



MINUTES OF THE POLICE AND FIRE COMMISSION

WEDNESDAY, FEBRUARY 10, 2021, 12:30 PM
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.

Excused: Melissa Cheslock

Others present: Fire Chief David Litton, Police Chief Andrew Smith, Police Commander Kevin Warych, Police Captain John Balza, Police Captain Gary Richgels, Police Captain Matt Cain, Police Lieutenant Brad Strouf, 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, No- None, Abstain- None

D. APPROVAL OF MINUTES.

I. Approval of the minutes from the regular meeting held December 3, 2020 and the special meetings held December 17, 2020, January 12, 2021, and January 15, 2021.

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

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

E. INFORMATIONAL.

I. President's Report.

President Goldhahn commented on the recent Personnel Evaluation Profile (PEP) training and asked if the Commissioners had any questions regarding the training. There were no questions from the Commissioners.

2. Report from the Chiefs.

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

F. REGULAR BUSINESS.

I. Consideration with possible action on the following communications:

a. Budget Status Report.

Moved by Commissioner Warren Wanezek, seconded by Commissioner Rashad Cobb to receive and place on file the budget status report and the budget spreadsheet. Motion carried.

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

b. Budget Spreadsheet.

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

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

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

3. Consideration with possible action on the review of Fire Fighter 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, Rod Goldhahn, Warren Wanezek, Rashad Cobb, No- None, Abstain- None

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

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

Out of closed session, President Goldhahn reported that the Commission reviewed 8 Fire Fighter candidate backgrounds and those candidates were approved to continue in the hiring process.

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, 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 Marian Boyle-Rohloff, 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, No- None, Abstain- None

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

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

Out of closed session, President Goldhahn reported that the Commission reviewed 2 Patrol Officer candidate backgrounds. One candidate was removed by the Commission and one candidate was approved to continue in the hiring process.

Moved by Commissioner Marian Boyle-Rohloff, seconded by Commissioner Rashad Cobb to approve. Motion carried.

Yes- Marian Boyle-Rohloff, Rod Goldhahn, Warren Wanezek, Rashad Cobb, 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 an interview with one Patrol Officer candidate.

6. Set date of next meeting.

The next meeting of the Police & Fire Commission is tentatively scheduled for March 4, 2021 at 3:00 p.m. pending Patrol Officer recruitment needs.

G. PUBLIC HEARINGS.

H. ADJOURNMENT.

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

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

VERBATIM MINUTES

- [Goldhahn] Great, I'd like to call the February 10th, regular meeting of the Police and Fire Commission to order. You all should have received agenda and packet in your mail. We'll start with roll call. Vice-president Boyle-Rohloff?

- [Boyle-Rohloff] Here.

- Commissioner Cobb?

- [Cobb] Here.

- Commissioner Wanezek is signed in but I don't see him at his desk yet. So we'll report when he shows up. Commissioner Cheslock had a migraine this morning. and so she will not be joining us,

she'll be excused. Next item is approval of the agenda. Again, Commissioner Wanezek has just entered the screen.

- Hello. So we have four of the five Commissioners and again Commissioner Cheslock is excused. Next item is approval of the agenda. You should've all received that in the hard mail and also an emailed copy. Are there any changes or corrections? Hearing none, I'll entertain a motion to approve.

- Motion moved.

- Moved by Commissioner Wanezek.

- I second.

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

- Aye Any opposed? All right, we have unanimous consent to the agenda and approval of the minutes. You had several minutes now in your packet the regular meeting on December 3rd and special meetings of December 17th, January 12th and January 15th to do interviews. Are there any changes or adjustments to those minutes? If not, I'll entertain a motion to approve.

- [Wanezek] Moved

- A move by commissioner Wanezek. Is there a second? Second.

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

- Aye.

- Aye.

- [Goldhahn] There any opposed? All right, we have unanimous consent of the minutes. Information reports. We didn't have a chance to do a follow-up discussion on it but in December, in December, January, we all had a chance to sit through a pep training that was put on regionally. And just wanted to know if there were any questions or follow ups or reactions or comments relative to that training. I think most of the Commissioners were able to sign in for at least a portion of that. Did you find it helpful, useful? You could head nod. So if there's no other questions then I'll turn it over to the chiefs for their report. Chief Litton, we'll start with you.

