living in a house there, so. That's something we'll work on tonight. Jeff is one of our lieutenants and he's been going around doing a great job going to all the different businesses in Green Bay and offering to provide active shooter training. That's something that we offer to people within the city of Green Bay. We say we'll give you one four-hour block. He really enjoys doing; he's really, really good at it. And he's done over a thousand people, over a hundred different businesses he's gone to. He did WFRV yesterday I think, so we'll put a post up of that on our Facebook. But just let people know that if anybody's interested in having that; does a great job. It's free of charge for anybody in the city of Green Bay. And the good news of the day is the hedgehog was returned today. Talked to folks from the parks. He's been stolen out of the wildlife sanctuary and somebody walked in and plopped him on the counter and said, "Here's your hedgehog." And he turned around and walked out so. End of that mystery.

- What's happening with the new police, fire ?

- We're still working on it, the problem is that it's a question of funding. It's \$35 million dollars plus for the facility. I met regularly with the mayor as recently as a couple weeks ago. He's still committed to building it, but it's just a matter of gathering that amount of money and with the financial situation that the city's in. We're still down 13 officers right now from where we should be at 194; we're at 181. So it's a struggle to find that kind of money and even to get that much bonding space. So he's

committed; I certainly am 100% behind it. But it's just a matter of gathering up enough money to do it and I certainly don't think it's gonna be done in the next couple of years. But with a four or five year window, I think that's what we're looking at.

- Will that be a combination of tax dollars and also private donations; things of that sort?

- I think most is gonna be bonded money is how talking to bonded money. There may be some federal money that's available or state money that's available. But again, we'll have to see; that's for financial folks that are smarter than I am. I know \$35 million is about the price that they were looking at, but that could go up every year as construction costs rise over the course of the years.

- combination between community dollars, bonded dollars, and all that so.

- Yeah I don't know how much luck we'd have with donated dollars unless we. Well maybe, but I'm open to whatever funding . I think it's probably gonna have to be bonded money for the most part, for sure.

- Also I'm encouraged by your partnership with Eye Heart World. My friend works for them and that's awesome you guys --

- Oh, they do a great job.

- That's awesome.

- We had to give big Green Bay this past week. We had I wanna say \$15,000 or so that we were to get so it was a great, great response from people; that was great so. And looking to see what the Packers are gonna match for that and then we'll make an announcement .

- and things of that sort.

- Over at the ADRC; yeah we do that at different coffee shops around. This one happened to be good because we partnered with ADRC and they're great folks over there and it was a lot of fun over there. They can make a mean caramel macchiato latte, whatever. As long as someone guides me through it, I can do it, sure.

- Well thank you for doing that and supporting.

- And we had the active shooter training at our church and that was very good; very well done.

- Jeff is great; he's so knowledgeable. He's done all of the research on it and knows what works, what doesn't work. He'll be able to tell you if the doors close and locks. No suspect has breached a closed locked door you know and goes through all the different scenarios; what's worked and what didn't, how it ended, and what steps people can do. I think the bottom line is think in advance of what you're gonna do and how you're gonna react so that when something happens, you're not sitting there trying to come up with a plan; have a plan.

- You have questions for the chief? All right thank you.

- Sure.
- And we will the date of the next meeting. Second.
- Second.
- Instead of three o'clock on the second, unless something causes us to do something .
- Yes.
- How's your day?
- Good.
- And why don't we. Why don't we go back in the closed session cause we had one more interview we have to do so is there a motion to go back into those sessions?
- Colored picture.
- Commissioner Koepke.
- Second.
- by Commissioner Schopf; all those in favor. All right, so the motion open session. Commissioner Schopf.
- Second.
- Second by Commissioner Wanezek; all those in favor.
- [Commissioners] Aye.
- Opposed; we are back in open session. K, while in close section we conducted two agenda items: item D1 which was review of background reports on five candidates. We reviewed the background of those fives; found nothing in there that will prevent the candidates from continuing on. Item D2 was interviews with the fire patrol officer candidates. We conducted those interviews and chose to continue all five of them in the hiring process. With that, there are no public hearings scheduled so I'll ask for motion to adjourn. Commissioner Wanezek.
- Second.
- Second by Commissioner Schopf; all those in favor.
- Aye.
- Opposed; we are adjourned.
- Thank you.

