



MINUTES OF THE POLICE AND FIRE COMMISSION

THURSDAY, APRIL 8, 2021, 1:30 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, Melissa Cheslock.

Others Present: Fire Chief David Litton, Police Chief Andrew Smith, Police Commander Kevin Warych, Police Lieutenant Jody Buth, 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, Melissa Cheslock, No- None, Abstain- None

D. APPROVAL OF MINUTES.

I. Approval of the minutes from the regular meeting held March 4, 2021 and the special meeting held March 17, 2021.

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

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

E. INFORMATIONAL.

1. President's Report.

President Goldhahn reported that Commissioner Cobb has been working on a process to accept public input with respect to the Police Chief selection process which will be shared with the Commissioners in the future.

2. Report from the Chiefs.

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

3. 2021 Fox Valley Technical College Regional Fire Fighter hiring process.

President Goldhahn explained that this is the same process as has been used in past years to hire Fire Fighter candidates.

4. Online Application System Training.

Jen Smits provided the Commission with training regarding the online application system which will be used to review the Police Chief applications.

F. REGULAR BUSINESS.

1. Consideration with possible action on the following communications:

a. Budget Status Report.

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

Yes- Marian Boyle-Rohloff, Rod Goldhahn, Warren Wanezek, Rashad Cobb, Melissa Cheslock, No-

None, Abstain- None

b. Budget Spreadsheet.

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

Moved by Commissioner Melissa Cheslock, seconded by Commissioner Rashad Cobb to approve the monthly bills. Motion carried.

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

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

Moved by Commissioner Warren Wanezek, seconded by Commissioner Marian Boyle-Rohloff to go into closed session for items #3 and #4. 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 Rashad 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 that the Commission reviewed 4 Patrol Officer candidate background investigations. One candidate was removed by the Commission, 2 candidates were approved to continue in the hiring process and the Commission is seeking additional information on 1 candidate.

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

4. 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.

Commissioner Cheslock left the meeting during closed session.

5. Set date of next meeting.

The Commission did not set the date of the next meeting at this time. The next meeting will be scheduled based upon need, particularly for Patrol Officer interviews.

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

- Thank you, everyone for attending. I'd like to welcome you to the April regular meeting of the Police and Fire Commission. Let's start with the roll call.

- Here.

- Commissioner Cheslock?

- Here.

- Commissioner Cobb?

- Here.

- Commissioner Wanezek?

- Present.

- All right. All commissioners are present. First agenda item is approval of the agenda. You received that in the mail a few days ago. Are there any changes, corrections or additions? Hearing none, I'll entertain a motion to approve.

- I'll move.

- Move by Commissioner Wanezek. Is there a second?

- Second.

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

- Aye.

- Aye.

- Are there any opposed? Okay. The agenda has been approved. Next item is approval of the minutes. There were two sets of minutes in your packet for the regular meeting held March 4th and the special meeting held March 17th. Are there any questions or adjustments to those? Hearing none, I'll entertain a motion to approve both of those sets of minutes.

- So motion.

- Moved by Commissioner Rohloff.

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

- Aye.

- Aye.

- Are there any opposed? Hear no opposed, so the minutes have been approved. Now we're in the informational section. President's Report. The report that Commissioner Cobb has been working on a process to accept public input on our selection process for the Chief of Police. As those get further fleshed out, they'll be reviewed with the commissioners so we can set up the formal processes and communications to do that for folks. With that, I'll turn it over to the chiefs. So, we'll start with Chief Litton.

- Good afternoon, everyone. Just a couple of things to report. We had one retirement, effective yesterday. A Captain retired yesterday. He's been off quite a while on an extended medical leave and due to his circumstances, this came to the point where he needed to retire. So, we got notice yesterday that he was retiring, effectively immediately. So, we're sorry to see him go. Long-term, long time officer to department, really great officer for us. And so we're sorry to see him go. But, just the circumstances that were involved... Just a report on the recruits. They're about four weeks into their

