



MINUTES OF THE POLICE AND FIRE COMMISSION

THURSDAY, JULY 2, 2020, 3:00 PM

Telephonic Meeting of the Police and Fire Commission.

To listen to the meeting go to:

<https://www.youtube.com/CityofGreenBay>

A. ZOOM MEETING INFORMATION.

I. This item contains documents which provide call in information and instructions for the Zoom Meeting.

B. ROLL CALL.

Present: Rod Goldhahn, Nancy Schopf, Marian Boyle-Rohloff, Rashad Cobb. President Goldhahn stated that Warren Wanezek was excused. It was later discovered that Commissioner Wanezek had called into the Zoom meeting shortly after the meeting began, but he could not speak because he was muted by the system. It should be noted that Commissioner Wanezek was in agreement with all of items that the Commission voted on during the meeting.

Others Present: Police Commander Kevin Warych, Police Lieutenant Matt Cain, Assistant Fire Chief Rob Goplin, HR Generalist Jen Smits and others.

C. APPROVAL OF THE AGENDA.

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

approve the agenda. Motion carried.

Yes- Marian Boyle-Rohloff, Nancy Schopf, Rashad Cobb, Rod Goldhahn, No- None, Abstain- None

D. APPROVAL OF MINUTES.

I. Approval of the minutes from the regular meeting held April 2, 2020.

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

Yes- Marian Boyle-Rohloff, Nancy Schopf, Rod Goldhahn, No- None, Abstain- Rashad Cobb.

Commissioner Cobb abstained because he was not a member of the Commission in April.

E. INFORMATIONAL.

I. President's Report.

President Goldhahn welcomed Rashad Cobb to the Commission. Commissioner Cobb provided the Commission with a summary of his background.

President Goldhahn thanked former Commissioner Vanya Koepke for his 2 years of service to the Commission.

2. Report from the Chiefs.

Assistant Fire Chief Rob Goplin and Police Commander Kevin Warych reported on their respective department events and activities. Commander Warych also provided an overview of potential changes to the Police Department's table of organization that are being considered.

F. REGULAR BUSINESS.

I. Consideration with possible action on request to approve two (2) Police Department Promotions. 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.

a. Promotion of Lt. Matthew Cain to position of Captain.

b. Promotion of Officer Robert Ecke to position of Sergeant.

Moved by Commissioner Rashad Cobb, seconded by Commissioner Nancy Schopf to go into closed session. Motion carried.

Yes- Marian Boyle-Rohloff, Nancy Schopf, Rod Goldhahn, Rashad Cobb, No- None, Abstain- None

Moved by Commissioner Nancy Schopf, seconded by Rashad Cobb to return to regular order of business. Motion carried.

Yes- Marian Boyle-Rohloff, Nancy Schopf, Rod Goldhahn, Rashad Cobb, No- None, Abstain- None

Out of closed session, President Goldhahn reported that the Commission approved the promotion of Lieutenant Matthew Cain to Captain and the promotion of Officer Robert Ecke to Sergeant.

Moved by Commissioner Nancy Schopf seconded by Commissioner Rashad Cobb to approve.

Yes- Marian Boyle-Rohloff, Nancy Schopf, Rod Goldhahn, Rashad Cobb, No- None, Abstain- None

2. 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, Rashad Cobb, No- None, Abstain- None

b. Budget Spreadsheet.

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

Moved by Commissioner Nancy Schopf, seconded by Commissioner Rashad Cobb to approve the monthly bills. Motion carried.

Yes- Marian Boyle-Rohloff, Nancy Schopf, Rod Goldhahn, Rashad Cobb, No- None, Abstain- None

4. Set date of next meeting.

The next meeting of the Police & Fire Commission is scheduled for August 6, 2020 at 3:00 p.m. pending Patrol Officer recruitment needs.

