



MINUTES OF THE POLICE AND FIRE COMMISSION

WEDNESDAY, NOVEMBER 18, 2020, 8:30 AM
Virtual Meeting. Public may join via Zoom.

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, Marian Boyle-Rohloff, Warren Wanezek, Rashad Cobb, Melissa Cheslock.

Others Present: Police Chief Andrew Smith, Police Commander Kevin Warych, Police Captain John Balza, Police Lieutenant Jody Buth, HR Generalist Jen Smits, and others.

C. APPROVAL OF THE AGENDA.

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

Yes- Marian Boyle-Rohloff, Rod Goldhahn, Warren Wanezek, Rashad Cobb, Melissa Cheslock, No- None, Abstain- None

D. INFORMATIONAL.

I. Introduction of new Commissioner.

President Goldhahn welcomed Melissa Cheslock to the Commission. Commissioner Cheslock

provided the Commission with a summary of her background.

E. REGULAR BUSINESS.

1. Election of the Vice President.

Commissioner Warren Wanezek nominated Commissioner Marian Boyle-Rohloff for Vice President. Moved by Commissioner Warren Wanezek, seconded by Commissioner Melissa Cheslock to approve. President Goldhahn asked for additional nominations three times. Motion carried. Yes- Marian Boyle-Rohloff, Rod Goldhahn, Warren Wanezek, Rashad Cobb, Melissa Cheslock, 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 Commissioner Marian Boyle-Rohloff to approve. Motion carried.

Yes- Marian Boyle-Rohloff, Rod Goldhahn, Warren Wanezek, Rashad Cobb, Melissa Cheslock, No- None, Abstain- None

3. Consideration with possible action on request for 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 Marian Boyle-Rohloff, seconded by Commissioner Rashad Cobb to go into closed session. Motion carried.

Yes- Marian Boyle-Rohloff, Rod Goldhahn, Warren Wanezek, Rashad Cobb, Melissa Cheslock, No- None, Abstain- None

Moved by Commissioner Warren Wanezek, seconded by Commissioner Marian Boyle-Rohloff to return to open session. Motion carried.

Yes- Marian Boyle-Rohloff, Rod Goldhahn, Warren Wanezek, Rashad Cobb, Melissa Cheslock, No- None, Abstain- None

Out of closed session, President Goldhahn reported that the Commission approved the promotion of four candidates.

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

Yes- Marian Boyle-Rohloff, Rod Goldhahn, Warren Wanezek, Rashad Cobb, Melissa Cheslock, No- None, Abstain- None

4. Consideration with possible action on the review of Patrol Officer candidate background(s). The Commission may convene in closed session pursuant to Sections 19.85(1) (c) and (f), Wisconsin Statutes, to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercise responsibility. The Commission may thereafter reconvene in open session pursuant to Section 19.85(2), Wisconsin Statutes, to report the results of the closed session and consider the balance of the agenda.

Moved by Commissioner Rashad Cobb, seconded by Commissioner Warren Wanezek to go into closed session for items #4 and #5. Motion carried.

Yes- Marian Boyle-Rohloff, Rod Goldhahn, Warren Wanezek, Rashad Cobb, Melissa Cheslock, No-None, Abstain- None

Moved by Commissioner Marian Boyle-Rohloff, seconded by Commissioner Melissa Cheslock to return to open session. Motion carried.

Yes- Marian Boyle-Rohloff, Rod Goldhahn, Warren Wanezek, Rashad Cobb, Melissa Cheslock, No-None, Abstain- None

Out of closed session, President Goldhahn reported that the Commission reviewed 3 Patrol Officer candidate backgrounds. One candidate was removed by the Commission and two candidates were approved to continue in the hiring process.

Moved by Commissioner Warren Wanezek, seconded by Commissioner Melissa Cheslock to approve. Motion carried.

Yes- Marian Boyle-Rohloff, Rod Goldhahn, Warren Wanezek, Rashad Cobb, Melissa Cheslock, No-None, Abstain- None

5. Interviews with Patrol Officer candidate(s). Please take notice that pursuant to §19.85 (1) (c) and (f) Wisconsin Statutes, the Commission may convene in closed session for the purpose of interviewing, evaluating and considering employment of Patrol Officer candidates.

The Commission conducted interviews with 3 Patrol Officer candidates.

F. ADJOURNMENT.

Moved by Commissioner Melissa Cheslock, seconded by Commissioner Rashad Cobb to adjourn. Motion carried.