- [Litton] Good afternoon, everybody. Just a few things other than what's on the print of the agenda. As you know, we started our consolidated merged department with Bellevue starting on January 1st. So we've actually had one month of experience besides that everything is going very well. Everything as expected, no hiccups in the transition We haven't had any problems we've been responding over there with 122 emergency calls in the village of Bellevue area last month. So just wanted to say that everything is functioning and running as we expected to so far. So, so far so good. The new battalion chiefs that started back, that were overhired and actually started back in the fall there. They had been assigned to their shifts. Now, as of beginning of the year, both of them both individuals are doing really, really good. And we don't expect that that's gonna change or have any problems. They've been given some specialty assignments, picked up areas that from the departing Battalion Chiefs. So they're

functioning very well and doing well. So far report on that. Our Recruit Academy has you know you're about to approve the recruits for hire later in the agenda. We will be starting their first day will be March 15th, Monday, March 15th which is the third Monday in March. Typically we invite the commission to come to their first day and typically chairman Goldhan does a welcome introduction, short thing for them on that day. And then we'll be graduating a class in May and I'll get those dates to you, as soon as I have the finalized date on that. That typically takes place out at NWTC in one of their large auditoriums. We are gonna do it in person. We will make sure that we're still following all the protocols with social distancing and masks and so forth but it's an important enough event that we may have to limit family size and so forth but we do intend to have that in-person in May. Just as we get to... When we get to the hiring or the approval of the recruits, we have six retirements from 2020, there is one additional budget position created for 2020 seven. And last night at the personnel committee, the personnel committee approved the over-hire of three more individuals because we have two captains and an engineer retire on or before June 1st. And so from a fiscal standpoint it is more cost efficient for us to fill the positions than it is to pay overtime for the remainder of the six months of the year that they would not be hired. So in total, it's about a \$20,000 savings over the three positions of hiring new recruits versus filling the positions with overtime. And we have to fill them with overtime at this point because we are at minimum manning and every ... They can see in the shift every day recreates an overtime slot for 24 hours. And so once we did the math and looked at all of the analysis of that, it makes sense to over-hire for these pending retirements and the personnel committee approved that last night and I expected the full council follow suit on this coming Tuesday night. The final thing I have is the Wisconsin State Fire Chiefs Association and believe will be holding their conference in June 3rd week of June. So that'll be... They'll be in town the 17th, 18th, and 19th. So that takes place at the KI Convention Center. Just throwing it out there for your schedules. If any of you are interested in attending that, we'll make sure that we have passes for the Commissioners to come to that. I will be assuming the President of the State Fire Chiefs Association during that timeframe. And so if any of you that can make it wanna come, that'd be great, love to have you. So just throwing it out there to get it on your schedule. I know it's a few months down the road yet but we are intending at this point, yet at this point to have it in person barring any unforeseen bad things down the road here. So that'll conclude my report.

- [Goldhahn] Okay, so chief, if my math is right that would be 11 new hires that we'll have this year?

- 10

- 10, okay. All right, great.

- Is there any other questions for the chief? All right, thank you. Chief Smith.

- [Smith] Thank you everybody. I apologize for the small screen. My computer is on the fritz and I can't figure it out. So hey, things are going well over here. If you've been looking at our crime numbers which I sent out every week, they look fantastic. I expect for some regression towards the mean as we've seen in years past, but last year at this time we had 51 violent crimes. This year we're sitting at 18. I mean, numbers like that are just fantastic. A little bit of it due to the cold weather, and maybe a little bit of luck, which I'd always say, I'd rather be lucky than good. Shots fired, we've had zero in the past week. So we disbanded our shots fired violent crime task force probably once to cold weathers over and maybe around April, we'll spin it up again. And get four or five volunteer officers that wanna go out there and really focus on those violent crimes that are occurring. I think our guys did a great job. I think everybody that was out there committing these shootings knew that

we were out there looking for people committing these shootings and consequently our shootings really dropped off. So that's great. COVID update real quick. We had one case in February that individual's back at work, probably a family contact. The wife is a nurse. She had COVID a week earlier. He comes down with symptoms and he's got it but he's back at work. Right now we have zero cases. We've had the vaccine, we had 135 people in the station sworn in civilian who were eligible were signed up to take the vaccine out of about 225 or so that we have. So I'm a little disappointed that the number wasn't higher but we're looking to get people back to work with the school, going back to full-time or at least four days a week, we think can bring some of the civilian staff that had been off for the past year, in many cases back to work. I've reached out to Joel Falls in the Mayor's office to see about ramping up our return back to work. We're still working hard on the recruiting. We're getting fewer and fewer people that are taking the test though. And I think Jodie can tell you about that. I think we used to get 600 people that take a public test and now I think the last time they had 27 and that was just last week. So our numbers are getting ... The number of people applying are getting smaller and smaller. We're gonna start reaching out to all the academies again as we did last year and try and pick up some of those recruits that are in the academies across the state. We had one individual from Chicago PD that applied. We're gonna take a look at him, but it's tough. It's tough to get people to apply. And I think that's all over the place from what I'm hearing from my colleagues across the state and in other cities across the country, they're having the same difficulty. It's just a difficult time to hire people for the police department. So that concludes my report. If you have any questions... Oh, quick update on the body cameras. We have them all in place. We have 190 of them. We have 150 tasers 42 squad cameras. Right now we're building the infrastructure. So we're gonna start putting them in the squads. We're gonna take out the old digital camera that did went in but that includes a new modem and all new wiring. So it's a little labor intensive. We gotta build out the infrastructure within the departments. So we have to put up the racks and the servers that download everything and all the charging stations and whatnot. And then Axon has to come out here and train our officers on how to use it. Now, the good news is our SWAT team got training from Axon last year when we did a beta test, we put it on all our SWAT team members and they really liked it but they also learn how to use it. So we're able to issue them to our SWAT team members they'll be using them right now during SWAT call-outs and shortly after that, they'll be using them in the field. So SWAT team guys will have them, they'll use on the SWAT calls and they're gonna start rolling them out into the field. Unfortunately, due to Axon schedule, I'm thinking it's probably gonna be end of March beginning of April, before we have them on the entire staff here. It's slow moving and frustrating but between building it out and getting Axon people out here to train everybody up, I think we're looking probably end of March beginning of April, before we able to get them bought. So that would conclude my report.

