



MINUTES OF THE POLICE AND FIRE COMMISSION

**THURSDAY, APRIL 7, 2022, 3:00 PM
AMENDED
Virtual Meeting. Public may join via Zoom.**

A. ZOOM MEETING INFORMATION.

I. This item contains Zoom information, instructions, and a link to the Virtual Comment Form.

B. ROLL CALL.

Present: Marian Boyle-Rohloff, Rod Goldhahn, Ed Dorff, Excused: Rashad Cobb

Others Present: Fire Chief David Litton, Police Chief Chris Davis, Police Captain Ben Allen, Police Lieutenant Andy Opperman, Police Lieutenant Jody Buth, Police Officer Chris Vaubel, Police Officer Shawna Coron, HR Generalist Jen Smits and others.

C. APPROVAL OF THE AGENDA.

Moved by Commissioner Ed Dorff, seconded by Commissioner Marian Boyle-Rohloff to approve.
Motion carried.

Yes- Marian Boyle-Rohloff, Rod Goldhahn, Ed Dorff, No- None, Abstain- None

D. APPROVAL OF MINUTES.

I. Approval of the minutes from the regular meeting held February 7, 2022 and the special meetings held February 17, February 28, March 4, and March 8, 2022.

Moved by Commissioner Marian Boyle-Rohloff, seconded by Commissioner Ed Dorff to approve.
Motion carried.

Yes- Marian Boyle-Rohloff, Rod Goldhahn, Ed Dorff, No- None, Abstain- None

E. INFORMATIONAL.

1. President's Report.

President Goldhahn commented on some recent positive events, including a swearing-in ceremony for Captain Clint Beguhn, Fire academy kickoff, and Police awards celebration including three police officers who received the maximum heroism award.

2. Report from the Chiefs.

Fire Chief David Litton and Police Chief Chris Davis reported on their respective department events and activities.

3. 2022 Fox Valley Technical College Regional Fire Fighter hiring process.

Moved by Commissioner Ed Dorff, seconded by Commissioner Marian Boyle-Rohloff to approve. Motion carried.

Yes- Marian Boyle-Rohloff, Rod Goldhahn, Ed Dorff, No- None, Abstain- None

F. REGULAR BUSINESS.

1. Consideration with possible action on the following communications:

a. Budget Status Report.

Moved by Commissioner Ed Dorff, seconded by Commissioner Marian Boyle-Rohloff to receive and place on file the budget status report and budget spreadsheet. Motion carried.

Yes- Marian Boyle-Rohloff, Rod Goldhahn, Ed Dorff, No- None, Abstain- None

b. Budget Status Spreadsheet.

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

Moved by Commissioner Marian Boyle-Rohloff, seconded by Commissioner Ed Dorff to approve. Motion carried.

Yes- Marian Boyle-Rohloff, Rod Goldhahn, Ed Dorff, No- None, Abstain- None

3. Consideration with possible action on the voluntary removal of Fire Fighter candidate(s) from the eligibility list.

Moved by Commissioner Ed Dorff, seconded by Commissioner Marian Boyle-Rohloff to approve the voluntary removal of three Fire Fighter candidates. Motion carried.

Yes- Marian Boyle-Rohloff, Rod Goldhahn, Ed Dorff, No- None, Abstain- None

4. Consideration with possible action on the request to approve the Police Commander promotional process.

Moved by Commissioner Ed Dorff, seconded by Commissioner Marian Boyle-Rohloff to approve. Motion carried.

Yes- Marian Boyle-Rohloff, Rod Goldhahn, Ed Dorff, No- None, Abstain- None

5. Consideration with possible action on the recommendation to remove the Patrol Officer entry level written exam.

Moved by Commissioner Ed Dorff, seconded by Commissioner Marian Boyle-Rohloff to approve the request to remove the Patrol Officer entry level written exam and replace it with an emotional intelligence assessment, with the specific instrument to be determined by the Police Department. Motion carried.

Yes- Marian Boyle-Rohloff, Rod Goldhahn, Ed Dorff, No- None, Abstain- None

6. 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 Ed Dorff, seconded by Commissioner Marian Boyle-Rohloff to go into closed session. Motion carried.

Yes- Marian Boyle-Rohloff, Rod Goldhahn, Ed Dorff, No- None, Abstain- None

Moved by Commissioner Ed Dorff, seconded by Commissioner Marian Boyle-Rohloff to return to regular order of business. Motion carried.