recruit academies, right now. They're doing very, very well. All the candidates are doing good. They're actually, whoops, be starting their kind of their field work tomorrow out at NWTC on fire behavior and working through things at the training tower out there tomorrow. They'll be out there all next week, as well. Just remind you, that their graduation ceremony is set for May 7th, time yet to be determined, but will be five or 5:30 in the afternoon or evening at NWTC. So, just for your calendar purposes, I think that's enough noticed on that, but we still don't have a room assignment, yet, but as soon as we do, we'll get that out to you. And again, on that same day, on May 7th, just for the new commissioners, I guess, we do a kind of a display for the families that morning at NWTC where they'll be doing some car extrication and a live kind of pull-up, attacking a fire thing in the training tower and just some evolutions so that their family can kind of see what they've been going through. And it gives the opportunity for them to kind of show their families what they've been doing. And so that'll be that morning it'll start about nine o'clock in the morning on that Friday. It'll go a couple of hours and then we give them a break to go home, get a shower and everything, and get ready for their graduation, later in the evening. So, the commissioners are certainly welcome to be there for that. We'll get you further information out on that. I just wanted to bring that to your attention. Today, we're you know about... So, but things are going well with the Recruit Academy. Again, everybody's been a really, really good very ton of training is going well for 'em and, you know, looking forward to having them graduate. Then, the last thing I have to tell you about is the Wisconsin State Fire Chiefs Association will be here, in Green Bay, in June. That runs from the 24th through the 27th. We'll be at the KI Convention Center. If any of you are, would be interested in attending the opening ceremony for that, we'll get you some complimentary passes into that. I'm the First Vice President of the association, currently, and will be sworn in as President on that Saturday night at our President's Dinner for '21 and '22 or for the remainder of '21 into June of '22. So, if any of you are interested in attending that let me know and we'll make sure we get just some. And that concludes my report.

- Great. Are there any questions for the Chief? I was going to ask about the details of the event at the KI, so we could come and congratulate you, in person, for being selected president of that group. I know you've been very active in that. It's nice to see that recognition.

- Thank you.

- Any other questions for Chief Litton? All right. Chief Smith.

- Hi everybody. I'm sorry for technical difficulties logging on. This is my cell phone. I'm not sure what's going on with the computer. Couple of things real quick. I sent you out the numbers. So far, they're fantastic this year. I mean, here we are a quarter of the way through. Forty-six percent reduction in crimes against person. Twelve percent reduction crimes against property. Total overall crime down 22%. We did have a homicide this past week which that individual was stabbed, suspect was in custody within about 18 hours. And there was an altercation at the gas station and it looks like it's more of a road rage type incident. Doesn't look like these two individuals knew each other. That did get some coverage in the paper. Speaking of the paper, you're going to see some attorney has filed three civil rights lawsuits against the department. That's going to be coming up in the paper. The one was a 2018 case and two are other, newer cases. Laws on top of it, we're aware of them. And, you know, if you have anything else you need to know about that, I'm happy to discuss with you. Just give me a call. We're getting prepared for the Minneapolis trial of Derek Chauvin regarding the George Floyd incident. Obviously, there's a potential for civil unrest depending on how that goes. And that's something that we're well aware of. We're keeping in touch with, obviously, the folks in

Minneapolis. So what's going on with the court case, but we're also looking what's happening here, locally. And seeing what kind of internet stuff people are putting out there, any planned protests. Right now, we don't have anything planned out, but we're not going to be relying on that. We're reaching out to all of our community partners and community connections. And Kevin has been doing the bulk of this, meeting with people from We All Rise to make sure that we're have open dialogue and open communication with them. Meeting with some of the prior organizers of protests to have conversations with them, to let them know, you know, that we're paying attention to what's going on. And that if there's a protest, we can certainly help facilitate peaceful protest. We've, Kevin's been in touch with some of the Somali community leaders, working with other different organizations, organizers and community interventionists to try and let people know that we're paying attention. And if something does happen, regarding the trial over there, we want to be ready. We, of course, are making sure our officers are well-trained in crowd control, crowd management techniques. So, we're going to keep a close eye on that. I don't know how long the trial is going to last. We were told it could be two or three more weeks. I'm not sure how long that, how accurate that is, but again, we'll be paying close attention to that. Other than that, things are going well. You know, our officers are out there working on and, you know, crime numbers are doing really well for us, so, that's always good news. We're still waiting for an announcement on the interim Chief. I don't know if that's going to happen today or when that's going to happen, but you know, there's a lot of questions about that, that are coming up. So, whenever that gets, whenever we get, we're able to do that, that would be terrific. And I'll stick around for the interviews that you're going to do later, as well.

- All right. Thank you. Any questions for Chief Smith?

- Not a question, just a comment. Thank you for the foresight to get out in front of the announcement of the trial or the Floyd verdict and working with those community partners ahead of time. I think that'll really.

- We're going to continue to do that, you know, up to and through the end of the trial, of course. And it's just going to, it's just the way we do business around here. And I think that's, you know, and not... Hats off to Kevin for all the great work he's done on that, but it's just the way we do business, I think. It's the new norm in Green Bay.