Yes- Marian Boyle-Rohloff, Rod Goldhahn, Warren Wanezek, Rashad Cobb, Melissa Cheslock, No-None, Abstain- None

VERBATIM MINUTES

- Okay, we're good.

- All right. Welcome everyone and thank you, I'd like to call the Wednesday, November 18th, special meeting of the Police and Fire Commission to order. This will be a Zoom meeting. I will start with a roll call, Commissioner Boyle Rohloff?

- Here.

- Commissioner Cheslock?

- Here.

- Commissioner Cobb.

- Present.

- Commissioner Wanezek?

- Present.

- And I'm Commissioner Goldhahn, so all commissioners are present. You should have received an agenda via email and also in hard copy. Unless there are any questions, I'll ask for a motion to approve the agenda.

- So move.

- Moved by commissioner Wanezek, is there a second?.

- Second.

- Second by Commissioner Boyle Rohloff. Any further discussion? Hearing none. All those in favor?

- Aye.

- Aye.

- Are there any opposed? Hearing none, the agenda's approved. We'll pass on minutes of any previous meetings until our next regular scheduled meeting. So the next item is our introduction of a brand new commissioner. Melissa Cheslock will be replacing Nancy Schopf as commissioner. Melissa welcome.

- Thank you.

- If you'd, like to speak to this illustrious group of commissioners and just tell us a little about you that'd be great.

- I was born and raised in Green Bay, a short version, and returned to Green Bay with my husband and son, after being gone for almost 30 years. And in between time, I was a deputy district attorney

for Los Angeles County for just over 20 years, and have a huge extended family here so and my brother. So that's about it in a nutshell.

- All right, well, we welcome you, looks like we're getting a pretty heavy contingent of LA historic people in the at least the police end of the commission here.

- Excuse me.

- The next regular business item is the election of a new vice-president, Commissioner Schopf wasn't and our terms run until May of 2021, So I think it's appropriate that we elect a new vice-president in the event, we need that between now and that time. So I will open the floor to nominations, I might suggest that since Warren and Marian are the two longest serving and probably the most experienced commissioners, one of those would be the likely candidate, I think, to serve. So would anyone wish to place a nomination? And what usually happens is one of those two would nominate the other one right away.

- Well, of course I'm nominating Marian.

- I'll nominate Warren.

- It's one of those step forward things that I would step back, is that?

- Well, we had, aAnd I'll ask the question, Melissa, you're new or Rashad you're fairly new. Would either of you be interested in serving in that capacity or would you like a few more meetings? And then next May, when we go through the full elections at that time?

- That actually was my plan.

- Okay.

- Thank you.

- All right. Well, then Warren got in first, so there is a nomination of Marian on the floor. So is there a second of that.

- Moved.

- All right, Melissa seconded that, are there any other nominations?

- Are there any other nominations going twice?

- Yeah, I think you can, I think they can see, Commissioner Goldhahn, that they know this isn't rigged because we're just stumbling our way through this process.

- Yeah.

- Nobody's going to challenge your election prowess.

- Are there, the third time, any further nominations hearing none, I'll call all nominations closed. We have Marian Boyle Rohloff off as the nominee for vice-president all those in favor, say aye.
- Aye.
- Aye
- Aye
- Are there any opposed? Hearing none. We have a unanimous selection. Congratulations, Marian.
- Congratulations.
- It's all inside work, and not a lot of heavy lifting, so things should be okay.
- And then,
- Yeah as long as you stay president Rod, things will be okay.
- It's iteration with possible action on the request to approve the police sergeant's promotional list. In your packet, was the listing of six individuals, that satisfied all the requirements of the sergeants, sergeant listing. And just as a reminder, those are in alphabetical order. not any order of ranking of how well they did in the application process for that role.
- Rod, would it be worthwhile for you to briefly, or would it be too extensive of an explanation for the benefit of Rashad and Melissa, how we got to this process or where we're at right now?
- I think that's an excellent idea. So Jen or, or Kevin, would you like to walk through the process of what it takes for a person to be on that list, that sergeant's promotional list?
- I'd be happy to. So when, we negotiated with the Green Bay Police Professional Association, we negotiated into the contract that an applicant needs to have seven years to be a Sergeant in the Green Bay police department. They can test that six years, and if the promotional process gets, takes effect and they get to that seven-year mark while we're developing that list and having openings, people can be promoted. So nine applicants put in for Sergeant. I can tell you, since we brought sergeants back in 2017, we've never had nine, so that was really encouraging to see. Of the nine candidates, they went through a selection process that was negotiated, which was basically four phases, a written test, a peer review, an interview, and their personnel file review. Each of each of those four categories are weighted a different percentage, a meaning that 55%, where the written test is 25%, peer review is 15% and the personnel file review is the rest. So that accumulates to a hundred percent. Once all four of those are tabulated they comes to a score, and per the contract, people get one point on top of their final score for every three years of service they have with the city of Green Bay, which basically is seniority points added to that. Based on the selection process, six of the nine candidates has successfully passed that in which of the six candidates that you have in front of you.
- All right. Thank you. Any questions?