- All right. Thank you, any questions for the Chief?

- [Cobb] Yeah, Chief Smith is there gonna be any announcement of that to the community about officers becoming equipped with the body cams?

- [Smith] Yeah, I've talked to the Mayor about it and the plan is when we get them rolled out we'll have a conference, we'll bring the community, the media in and we'll have an officer there, we'll do demonstrations. We can do some live demonstration of the different things. So we'll do a whole, a rollout. I did get on WTAQ this morning, and when I was on channel 11 on Monday doing a story about where we're at, but when we do update it, absolutely, we're gonna roll it out and make sure everybody knows about it.

- [Cobb] And then I would probably anticipate a lot of questions from the community around the use of the cams. Like, are they automatically activated when that kind of stuff? So, but yeah, that's awesome.

- [Smith] Yeah, and good, we'll answer all those questions. We'll have a copy of our procedures and all our protocol in our manual section. We'll be able to demonstrate how it activates. It's really neat. I mean, you can activate it by a slamming of a car door. You can activate it by withdrawing your weapon from the holster. You can activate it by pushing a button on it. There's a lot of different ways that we can have it activated. So it's gonna be a lot of data but it's gonna be really good. I think for everybody's in terms of transparency in terms of accountability and the officers are in favor of it too, from everybody I spoke to. So I'm really, really excited about it.

- [Cobb] And that'll be awesome if you could communicate that point as well about the officers really being behind it as well. I think that'll be key.

- [Smith] Yeah, and we'll invite you all to the press conference when we do it 'cause I think that'll be great. Thanks sir.

- [Goldhahn] Good, any other questions? All right. Thank you both. The next items are consideration with possible action on the budget status report in the budget spreadsheet. Those are both in your packet. It looks like for actually there were two sets, one a year end 2020, and then the year to date in 2021. It looks like in 2020, both Police and Fire underspent their recruiting budgets to the tune of about \$7,600 total. And for 2021, the police budget stayed the same but I was surprised to see the fire budget go down from 4,500 to 2000. Jen, do you know if that was planned or chief or is that maybe let's...

- [Smits] So the budgets were divided into both the Police Department and the Fire Department's budget. So Chief, I'm not sure if you could comment on that.

- [Litton] Yeah, we made the reduction based upon previous year spending. I mean, basically all we have for the recruiting costs are the cost of the Fox Valley Technical College test and process. And so we've been under \$2,000 every year. So I reduced the budget from 4,500 down to 2000. And I'll remind you that those budget numbers used to be in the Mayor's office under the Police and Fire commission they get curved out to each one of our individual budgets. And as obviously we're looking at those a year in a year out there's no reason to have an additional \$2,500 in there. We can always amend it for next year but basically only putting in there what we're spending.

- [Goldhahn] Okay, great. And it looks like the amount for the end of the year, the Fox Valley service. We actually got the bill in 2021 but it was charged back into the 2020 budget. So actually we probably won't see that then in 2021, is that correct, Jen?

- [Smits] Yes, I suppose we could be billed for the 2021 process this year and pay for that this year. I guess it depends when the bill comes.

- Okay. All right. Any other questions on those?

- [Wanezek] Hey, Rod Warren here, Chief Litton, do you know what time that first day ceremony will be on March 15th or is that to be determined?