Yes- Marian Boyle-Rohloff, Rod Goldhahn, Ed Dorff, No- None, Abstain- None

Out of closed session, President Goldhahn reported that the Commission reviewed 6 Patrol Officer candidates backgrounds. Three candidates were removed by the Commission and three candidates were approved to continue in the hiring process.

Moved by Commissioner Marian Boyle-Rohloff, seconded by Commissioner Ed Dorff to approve. Motion carried.

Yes- Marian Boyle-Rohloff, Rod Goldhahn, Ed Dorff, No- None, Abstain- None

7. 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 three Patrol Officer candidates.

8. Set date of next meeting.

The next meeting of the Police and Fire Commission is tentatively scheduled May 5, pending Patrol Officer recruitment needs.

G. PUBLIC HEARINGS.

H. ADJOURNMENT.

Moved by Commissioner Ed Dorff, seconded by Commissioner Marian Boyle-Rohloff to adjourn. Motion carried.

Yes- Marian Boyle-Rohloff, Rod Goldhahn, Ed Dorff, No- None, Abstain- None

VERBATIM MINUTES

- As soon as I hear that.
- Okay, we're all set.
- All right, good afternoon and welcome to the April 7th regular meeting of the Police and Fire Commission. We'll start with the roll call. Vice President Boyle-Rohloff.
- Here.
- Commissioner Dorff.
- Here.
- Commissioner Cobbs excused so we have a quorum. You all received an original agenda in the mail and then a modified agenda, I believe two days ago. So viewing that modified agenda, if there are no questions or additions, approve that.
- Move to approve.
- Second.
- Motioned by Commissioner Dorff, seconded by Commissioner Boyle-Rohloff. Any discussion? Hearing none, all those in favor?
- Aye.
- Any opposed? Any abstain? All right, that passes. Next item is approval of the minutes. There were multiple sets of minutes in your packet. The minutes from the regular meeting of February 7th and then special meetings of February 17th, February 28th, March 4th and March 8th, all dealing with either interviews or background reviews for hiring both in police and fire. Is there a motion to approve those minutes?
- I second it.
- Commissioner Boyle-Rohloff seconded by Commissioner Dorff. Any further discussion? Bring none all those in favor of approval of those five sets of minutes signify by saying aye.
- Aye.
- Aye.
- Any opposed? Any abstain? All right. Informational sections. Lot of good activities over the past month or so. We had the swear in for Captain Clint Magailin, we had the firefighter academy kickoff where we welcomed several new firefighters to their training academy and then the culmination was the police awards celebration where number of awards were given off but I think the most impactful

thing, and I hope I'm not stealing your review chief but three police officers were given the maximum heroism award you can get in the department. There've only been two given out so far in the history of the department and three officers received that that night so a pretty impressive event and pretty impressive action by those folks so a lot of good things happening. And with that, I'll turn it over to the chiefs. We'll be, start with Chief Litton.

- Good afternoon not a whole lot to report. The recruit academy is going along just fine. They split group today they were doing some vehicle extrication and some of them were doing live burns out at NWTC this afternoon so they're getting into the meat of the program and just a placeholder for you, their graduation is scheduled for Friday, May 20th. I'll remind you that in the morning we're out at NWTC we do a skills demonstration for all their families that will begin roughly around nine o'clock in the morning. We'll get some complete details out on that and then the graduation again will be followed up that evening starting at, I believe 5:30 at NWTC with a room number to be determined. So it's really all I had in the report at this point.

- All right, thank you. Any questions for the chief? All right, Chief Davis.

- So a few things going on in the police department. We are and I mentioned this I think last time we're in the process of updating our complaint intake process, we're, I had sent out a draft of that to the commission and then we've incorporated some edits that we got in that first round of input from you all from the leadership team, some other folks in the city, and now we've sent it out department wide for universal review. I anticipate getting that process done, and then we'll do an executive reconciliation in a couple of weeks and then it'll just be a matter of publishing the policy and doing some training for our members because there are some changes to the expectations for supervisors and complaints. Once that's done the next step will be to work on our policies for administrative investigations and the plan is to follow the same process. So we'll circulate the first draft of that to the commission and the leadership team and some other folks, HR, et cetera, the law department, and then once that policy is done, the third step will be corrective action policy. We're looking at options for a discipline guide or matrix like a lot of cities are using these days. So that's the update on that process. Then on service delivery side, as you probably have seen, we have implemented our neighborhood response team. That's a dedicated resource focused on gun violence in the city. First two officers have started working on that program. Once we get to something closer to full staffing, the eventual plan is to get to four officers there but as you all know we are really challenged when it comes to recruiting right now so I don't have a timeline for the full deployment of the Neighborhood Response Team. I know we have some other things on the agenda tonight that we'll get to when we get there but that's, those are really at the high level, the big things that we're working on right now I'm happy to take any questions.