- Yeah. I have a question. At the sergeant rank within the department and it doesn't, if you don't know it off top, that's fine 'cause this wasn't intended to be an ambush. What is the, the makeup for based on gender and the current makeup based on gender and maybe ethnicity?

- We have 11 sergeants right now. Of the 11, they are all male and all Caucasian. Let me, let me just double check that, let me retract that. We have 11, we have 11 sergeants, all male. We have four sergeants on this current, we have, of the six sergeants that successfully passed, one is female, and one is Hmong.

- And then my last question, I believe, Officer Bloch, Erin Bloch, she, she does work with the, with the mental health side of things, right? Will that change her role with, with the department?

- Yeah. She'll be stepping out of that role and taking those in. And if approved, becoming a Sergeant for the police department. On a side note, we posted yesterday internal posting to fill that behavioral health officer so that we can fill in another officer, when takes the position of Sergeant. We currently do have an opening for another person because Officer Gerarden had retired a month or two ago. So we're refilling those two people. And then once we get up to a 187 officers, we'll be adding two more people for a total of four to that unit.

- And that's where the, the additional funding from the County discussion that was going?

- The additional funding was for the health clinician, an additional health clinician that we have that will be shared amongst all law enforcement agencies. We currently have Heather Rozinski, who is a full-time health commission assigned to the Green Bay Police Department. So once we get those two officers up and running, Heather will be working with them. And then once we get up to 187 officers, which we soon hope do after the first of the year, we'll dedicate two more officers for a total of four, working with Heather, providing behavioral health services here from the police department.

- Thank you.

- And just to further, just a real quicky for me, we want to make sure that we have continuity there. So Erin Bloch, if she gets approved to be Sergeant she's going to help oversee the group of mental health workers or behavioral health officers. So she's got a lot of experience. She brings a wealth of knowledge in that area. So we'd like to have her continue on in that capacity, at least as an oversight, a supervisory person.

- And if I could--

- Go ahead chief.

- If I could talk about the diversity and the struggles that we've had, getting diverse candidates. Erin Block is the first female that has applied for a supervisory position. I have been employed by the Green Bay Police Department five years. Our last female supervisor retired in 2017 and I had zero applicants in the entire time I've been here, despite repeatedly your officer's encouraging to apply for the Lieutenant positions or the Sergeant positions. We do have some female do you have no minority supervisors except for one individual who's half Hispanic and half German. So we are really struggling with that. And we've been struggling with that. And we recognize that it's an issue and we are focused

on it like a laser to try and get qualified candidates in here that will help us improve the diversity of our department, but it has been a struggle.

- Is there any particular reason why the female officers don't wanna promote, or haven't submitted an application to promote?

- I talked to many of them as I encourage them to apply, and a lot of them say, they're happy with the position that they have. They don't want to have to change watches because their parents or they have family situations that will allow them to comfortably change to a different watch where they may be assigned for a while. They're in community policing positions, or they're in a school resource side, interested in supervising. That's what I hear. And there may be other reasons behind that, which, you know, we're continuing to try and explore, but I'm really hoping that Erin Bloch, if she gets promoted can be a path finder and inspire the other young women that we have in the department to take up those leadership positions for the future.

- And if I could just clarify what Commissioner Cobb asked, of the current 11 sergeants, in addition to one of them being Hispanic, we also have a Native American Sergeant who works the afternoon shift. So that's the breakdown, one Hispanic, one Native American and the rest male.

- Thank you.

- And I, and I think I'll, I'd like to add that, that in the past few years, a number of the female candidates that we've interviewed and hired within their interview process have talked about rising up through the, through the ranks at the police department. And so as they get their seven years of experience under their belt, I will see a lot more in there. So that's, that's, hopefully that will be the case.

- And if I could put one final note on this, that seven years of experience is a bit of a sore point. You know, I've been trying to get the union to negotiate that down to five years. 'Cause I was a Sergeant at four years. I know other agencies have sergeants with two or three years, but they are refusing to budge on that. Opening up to seven years, from seven years to five would have allowed us to have 13 additional possible candidates, including African-American and Hispanic individuals, but the Union would not budge on changing it from seven years to five years, try as I might.