G. PUBLIC HEARINGS.

H. ADJOURNMENT.

Moved by Commissioner Rashad Cobb, seconded by Commissioner Nancy Schopf to adjourn. Motion carried.

Yes- Marian Boyle-Rohloff, Nancy Schopf, Rod Goldhahn, Rashad Cobb, No- None, Abstain- None

VERBATIM MINUTES

- [Goldhahn] Jen were you expecting any other folks?
- [Jen] No, I don't believe so.
- [Goldhahn] Okay. Then I will go ahead and call this Thursday, July 2 regular meeting of the police and fire commission to order. We'll begin with the roll call vice president Schopf
- [Schopf] Present.
- Commissioner Cobb
- present
- Commissioner Boyle Rohloff.
- Here.
- [Goldhahn] And Warren Wanezek has an excused absence, and I'm Rod Goldhahn. So all four of the five commissioners are present. You all should have received an agenda in the mail. I will accept the motion to approve that agenda.

- [Schopf] To move.
- [Goldhahn] Move by Commissioner Schopf. Is there a second?
- [Boyle Rohloff] Second.
- [Goldhahn] Second by Commissioner Boyle Rohloff. Any further discussion? Hearing none, all those in favor?
- [Schopf] Aye.
- [Goldhahn] Any opposed? Okay. The agenda has been approved. Next item is approval of the minutes. That was from the regular meeting held April 2. That was our last meeting. And those were also in the packet any questions or to the minutes? Not all entertain a motion to approve.
- [Schopf] To move.
- [Goldhahn] Move by Commissioner Schopf? Is there a second?
- [Boyle Rohloff] Second.
- [Goldhahn] Second by Commissioner Boyle Rohloff. Any further discussion? Hearing none all those in favor?
- [Cobb] I'm just gonna abstain from the ayes and just because I didn't participate in that meeting, and so I didn't feel it's appropriate to-
- [Goldhahn] Okay. All right. Any further discussion? Okay. Hearing none, all those in favor?
- [Schopf] Aye.
- [Goldhahn] Any opposed? Okay, hearing none and let the record show that Rashad abstained because he was not in the meetings when those minutes took place.
- [Cobb] Well, I wasn't a commissioner at that time, sorry.
- [Goldhahn] Which brings us to the next agenda item, the reports. First for the present report I would like to welcome our newest Commissioner, Rashad Cobb. He's joining us to replace Vanya Koepke whose term ended in May. Nancy and I had a chance to meet Rashad at one of the interview sessions we had at the police department, where we were interviewing for I believe it was the either the captains or the detectives. So Rashad, welcome to the commission and if you'd like to get commissioners feel free.
- [Cobb] Yeah, thank you. I really appreciate the introduction. My name is Rashad Cobb. Originally from Milwaukee, Wisconsin. I've been in Green Bay since June of 2005. I've held various roles from non-profits generally working with the Boys and Girls Club, and youth development, working at the Job Center with the Welfare to Work program. I've also done some prison reintegration work with

family services. In addition to that, I also work together homeless teens in the community through family services as well. I serve under a couple of other boards. Married. My wife and I have no children, but I try to be as involved as possible with the kids in this community. I do a lot of mentoring in various high schools. And try to spend my time as much as possible to make myself available. And so I've had the pleasure of getting an opportunity to know a lot of individuals within the police force through some contact with Chief Smith and Kevin as well. And I'm just again really looking forward to learning. I really wanna learn a lot about fire. I definitely think I can expand my knowledge in that area, but here to listen, to learn, and also ultimately contribute. So really thankful for the opportunity.

- [Schopf] Welcome.

- [Cobb] Appreciate it. Thank you.

- [Goldhahn] Hey, great. We welcome you to the commission. And as I said Rashad is replacing Vanya Koepke. And on behalf the commission I'd like to thank Vanya for his two years of service to the commission. With that report from the Chiefs.