- None for me.

- All right, great thank you chief. Okay, the next agenda item is the 2022 Fox Valley Technical College Regional Firefighter Hiring Process that was in your information packet. Any questions for the chief concerning that? I'll start with one, other than timing is this any different from the previous one chief?

- It is not.

- Okay. All right, we'll under the heading if it isn't broken, let's not fix it. I'll entertain a motion to approve this.

- Second.

- Dorff seconded by Commissioner Boyle-Rohloff. Any further discussion? During that all those in favor?

- Aye.

- Any opposed? Any abstain? All right, all this has passed. The next is consideration with possible action on the budget status report, the budget status spreadsheet, the only spending to date in either account is a \$295 ad in the national minority update for police officer candidates. So given that after another questions I'll entertain a motion to receive those reports and place them on on file.

- So move.

- By Commissioner Dorff.

- Second.

- Seconded by Commissioner Boyle-Rohloff any further discussion? Bring none all those in favor?

- Aye.

- Any opposed? Any abstain? All right, I'll pass this. In consideration with on a request to approve the monthly bills, that bill that I just described was the only bill in the packets we'll entertain a motion to approve that.

- So moved.

- Moved by Commissioner Boyle-Rohloff.

- Second.

- Seconded by Commissioner Dorff. Any further discussion, hearing none, all those in favor?

- Aye.

- Are there any opposed? Any abstain? All right that's been passed and then consideration with possible action on the voluntary removal of firefighter candidates from the eligibility list. So candidate Banky, Burton, and Rick Wald all requested to be removed because they've either chosen to stay with their current employer or accepted a job with another department so unless there's any questions I'll entertain a motion to approve removal of them from the list.

- Move to approving removal as stated.

- All right, motioned by Commissioner Dorff.

- Second.

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

- Aye.

- Aye.

- Any opposed? Any abstain? All right that passes. The next is consideration with possible action on the request to approve the police commander promotional process that was sent out as an addendum. So any questions for the chief? I'll start with one, chief in the first bullet point you list the people that will be on the selection committee and among those is the city's human resource department member and then down in the second to the last bullet point after interviews and file reviews, there'll be an additional interview with the chief and a member of the city's human resources department. Do you envision that being the same person and why the same person early on and then the second part?

- Well I think for the, at least for the chief's interview, really that's an interview with the chief, but with the human resources professional present, I like for any kind of selection processes, I always like to at least have someone from human resources in the room to sort of facilitate the process and then make sure that we're not, you know, inadvertently at some point running a foul of employment law or other things that they have the expertise to advise us on. So that's really what I was looking for there.

- Okay. Any other questions that anyone has?

- Yeah and chief I had asked you this earlier but for everyone's benefit, what's your timeline on this, your proposed timeline rather?

- So there's a parallel process running right now where I am looking at the possibility of expanding to three commander positions. That's obviously gotta go through its own process with the finance committee and then council. So my goal is to start this process in May and then, you know, I don't anticipate a very large candidate pool so we should be able to get the whole thing done if we stay on our timelines in maybe a couple weeks.

- Great, thanks.

- So these could potentially be going on concurrently during the interviews to assemble the list of qualified applicants and then at whatever time the city council agrees to change the table of organization, then either fill one or two positions based on that.

- Right, I wanted to at least get the promotional process dialed in with the PFC, but I do wanna wait to start the process until I've gotten the blessing from council for the change to the table of organization.

- Okay. Any other questions? If there are no more questions I'll entertain a motion to approve.

- I will move to approve that.

- Motioned by Commissioner Dorff.

- Second.

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

- Aye.

- Aye.

- Any opposed? Any abstain? All right, that has been approved. Actually Chief Litton, everything else on the agenda now is all police related so if you have better things to do, we could understand.

- Indeed I'll sign up, everybody have a great afternoon.

- Thank you.

- Okay.