- Is there any reason behind them? Usually I would think most unions would want more promotion. Is there any reason why they refuse to budge?

- You know, that's a good question. They are very, they're very stern about it. Despite the fact that I have opined artificial barrier, that's preventing minority candidates and females from applying for these positions. I've had several rather heated discussions about it. I can't understand it myself. They originally wanted it to be 10 years and we've got candidates who were sergeants in the military who would make fine sergeants here, but they can't even apply because they will not budge on that seven-year, seven-year glass ceiling, so to speak.

- All right. Thank you.

- Thank you.

- Any other questions? Hearing none. Is, is there a motion to approve the promotion, the sergeant promotional list and these six candidates?

- Move.

- Move by Commissioner Wanezek. Is there a second?

- Second.

- Second by Commissioner Rohloff. Any further discussion? Hearing none. All those in favor of accepting the six individuals on the sergeant promotion list. The list to remain active for the next year. Please signify by saying "Aye".

- Aye.

- Aye.

- Are there any opposed? Hearing none. We have a unanimous consent of these six people. And again, for the purposes of the new commissioners, when we approve a promotional list, the names on that list are active for the next year. So as positions come available, these people will be eligible to fill those. And then once that year expires, then they would have to reapply for positions further down the road. Consideration with possible action on the request for promotions to the rank of police sergeant. The Commission may convene and close 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 exercise responsibility. The Commission may thereafter reconvene an 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. Do we have a motion to go into closed session?

- Moved.

- Moved by Commissioner Rohloff. Is there a second?

- Second.

- Seconded by Commissioner Cobb. All those in favor?

- Aye.

- Aye.

- Any opposed? We are in closed session.

- Just give me one moment to pause the video

- So Miss Jen can shut off her things.

- [Jen] Okay. We're all set.

- [Rod] In closed session, there was a request to promote four of the candidates that were on the digital promotional lists for promotions that will take effect January 6th of 2021. The four candidates were appointed by unanimous consent and those candidates were officers Kyle Schroeder, Jeremy Bilski, Erin Bloch and Kris Thoresen. And again, those will take place January 6th, 2021, and we congratulate those four candidates.

- [Jen] And just for the record, just wanted to make note that Commissioner Wanezek made the motion and Commissioner Boyle Rohloff seconded.

- [Rod] Okay. And again, that was unanimous consent. Okay, our next agenda item, actually the next two agenda items. So we will take one vote to go into closed session and then back into open session. But coming out of open session, I will report the status of both those items individually. So, agenda item four was consideration with possible action on the review of Patrol Officer candidate backgrounds, and the commission may convene and close 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 exercise responsibility. The Commission may thereafter reconvene and 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. And item five was interviews with Patrol Officer candidates. Please take notice that pursuant to Sections 19.85, Paragraph one, Sub C and F, Wisconsin statutes. The Commission made convenient 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?

- [Cobb] Motion.

- We have a motion by Commissioner Cobb. Is there a second?

- [Wanezek] Second.

- Second by Commissioner Wanezek. Any further discussions?

- Aye.

- Aye.

- Are there any oppose? We're in closed session.

- [Jen] Just one sec.

- Okay. In general, shut down the recordings.

- Okay. We're all set.

- Okay. We are back in open session. While in closed session, we completed agenda items four and five, that was review of Patrol Officer candidate backgrounds and conducting interviews with three candidates. The outcome of those, we reviewed all three backgrounds. We conducted all three

interviews. The consensus was that we would exclude one person, from one candidate from continuing in the process and we would have two people continue in that process. And I'll entertain a motion to document that as they actually took place.

- Move.

- Moved by Commissioner Wanezek,

- seconded by Commissioner Cheslock any further discussion? Hearing none. All those in favor?

- Aye.

- Aye.

- Are there any opposed? All right. You have unanimous consent of that. That ended our agenda. Is there a motion to adjourn?

- Still moved

- Moved

- Moved by Commissioner Cheslock Is there a second?

- Second.

- Second.

- Second by Commissioner Cobb. All's in favor.

- Aye.

- Aye.

- Any opposed? We are adjourned. Thank you very much all.

- Thank you

- Thank you

- Thank you Jen and,

- Bye-bye

- Thank you for meeting here everybody, have a good Thanksgiving.

- You too

- Bye-bye everyone