- [Goplin] So, Chief Litton is unavailable today, but things are going very well. I'm working through all of the COVID-19 issues and so on. We're obviously continuing to track what's going on with that and in the community, and kind of the resurgence that's seems to be popping up a little bit. We continue to get regular reports from Brown County Public Health about the daily case counts and testing, and so on. Staffing wise it hasn't had an impact on us yet. Thankfully. Beyond that we're continuing to work with Bellevue fire and work through that arrangement in those discussions with them. So that's going very well. And the other thing that we've got upcoming is in August one of our battalion chiefs will be going out on some leave temporarily. And we hope to at that point make the decision probably in early September, or possibly a little bit into October, then bringing up Eric Jeltema and Ray Fuiten into a training position, so that they can start to work through working in the office of battalion chief for a series of different assignments. Some will be on shift and some will be during the day just working on in the office with the battalions at day, and basically on the job training. To get them ready for moving into those positions we do believe that we do know I should say that, one of the battalion chiefs Battalion Chief Steve Sellin, will be retiring on November 13. So either Ray or Eric would move into the role of Battalion Chief then. And then Battalion chief Bob Wiegert, is planning to leave on December 19. So at that point then the other person would step in again either Eric or Ray, and move into that position. So it's gonna give us a great opportunity to get them some more on the job training. They continue to work in those positions as much as we can have them do that as staffing allows. They're both doing an excellent job. One thing I wanna mention with both of them. We did bring them into the COVID-19 response for the fire department was had several people working in the Brown County Emergency Operations Center for months during COVID-19. And it's still going on, but that role has transitioned back primarily to the Just public health staff. But both Eric and Ray were brought into the emergency operations center, and work there for several months. And it was a phenomenal experience for them to have. Terrible situation to be in, but also a situation where that is legitimately, and hopefully an opportunity that they may never get again. And it was just excellent experience for them. And they again it just proved that these two are the right people for these position. And is because they did they stepped right into a situation none of us have ever been in before and performed admirably. So, kudos to them for that. So that completes our report.

- [Goldhahn] Thank you chief Goplin. Any questions for Rob? Hearing none-

- [Schopf] No

- [Goldhahn] We'll move to the police. Commander Warych.

- [Warych] Thank you for having me today. Chief Smith is out of the office for a couple weeks, enjoying some time out west with his family. So he sends his regards. A couple things from the police department. Lieutenant Cain, who is also on this call here will hopefully share some information on your screen. And I'll jump right to that once that pops up. But meanwhile as he does that I just wanted to give you the community meeting that we held last week. very productive. I think that open dialogue is the key, and really developing those relationships to further our efforts here of community transparency, showing the community what the police department does, how we're trained, what we do, and really look for their input. That was just one meeting of many going forward. Chief Smith, myself, and the team is really putting together a series of things. More and more in so that in conjunction with the mayor, to show the community you know, 'cause the community or the nation's talking about police reform and what police departments should do. And this is just one of the things we're going to do, and on your screen you'll see the proposed table of organization. And this is just for information only for you. What you'll see here is you'll see there will be obviously the chief, two commanders, and then four captain's. One of the agenda items will be the promotion of Lieutenant Cain to Captain. Just to have that for captain's, 'cause Captain John Laux his last day is July 6. Sad day in the police department. What an outstanding person, salt of the earth kind of person. He will be sadly missed. I owe a lot of my career to him. So as we push forward though, and we talk about reorganization, and talk about what we can do to help show the community what we're doing reform, I don't say necessary reform but improve. I like to say we can always improve. We are this proposed table of organization which is a little different than what we have now. We are creating an administrative captain. We're having a separate training division. That's one of the key points that separate training division. We're gonna have two designated trainers training our personnel on topics like human dignity, implicit bias, professional communications, cultural diversity, really the topics that police officers need. You know there is the trend, and I firmly believe in the restorative justice models out there. Bringing the the offenders, the victims and everybody together to reduce the harm that's caused by crime. And that's you know, that's the direction that we're thinking. And not necessarily that's all we're gonna do, but I think that plays a big part in here. So the training aspect of this proposed table of organization is very, very new. Tentatively, we're shooting for the first of the year. We have to work through some budgetary items with human resources in the city, 'cause we have to promote four more sergeants. So we have a total of 15 sergeants, because we're going to one lieutenant on the shift and five sergeants on each of the three shifts. Full disclosure we are already getting some pushback from the association, 'cause they do not like, or they wish to keep the mid shift, which is the one that starts at 10:30 in the morning, and then the shift that starts at seven at night. The reason we're doing we're eliminating those two shifts. We're proposing is really we're breaking it down to make a more clear chain of command, so everybody knows who they report to. Our department is gonna be focused and making a priority of training our personnel, on the topics I talked before. We believe that it's gonna create a sense, or create or cause, excuse me a savings in overtime. We have to save. The police department has to save \$100,000 from the overtime budget due to the pandemic. We're gonna do that, but for 2021 we believe that this table of organization will save us money in the long run. And most importantly, I think it's gonna increase our service to the community. We are gonna stack the three shifts with more officers, because officers right now their biggest complaint is staffing. And they're going from call to call to call and they get burnt out. I mean