- All right. Any other questions? If not, the next informational item is the online application system for the fire department. There's a summary of that process in your packet for the new commissioners. This is, I believe, no different than what we've done in the past few years in order to find fire candidates. I've been delighted with the quality of candidates that we've been finding these last few years. So, that's been a really good move for us. Are there any questions about that process? All right. Since it's already been approved, we will just leave that as an informational item. The next item, and again, Chief Litton, it looks like now we're just into bills and then we will have interviews with patrol officer candidates. So, you're welcome to stay if you'd like, but if you have more pressing things to do, feel free.

- Good. Great. Thanks everybody. Have a great day. Thank you.

- All right. Thank you, Chief.

- Bye.

- Next items were the Budget Status Report and the Budget Spreadsheet. It looks like fire is well under-spent today, but, usually, we don't have those big charges until later on in the year. And with police, we have a couple of physical or assessment charges and then we're starting to see the charges for the ads that we did for replacing Chief Smith. So any questions or concerns about any of those? If not, I'll entertain a motion to receive those and place on file.

- I'll move.

- Moved by Commissioner Wanezek.

- Seconded.

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

- Aye.

- Aye.

- Aye.

- Are there any opposed? None opposed. So, we'll receive those and place on file. The next item was a consideration with possible action on approval of the monthly bills. Those bills were in your packet. Again, they're just in relation to the ads and the assessments. If there are no questions, I'll entertain a motion to authorize payment.

- So moved.

- Moved by Commissioner Cheslock. Seconded by Commissioner Cobb. Hearing none, all those in favor?

- Aye.

- Aye.

- Opposed? All right. We'll pay the bills. I think I missed something in here. Online training system. Training.

- Sure, we can go back to that.

- So again, this is the system that the commissioners will use to review all of the applications for Chief and to be able to start our work for that. So, that's something you'll be able to sign in and do on your own time.

- All right. You all set for me, then?

- Yes.

- Can you all hear me okay?

- Yes.

- Okay. Sounds good. So the system that we use for our applications, online applications, and reviewing applications is called NEOGOV. We will get you all set up with a username and password so that you each have your own account. I'm going to share my screen, here.

- Jen, will I still have my old username and password or since, we haven't used it for five years, have I been kicked out and will get a new one?

- [Jen Smits] I think we should be able to use that same one.

- Okay. I'll try it.

- [Jen Smits] Okay. Can you all see my screen? It says NEOGOV up in the top left? Okay. I've created a fictional posting so that we could do this in open session. What I'll be using, it's a clerk-typist three position, just for the sake of training everyone and being able to do it in open session. I created this fictional posting. Then my coworker and I, both, submitted a fictional application. So, he was much more creative with the name, Billy Goodhire and mine was Joseph Smith. So, I realize I need to be a little bit more creative, but... So, we will provide you all with some written instructions, as well. We can provide those along with your username. And when we initially get you set up in the system, and so that will contain the websites, but it's just login.NEOGOV.com. That will take you to a screen where you'll enter your email and your password. When you log into NEOGOV, after you enter that information, you're going to want to make sure that you click the drop down menu at the top left, and that says OHC. And what that is, is it stands for Online Hiring Center and my internet is kind of slow. And you'll be doing, it's called the Subject Matter Expert Review or the SME Review, which is the process of reviewing applications. Once you're in the OHC, you'll click on Dashboard. It may take you there automatically, as well, but this is what your dashboard will look like. Then, the only posting that you'll see is the Police Chief posting. That will show up in this spot, here. So, you'll click on that and I've got to minimize this here. Okay. And so then, once you're within the posting, then, you can scroll down to find each candidate's name. So again, here, we just have two fictional examples. You can click on the first name. They should show up in alphabetical order. So in this case, it's Billy Goodhire. By clicking on his name, it will take you to his application. This section, here, will contain information about the candidate's contact information, some general questions regarding relocation, the type of work that they're looking for and their availability. Then, the next section is their work experience. They'll list all of their work experience by position, with all the relevant information. So, their position title, their duties, the organization or employer, and then some questions regarding dates, reason for leaving, that sort of thing. So, they will have, likely, multiple different jobs or employers listed here. Then, as you continue down, there will be an education section. And so, that would be, for example, college or, I would imagine, candidates might list, for example, their FBI Academy in this section. And then some additional skills in the section below. And then, references. So they could include any of their personal or professional references in this section. And then Attachments is last. And that will likely be a cover letter and resume, possibly a letter of recommendation. Those are, I would say the most common items. So, you can scroll up and down and review it as many times as you would like. And then the next section, over here, it says Questions. And these are some standard questions that we ask of all applicants. You know, questions about moving violations, and if they have relatives of the city, whether they've ever worked for the