- [Litton] It'll be about 8.30 in the morning.
- Okay, and is that a station one?
- Yes.
- Okay, thank you.
- All right. Any other questions on the budget status report or the budget spreadsheet? If there were no other questions, I'll entertain a motion to receive those in place on file.
- So moved.
- Moved by Commissioner Wanezek. Is there a second?
- Second.
- Seconded by commissioner Cobb. Any further discussion? Hearing none, all those in favor for receipt of the budget status support and spreadsheet and placing those on file say aye.
- [All Commissioners] Aye.
- Are there any opposed? All right, we have unanimous consent of those. Next item is consideration with possible action to approve the monthly bills. There were a number of bills in there all related to either recruiting advertisements, physicals, psyche evals. I think that. So any questions on those? If not, I'll entertain a motion to authorize payment.
- [Cobb] Motion.
- Moved by Commissioner Cobb. Is there a second?
- [Boyle-Rohloff] Second.
- [Goldhahn] Second by commissioner Boyle-Rohloff. Any further discussion? Hearing none, all those in favor of paying the bills, say aye.
- Aye.
- Aye.
- [Goldhahn] Are there any opposed? All right and we have a unanimous consent of that. That brings us into the recruiting items. There are actually three potential closed session items on the agenda. So we'll take one closed session vote to go into closed session for all three of those and then I'll report three separate reportings coming out. So the first is consideration with possible action on the review of firefighter candidates backgrounds. Commission may convenient closed session pursuant to sections 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 an open session pursuant to sections 19.85 paragraph two Wisconsin statute in session and consider the balance of the agenda. Actually with that, I'm gonna recommend that we go into session closed twice 'cause this one deals with fire, and once that's done, we can free up Chief Litton and then we'll do another one to cover the police items 'cause those have the next two. So is there a motion to go into closed session for the review of the Fire Fighter candidate backgrounds?

- [Wanezek] So moved.

- Moved by Commissioner Wanezek.

- [Boyle-Rohloff] Second.

- Seconded by Commissioner Boyle- Rohloff. All those in favor.

- Aye.

- Aye.

- [Goldhahn] Are there any opposed? All right, we have unanimous consent to go into closed session to review the Fire Fighter backgrounds.

- [Smits] And it looks like we have possibly a member of the public joining us. So I'll just place that person in the waiting room if...

- Okay

- Unless they choose to leave I suppose.

- Just curious, how does a member of the public join us Rod when we're on Zoom?

- I think the notice that we get that gives all the Zoom instructions is actually a posted notice. So other people can sign in if they want to do that.

- Okay, we're back.

- [Goldhahn] All right, thank you Jen. We're back recording. While in closed session, we reviewed eight background investigations of potential firefighter candidates and unanimously of the four Commissioners present, unanimously decided to continue those eight individuals in the hiring process for the Green Bay Metro Fire Department. And with that Chief Litton I guess we're done with all the fire thing. So if you have bigger and better things to do, we appreciate your time here and we'll see you next meeting.

- Thanks everybody and I'll send out a reminder notice when I get off the call here for the first day of the Recruit Academy. Great, thank you.

- Okay, great. Great, thank you.

- Thank you.

- [Goldhahn] All right, the next two items on the agenda deal with patrol officer, candidates and interviews. So we'll do one closed session vote to cover both of those and then I'll report separately coming out. Consideration with possible action on the review of patrol officer candidate backgrounds, the commission may reconvene 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 commissioner may thereafter 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 then the next item is interviews with patrol officer candidates. Take notice that pursuant to section 19.85, paragraph one sub CNF, Wisconsin statutes, the commission may convene in closed session for the purpose of interviewing, evaluating and considering employment of patrol officer candidates. So is there a motion to go into closed session for these two items?

- So moved

- Moved by commissioner Rohloff. Seconded by Commissioner Wanezek. Any further discussion, is there? Hearing none, motion to go into closed session. All those in favor say aye.

- [All Commissioners] Aye.

- Are there any opposed? All right, we have unanimous consent to go into closed session.

- Okay, we're recording.

- [Goldhahn] Okay, we're back recording. All right, we're back in open session. While in closed session the commission reviewed two background packets. We determined to not continue one of those in the hiring process. The other one, we conducted an interview and we'll report the findings of that interview and the interviews that continue that person in the hiring process. And the votes on those were unanimous of the four Commissioners present. With that the next item is set the date of the next meeting. Our regular date would be March 4th. So let's tentatively hold that unless we get a word from the police department that a better date to fit in with any more interviews or more candidate that take place.

- That'd be at the regular time Rod?

- Yeah, yes 3:30.

- Yep.

- Is that 3.30 you said or 3.00?

- There's no way, we used to do 3.30.

- I don't remember.

- It's been so long since we've had a regular meeting nobody remembers. 3.30 works for me.
- Yeah, that's fine.
- [Goldhahn] Okay. All right.
- Okay, and with that, that completes our agenda. So is there a motion to adjourn?
- [Wanezek] Motion moved.
- Moved by commissioner Wanezek.
- [Boyle-Rohloff] Second.
- [Goldhahn] Second by Commissioner Boyle-Rohloff. All those in favor? Any opposed? We are adjourned, thank you all.