by seventh eighth hour you're pretty gassed. And officers on shift we can handle the call volume. We can give officers more discretionary time. And most importantly, then we can put officers on foot beats or on bikes. Getting all those officers out of the squad car that's desperately needed moving forward here to do that. So, that's proposed at this time. We're shooting for the first of the year, and we'll go for a couple other things for the Chiefs report. We are working for like working there was some communication between chiefs, myself, human resources, Celestine, Commissioner Goldhahn about a community awareness meeting and their role. So we don't interfere in roles or responsibilities with the police and fire commission. I've got a rough draft of that to the mayor and the chief will get it when he gets back. And we will work through that and make sure that there's no conflict of interest in both the commission and the community awareness meeting. We as the police department worked very closely with the fire department monitoring the COVID pandemic. Operations are almost back to normal. We still require mandatory hand washing and stuff like that. But so far, we're almost back to normal. Which I think everybody was desperately needed. But, sadly we're seeing that the surge in Brown County of the cases, so we will monitor that, and we'll work closely with the fire department in case we have to re implement some of the same procedures. There was supposed to be a scheduled protest this evening at 4:30 which I plan on going to at the Ashwaubenon community center, but a tragic incident in Sheboygan happened and he decided to go to Sheboygan tonight. I'm still gonna try to go out to the Ashwaubenon community center to establish the rapport with that organizer. That's someone I have not met before. I'd like to establish a connection. Declined my request on social media, but I'll see if I can establish that connection going forward. But I just wanna report to the commission that our department is putting together a plan. The table of organization is one, training is another. Really kind of show the community how we can improve our service and improve internally for our people, so that we can show the community that we're, we're responding to what's going around the country. And not necessarily we need to change things, but I think we can improve some things. And I really wanna focus on the community transparency. We'll get the policies for the police department and with the use of force policy, the handcuffing policy, the impact weapon policy. Stuff like that will be posted on our new website. If you haven't seen our new website we got that probably in March. We're slowly building that with Shelby and city hall. So that will be coming. There will be a police and fire commission tab on there. I'm working with Commissioner Goldhahn to make sure that, that is exactly what the commission wants. But that's kind of where we'll start with our transparency. And that's about it. Really just enjoy it. The officers are really working hard. They're putting in some long hours, this heat is taxing on them. But they're doing great work every day. They're very proud to work for the police department.

- [Goldhahn] Great, thank you. Are there any questions for Kevin about table of organization or anything else?