- Thank you chief. The next item is consideration with possible action on the recommendation to remove the patrol officer entry level written exam and I'll turn things over to the police department to explain that in more detail. There was the recommendation within your packet, but they will provide some additional detail on that.

- Sure thank you and I will turn this over to the team at PSD, I just wanna point out, they've done a lot of work on this and been very thoughtful and I feel pretty good about the proposal that we have in front of you and with that I will turn it over to the professional standards folks and let, 'em take it away.

- Good afternoon, I think what we're looking at here is, as we've talked about, speaking with Rod earlier, is that we're not really looking to just remove the written test, we're gonna implement something newer. So the, what we found is that the written test is really kind of antiquated and what it did back in the day, it's really more of an IQ analysis and that's not a completeness of this job so we're finding that our pools are so small right now that it's weaning out candidates who could be good police officers, and it's not an accurate assessment of what makes a good police officer. So our goal is to use the background, which is really what weans out most candidates that are not qualified to be police officers. So to use the background to do that but then at the end of that background hopefully is to implement an EQI process or emotional intelligence test. For those of you that, I believe that President Goldhahn had sent out information on the EQI analysis for our department and the goal of the EQI analysis was to really measure somebody's ability to analyze their own emotions, analyze the people that they're dealing with, to control their emotions and as a police officer, I think many will argue that those abilities are way more important than a person's ability to take a written test or to answer. So we're not completely, we still are gonna do the essay portion to the test, we still are gonna have the report writing, but what we would like to do is get rid of probably more of an antiquated process and if you have any questions about the EQI model, what it really does the proposal that was given to us you should have a copy of, it analyzes the top, I believe it's 15 or 20% of our department and it builds a model for who are the top performers in our department. That's determined by the command staff and those top performers then perform this

analysis. We have somebody come in from outside the department that runs the EQI proposal process. Those top performers would then be Green Bay's model for our new hires, okay? So we're not basing this model off what Chicago does or what LA does or what Texas does or what New York does, this is Green Bay's model for what our top performer is. We then take that model and we use that assessment in the hiring process for our new people, more towards the end of the process, 'cause there's gonna be a cost to this for every test that we run. We'll have somebody contracted with us, a doctor who works with the national command staff in college, who will help us to analyze these assessments every time we have somebody that comes through. In that first year, then they help kind of guide somebody here. One of us as lieutenants to become somebody who analyzes these assessments, we would send somebody through training to become a person that analyzes the assessments and then after that year of kind of working with us, we have our own people do the analysis so that no longer becomes their job and it really, it really hopefully will establish a more intelligent emotional based employee who can react to the community's needs, you know? And the honest truth is we go to a lot of high risk calls, a lot of emotionally amped up people, they're in the worst time of their life and an officer's ability to escalate as far as when they know they need to take somebody into custody or use control talk or to deescalate the situation and calm the person down is really an emotional intelligence assessment. It's not an IQ assessment of somebody. I mean we'd still need officers to be smart obviously IQ wise, but we need their emotional intelligence to be high so by removing this kind of antiquated written test, we're looking to implement something else and I guess if you have any questions about that, I'll try to give you the best answers that I can but I know that President Goldhahn had sent out some of the information including reference our star model performance and then a little bit of study on a conscious bias and how an emotional intelligence works within in this EQI assessment.

- Andy, I've got a couple of questions and I understand what the EQI is going after but I'm intrigued by the norming that you talked about. You said it's gonna be normed by Green Bay's top performers and how is that gonna be determined?

- Well, right now the goal would be to have our command staff, our upper level come together and determine our top performers at the department. And obviously, you know, that's still to be determined who, how we're gonna decide who the top performers are, but I guess my goal would be to see a well rounded department, 'cause we have top performers in many different areas. So the goal would be to establish, you know, who's our best detective, who's our best patrol officer, but in different categories, you know, when it comes to things like CCIT or tactical performance, and that we did talk with President Goldhahn about, you know, if it was money wise capable, analyzing the whole department.

- Yeah.

- You know, to see how that plays out. Now obviously there is a money factor there because when we start talking about doing this and that assessment and having the doctor review everybody at our department the number goes kinda way up but I guess that's kinda left open to interpretation what we, how we pick the top performers.

- Okay because there's not an objective standard on that then is what I'm hearing and it's all subjective. Is that correct?

- Yeah, absolutely.