city, if they've ever been suspended, terminated or resigned in lieu of termination from any position. And again, those are standard questions, as well as, where they learned of this opportunity. So, once you've had a chance to review the application, you'll make a rating. And so there's a, there'll be a box for every commissioner with their initials. This is mine, for example, JS, and the rating key would be zero, if it's someone that you really don't think is the right fit for the position. Probably not someone that you're interested in interviewing. A one would be maybe, someone that you know, you think is worth discussing further could potentially be a good candidate. And then two would be someone that you are definitely interested in interviewing. And then, you can make comments to support your rating. When you're doing that, if you could just type your initials and then type your comments. And then, I'm sorry, you'll assign your score, right here, in this box. Once you've made your rating and you can see others ratings, here, you'll hit submit.

- So, excuse me, Jen, go back. So, if let's say, Rashad goes in, rates a candidate, puts a comment in there, I go in after him, I will see his comment

- [Jen Smits] Yes.

- and see that he has initials. Then where will I, I'll see his rating in that second box down?

- [Jen Smits] Yes. This year, I used my coworker Adam, And so his initials are AR. So, this would be the box that he would use. And then, any comments that he would have made as well. So, we'll have a box for each of the commissioners

- Five separate five separate boxes for each of us.

- [Jen Smits] Yes.

- Okay.

- [Jen Smits] Yes.

- Wonderful.

- [Jen Smits] Yep. And then when I hitted submit, it took me right away to the second application. In this case, Joseph Smith. So, this is our second applicant. And we'd have the same opportunity to go through this candidate's information in the same way. And again, make the rating, comments, and hit submit and that will take you through each of the applications. And then, there's also an opportunity to navigate through the applications. So here, we could go to the previous application which would take us back to Billy Goodhire, or again, we could use Next to go to Joseph Smith. Let's see here. And so that, that will be it. You'll get to your last application and hit submit and you'll be all set. I'd be happy to answer any questions. Like I say, we'll get you set up with your accounts and some written instructions, as well.

- So as the applications are entered into the system, will they show up for us alphabetically or chronologically or how do they get in the queue?

- Sure. So, I will have to assign them to you. So, we had said that we would begin reviewing applications April 26th. That's what was in all the advertisement. So, right around that time, we'll

notify the commissioners of the applications that have been received and go ahead and release them through that NEOGOV system. And everyone should see them in alphabetical order.

- Okay. And if we quit, let's say we review five of them, quit, go do something else, and want to come back later. Does it start us up where we finished or how do we get back into to rate the rest of them?

- That's a good question. So, you should be able to go back to that Police Chief posting. It might be a good idea to make note of which candidate you left off on, in alphabetical order. And then you could just go ahead and select that next application and continue to review down.

- Okay. Cause I recall there was a process that we could do before, where it wouldn't repeat us and we could start out, but I couldn't remember how we got into that. Okay.

- Did anyone else have questions?

- I'm sure we'll have more questions once we're in the actual

- And you can always email me or give me a call. But it's pretty nice. It's much nicer than copying all the applications and arranging that, especially, during COVID times, too. So,

- Yeah, it actually, it is a pretty simple system to use. And the thing I like about it is we could log our comments in and so we can see each other's comments and might cause us to look for something else in there or understand what goes so that when we meet together in person or in Zoom, to discuss those, we already have that background for everybody. And Warren, you have to do these yourself.

- As opposed to?

- Just teasing you. All right. Any other questions?

- What's the timing of this going to be? Rod?

- We get to stat. So, the applications are due at the end of April. We can set how fast we want to go through, but what I recommend is, right now, we don't know how many they're going to be. When we hired Chief Smith, there were around 50 applications. So, there could be more or less than that. So, what I recommend is that as we get closer to the end of April, and find out how many we think we are going to have, then we can poll the commissioners and see how much time you think we would need to go through all of them. And in fact, you may want to go through a couple first and just see how long it takes you to do that review. And then from that, we can do a poll and determine how much time we think we want to provide, based on what everyone's schedule is.

- Okay.

- Any other questions?