- [Cobb] Yeah, Kevin, just a couple of things really quick. Were there anything? Was there anything that prompted the discussion around trying to define roles? As far as commission attending events that like the one that happened on Thursday? Was there anything that just popped out or whether it's just us trying to be proactive, and making sure everybody understands where we should be as commissioners

- [Warych] No, I don't think there was any questions pertaining to like attending the meeting. It was more. There are 10 police and fire Commissions and I'm this is what I've been told. There are 10 police and fire commissions in the state of Wisconsin, that have the oversight of policy authority. And you do that through voter referendum, and I would defer to Commissioner Goldhahn on that. And when I was talking about the community awareness meeting I just don't want that to blend or blur or

interfere with the role of the Commission. So there's distinct duties with the community at the community awareness meeting, and then what the role of the police and fire commission is. Does that help.

- [Cobb] Yeah, I appreciate it. Thank you.

- [Goldhahn] Yeah and I think that accurately describes it. The roles of the Commission's are dictated by state statutes and Milwaukee, because of its size their police and fire commission is a bit different than ours. For other communities of our size our responsibilities are called out with the exception of those where the voting population has voted through referendum to give the commission operational oversight. But short of that then the operational oversight rests with the Mayor of the City Council. And the hiring and the dispute resolution is in the hands of the police and fire commission. All right, any other questions for Kevin?

- [Boyle Rohloff] Just a comment. I did appreciate you I think it was is it Doctor Eddie Moore, that you Kevin were part of? That conversation I appreciated watching that, and then the community conversation last Thursday was really helpful. I think that the community engagement is so powerful and there's been some really positive steps already made, and I appreciated the chief lifting that up. But I think the presentation was a little it kind of triggered some things in me. I think that could have been strengthened in some ways especially the talk about focus on behavior, and it almost kind of veered into that colorblindness thing 'cause behavior is can be culturally specific, can be specific to mental health concerns. So I don't know, I think that the more implicit bias training, the more cultural sensitivity trainings or whatever they're called that we can do the more helpful we could be. It was a good presentation, but it could it there're just some things in some comments and things that maybe created more tension that needed to happen too in that, but I thought that the chief handled it really well, and the officers there handled the questions and feedback really well.

- [Warych] And commissioner I've heard that from other people as well. And we will work with that. And I would really like to just if you could send me an email of just your thoughts on that, because sometimes it's the guardian versus warrior mentality. We are guardians we are always guardians. And we wanna portray that. Not necessarily, we're not warriors. We're not that, but sometimes when use of force is presented it's kind of that warrior mentality. So our intent is the guardian mentality, but it could be portrayed as warrior. And that's where I think we could do some improvement and how we frame what we do.

- [Cobb] Yeah, I would actually like to second what you said Marian for sure. I think I'll also send you an email as well Commander Warych to follow up.

- [Goldhahn] All right. Any other questions or comments for Kevin? Okay, before we go into the next section I want to do a check with Jen. Since we're on zoom and not sitting in the room together, are there any folks other than the commissioners or the folks representing the police and fire department on the call?

- [Jen] No, there are not.

- [Goldhahn] Okay. So I'm just checking to see if there may be someone down the road that had a question on department, 'cause I was gonna offer Rob the rest of the agenda. We have a closed session for a police promotion item. And then the rest is just budgets and bill paying, and all those are

pretty boilerplate. Actually, none of them apply to the fire department. So if you have other things that you would like to be doing right now feel free to do that. And we thank you for being on the call.

- [Goplin] You mean like starting tomorrow's vacation day a little bit early? Then that's great I appreciate it.

- [Goldhahn] Hey, congratulations. All right. Thank you all very much.

- Thanks, Rob.

- [Jen] Bye

- [Goldhahn] All right, the next agenda item is consideration with possible action on a request to approve to police department promotions. The Commission may convene in closed session pursuant to Section 19.85 paragraph one sub CNF 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 two 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?

- [Cobb] Motion.

- [Goldhahn] Moved by Commissioner Cobb. Is there a second?

- [Schopf] Second.

- [Goldhahn] Second by-

- [Schopf] Second.