- And I think commissioner it's one of the things that's gonna be important for us to do to get this right is to make sure that we have a diverse sampling of people that we consider to help set that baseline because the risk is if we don't use sort of an equity lens in how we pick these people, that we will inadvertently program in a bias into the assessment and that's something that we need. That's one of the risks that I see here that we'll have to be very mindful about avoiding.

- Without an objective standard though, I mean, I think you really run the risk of bias, don't you? Is there now, I don't know if this is possible or not but the EQI folks can they provide any type of a national norming that you can use alongside of whatever's developed locally?

- And that's something I'd have to talk to 'em about. I would assume they've done this before so I'm assuming that they have a way to establish top performers, you know, that they're not biasly picking certain people or that the command staff is not picking favorites or anything like that but without having Dr. Conroy here to speak, I can't completely understand.

- I think it might be worthwhile to look at that and at least include some of that because anytime it, and I speak as a former educator here, anytime you start looking at anything with testing an assessment the people are gonna come out of the woodwork saying you're lowering standards. I don't hear this as lowering standards, I don't see this as lowering standards, if anything it's increasing it but, you know, if we were to say we're getting rid of the written test and we're just going to put more weight on something that we've normed ourselves here, I'm afraid we're open to criticisms.

- Well, I totally understand that, the criticism no matter what here, because this assessment is established for what Green Bay needs. So we're ultimately determining it and this can include city council. We're ultimately determining what Green Bay needs. You're not determining what Chicago needs so our assessment is going to be different than other departments. We are going to show a different bias or a different viewpoint than what another city needs so I think there will be somewhat of an opening to criticism here no matter what, but yeah, you're right we definitely need to make sure that we don't leave everybody out and that we make sure that this is diverse.

- And one thing I wanted to mention too is if the commissioner is comfortable with moving forward with this idea of the change towards an EQI assessment, there are other providers that we can look at too and we can certainly discuss that further with the commission as well what the different options might be.

- I don't have any particular wish to hold it up. I think it's a smart move, but you know, these are just some things that I've been thinking of and, you know, I really do like the idea of having something that is quote unquote designed for Green Bay but at the same time, I don't wanna overlook the fact that there are some national standards that we should adhere to as well.

- So some of the things that I'm basically just quickly, you know, reading in here is if you look at, when they're talking about top performers in the workplace, they're able to manage and control their emotions, they're well aware of how others felt and why and maintain responsibility and cooperative relationships with others, you know, they're very self-aware, composed and balanced and I think as far as determining our top performers, those categories are really what we're looking for as top performers, people who are the self-aware, the people who are composed, the people who are balanced and there's a lot of ways based on somebody's performance at the department that

we can determine those things.

- Okay, well thanks. That's all I have. I think you got some good stuff going on there.

- Yeah my position I agree very much with Commissioner Dorff that this is not simply removing a test and making it easier to get police officers it's eliminating a fairly old test that was put in years ago to help weed people out and replacing that with a better test for today's police officer to more effectively weed people in and the other thing that I think is very powerful in this is the people driving this are the officers within the police department, the ones that have to work alongside the new hires that this will be used to bring in and so I put a lot of stock in that. What wasn't clear when I first met with professional standards and sent the material out to the commission, that was a specific assessment and I was under the impression that this proposal was going to be remove the current written test and replace it with this assessment but I heard to day that it's, you're really looking for approval to proceed on working towards that, correct? That that's not a set assessment that they're using now, or am I missing something here?

- We're not.

- This proposal is a specific assessment, the one that I have.

- Yes.

- I think what Jen is saying is that there is the opportunity for other options out there if we wanted to look at it. This is only one option and this option comes to me, obviously of having the ability of I have taken the assessment and having the ability to go through the National Command College. You know, obviously this is still a money maker. You know, this company is selling something but it is through a command in a level college for our administrators. So yeah, they're selling something, but this is kind of what that's not saying from what Jen says that there's not other opportunities.

- Yeah, I understand that what I was reacting to is the document that was in our packet that were being asked to approve, just says the test is being eliminated and I'll read it here it says more emphasis should be placed on a candidate's emotional intelligence and Chief Davis is evaluating assessment methods for doing so so the proposal as written does not say we're going to go to the specific test that you provided to the commission so I wanna make sure we're clear when we go to a vote on what we're voting on so.