- No questions about the software. The presentation that we just got on that. But just a question about process. Are we going to build anything in this process to give the women and men of the

department, a chance to weigh-in? Like, do we have the ability to set up an email box or something that they could, potentially, provide what's important to them? I just, I had a couple of officers at my house yesterday, from some stuff that Allison, during that conversation I had just asked like, you know, what kind of stuff is important to you all, on the force in a police chief? And I didn't identify myself as a commissioner. I was just trying to ask the question. And they were like, Oh, that's an interesting question. No one ever asks us that question. And they had stuff to say. And so it just made me think that, you know, will we have the ability to, again, set up an inbox and people can weigh-in, as they want, but just given the women and men of the force an opportunity to weigh-in because that's an important relationship.

- Yeah. By all means, I think that should be a part of our community input, as well. So, by community input, wasn't meant to exclude the department. It's meant to be all-inclusive of people within the department, as well as people within the rest of the community. So yeah, Rashad, I think it's very important that we get the input from the people in the department.

- Unlike the public, would it be possible to get, for them to make comments or suggestions anonymously?

- Yeah. We can, we have the ability to set this up however we want. And, my personal feeling is, yeah. There's some people that don't like to speak in groups. There's some people that want to remain anonymous. There's some people that may not want to speak in groups, but are okay speaking in front of someone or letting you know who they are. There'll be some people that are fine speaking. So, I think we need to provide opportunity for everybody to feel comfortable giving us input in what they want to see in the next Chief. I think where the question and the difficulty comes in is once you get to that point, then it becomes the commission's responsibility to do the interviews and to do the interview process and as a separate nonpolitical board or commission, it's important that we do that work ourselves, but gathering input ahead of time on attributes and backgrounds and skills and things like that, yes, by all means, we can set up however we choose to do that. And I know Rashad has been working on some different options for locations and times and things like that that we get in the hands of the commissioners and decide how best to do those. All right. Are we ready to go into the patrol officer reviews? Okay. We have two separate, closed session, items on the agenda, item two and item four. And we will, I'll read the closed session statement for both of those. We'll do one vote and we'll handle both of those while in closed session. And I will report out separately from those. The first is consideration with 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&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 sections 19.85, paragraph two, Wisconsin statutes to report the results of the closed session and consider the balance of the agenda. And item four is interviews with patrol officer candidates. Please take note that pursuant to sections 19.85, paragraph one, sub C&F, Wisconsin statutes, the commission may convene in closed session for the purpose of interviewing, evaluating and considering employment of patrol officer candidates. Is there a motion to go into closed session for those two items?

- I move.

- Moved by Commissioner Wanezek. Is there a second?

- Second.
- Second by commissioner Rohloff. All those in favor?
- Aye.
- Aye.
- Any opposed? Alright. We're in closed session.
- Just give me one minute.
- And we'll wait until Jen gives us the sign. All right.
- Okay. We're recording again.
- Okay. We are back in open session. While in closed session, we covered three agenda, excuse me, two agenda items. We reviewed the backgrounds on four candidates. One of those candidates, we chose to not continue with the process. In addition, we had interviews with three candidates. Two of the candidates, we chose to continue in the hiring process and one candidate, we are seeking additional information concerning that individual. And I'll entertain a motion to approve that report.
- So moved.
- Moved by Commissioner Rohloff.
- Second.
- Seconded by Commissioner Cobb. Any further discussion? All those in favor?
- Aye.
- Aye.
- Are there any opposed? Okay. None opposed. The normal date of our next meeting would be May 6th. However, given the need for officers, we may or may not, I guess, be asked to . I'm any forewarning of whether there'll be on interviewed prior to that time.
- Yeah, Rod. We, it appears right now that we'll probably have at least four for you. Maybe, even as many as six. We're going to be running another test, again, on the 15th and then, again, on the 17th. So, we'll be jumping on top of the top candidates off that list right away. However, we have some others that we're working on, on the current list, who are probably going to be potential sponsorship candidates that we're gonna need to get through the PFC relatively quickly because the Academy is going to be starting here soon.
- Okay.

- So, in order to get them through the whole process and get them into the Academy on time, we're probably going to have to do one before the sixth.
- Okay. So, that case we'll just leave it open and we'll have Haley contact us and choose the date that works for us to do those other interviews.
- That sounds good.
- All right. There are no public hearings. With that, I'll entertain a motion to adjourn.
- I move.
- Moved by Commissioner Wanezek.
- Second.
- Seconded by Commissioner Rohloff. All those in favor?
- Aye.
- Aye.
- Any opposed? We are adjourned.
- Thanks everyone.
- Thanks.
- Thanks.
- Thank you.
- Take Care.