- [Goldhahn] Second by Commissioner Schopf? Any further discussion? All those in favor?

- Yes.

- [Schopf] Aye.

- [Goldhahn] Any opposed? All right, we're in closed session. And Jen, just give me the high sign when it's-

- [Jen] okay, Rod. We're back. If you could just report out what the motion and the second was.

- [Goldhahn] Yes, I will or as to who made them?

- [Jen] Yes, please.

- [Goldhahn] As well? Okay. You have to remember that. Too bad Matt's not back on the call now. While in closed session the commission reviewed two promotional proposals from the police

department. And both of these were approved unanimously. Commissioner Schopf made the motion, Commissioner Cobb made the second, and it was a unanimous motion to approve these. And this included promotion from Lieutenant to captain for Matthew Cain, and promotion to sergeant for officer Rob Goplin. With that the next agenda item is consideration with possible action on the budget status report, and the budget spreadsheet. Those are in your packet there was no spending. The fire department for and Rashad for your benefit. The only thing that we have authority over within the budgets of the police and fire departments is the recruiting, and anything dealing with hiring or promotion. So the three items that we saw the packet for this. Find the right page here. Included items for hiring packet audiologist review or an audiogram, and then advertising.

- [Cobb] Perfect.

- [Goldhahn] Does anyone have any questions for those? If not I will entertain a motion to receive those and place on file.

- [Boyle Rohloff] Moved.

- [Schopf] moved second.

- [Goldhahn] By Commissioner Boyle Rohloff seconded by Commissioner Schopf. Any further discussion? Hearing none all those in favor?

- [Schopf] Aye.

- Yes.

- [Goldhahn] Opposed? All right, those carry. The next item is consideration with possible action on the request to approve the monthly bills. Within your packet were the bills for those spending items that we just discussed. Any questions for Jen on any of those? Hearing none I'll entertain a motion to authorize payment.

- [Schopf] So move.

- [Goldhahn] Moved by Commissioner Schopf.

- [Cobb] Second.

- [Goldhahn] Seconded by Commissioner Cobb. Any further discussion? Hearing none, all those in favor?

- [Schopf] Aye.

- Aye

- [Goldhahn] Any opposed? Okay, motion carries. Next item is setting the date and time of the next meeting. So pending any needs for recruiting from the police department our next regular meeting if we follow the normal schedule would be August 6. Kevin are you aware of any interviews that may be coming up between now and then?

- [Warych] No, I know they were doing internal interviews by us, but it's gonna take them weeks to do some background. So I think August 6 will be appropriate. I'll connect with Jody Buth. If that needs to be moved up or move back I'll contact Jen Smits in HR.

- [Goldhahn] Okay. Then we'll do that. And also Rashad for your benefit generally our meetings are the first Thursday of the month, but if we're in a heavy recruiting time or heavy interviewing and hiring time, will adjust that date based upon when interview can candidates are available. And then we try to do our regular commission meeting in conjunction with those interviews to maximize people's use of time. So, unless say you hear differently plan for August 6 at three o'clock.

- [Cobb] All right, thank you.

- [Goldhahn] With that there's no public hearing scheduled and no community members that are on the call, that may wish to have any questions. So with that I will entertain a motion to adjourn.

- [Cobb] Motion to adjourn.

- [Goldhahn] Move by Commissioner Cobb.

- [Schopf] Second.

- [Goldhahn] Seconded by Commissioner Boyle Rohloff.

- [Boyle Rohloff] Oh, that's Nancy.

- [Goldhahn] Oh, seconded by Commissioner Schopf sorry. One of you'll have to have a deeper voice next time.

- Yeah.

- [Goldhahn] All those in favor?

- [Schopf] Aye.

- Aye.

- [Goldhahn] Any opposed? If not we're adjourned. Thank you all.

- Thank you.

- Thank you.

- Thank you.

- Thank you- Have an happy Fourth.

- Okay. I'm looking forward.

- Bye.