- And just to clarify that, you know, one of the things that we still have to do is go through the city's procurement process and so what we're asking for is for permission to move towards an emotional intelligence assessment, it may very well end up being this one, because we may, as we research what's out there decide to do a sole source procurement, but before I engage the city's procurement department and start down that road what I was looking for was permission from the PFC to move forward with something like this. It may very well end up being this one, but I do wanna be clear that whatever we do has to follow the city's procurement rules.

- Yeah and I believe, you know, I would support that, I would support that move and then, you know, trust in the judgment of professional standards to decide on what instrument best fits in terms of, you know, meeting the community's needs. You know, one of the things that I think is important to at least when, however much publicity or publication this gets is to make sure that the community

understands that this is informed by what the public is saying they want from the police. You know, when you're talking about the standards based on the top reformers, I know that that's based on what you're hearing from the community as well. So, you know, I would make a motion at this point to approve that request to remove that written level exam with the idea that you're gonna go to an EQI and, you know, certainly, you know, the decision as far as what instrument that would be up to you to work through the city, the finances, the procurement department.

- All right, there's a motion on the floor. Is there a second?

- Second.

- All right, we have a motion and a second to approve the request to eliminate the written test and replace it with an EQI test, the specific test to be determined via professional standards after consultation with the city's procurement processes. Any further discussion?

- Just one question if that's okay. So, and wholeheartedly from moving forward in this direction sounds really helpful. So as you move forward and pick the assessment tool, is there like plans in place for evaluating how well that works? Would you be pretty intentional about that and be able to shift gears if you need to?

- Well, I think it would be, I think it would be pretty easy to see if it's working well. I mean we've seen just through the hiring process, how the written test has affected us over time and I think what we're gonna see, because this is just one tool of many that we use. Honestly, the background investigation itself is our major tool, okay? So this is just an add-on. It would definitely over time as we hire employees and put them through training, get them out of the academy, get them into the department, put them through FTO process and put them on the road based on performance, FTO evaluation, you know, regular reviews by their supervisors, we will be able to tell especially when it comes to things like complaints from citizens on and on officers, whether emotional intelligence is paying off in analyzing that these officers have the ability to assess that, okay, I need to deescalate things or I'm reading that this person is amping up and I need to figure out a way to calm this down, or I'm getting upset and I need to take a step aside and another officer needs to step in. There's tons of performance measures in that will tell us whether this assessment is actually providing us more or not doing much.

- Thank you.

- All right, any other discussion? Going once, going twice. Hearing none, all those in favor of the proposal?

- Aye.

- Any opposed? Any abstain? All right, the proposal has been passed. Thank you all, good work.

- Thank you Red.

- Next item is consideration with possible action on the review of patrol officer candidate backgrounds. Note that the commission may convene in close 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 government 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 and the immediately following agenda item is interviews with patrol officer candidates. Please take notice that pursuant to sections 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 we'll, I'll call for one motion to go into close session for both those items, we'll cover both those items in closed session coming out of closed sessions, I'll do separate reports on the two items. So is there a motion to go into closed session for these two items?

- So moved.

- Moved by Commission Dorff

- Second.

- Seconded by commissioner Boyle-Rohloff. Hearing none all those in favor?

- Aye.

- Aye.

- Any opposed? Any abstain? All right passes we are in closed session. We're back in.

- We're recording again.

- Okay, thank you. We're back in open session. While in closed session, we reviewed backgrounds of six candidates. Three of those candidates we rejected from further progress towards hiring, the three other candidates we conducted interviews with and elected to continue all three of those in the hiring process and I'll ask for a motion to confirm that report.

- So moved.

- Second.

- Moved by Commissioner Boyle-Rohloff seconded by Commissioner Dorff. Any further discussion? Hearing none all those in favor?

- Aye.

- Aye.

- Any opposed? Any abstain? All right, passes. Date of our next meeting. The normal date would be May 5th and as usual if interview needs or hiring needs come up we may adjust that somewhat but for the time being we'll plan on May 5th. And should we plan three o'clock still Jen?

- I may be out of town then let's see. I'm pretty sure I'll be out of town for that meeting, so.

- Okay.
- Yeah.
- Then we'll work as we get closer to that, Ed will work on all of our schedules to try to pick a time make sure we can get in. Okay. And there are no public hearings that completes the agenda. So--
- Move to adjourn.
- We have a motion to adjourn, is there a second?
- Second.
- Motioned into second. Any discussion? Hearing none, all those in favor?
- Aye.
- Aye
- Any opposed? All right, we're adjourned, thank you all.