



MINUTES OF THE POLICE AND FIRE COMMISSION

MONDAY, FEBRUARY 7, 2022, 4:00 PM
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, Melissa Cheslock

Others present: Fire Chief David Litton, 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 December 2, 2021 and the special meetings held December 9, 2021, December 13, 2021, and January 27, 2022.

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

E. INFORMATIONAL.

I. President's Report.

President Goldhahn had nothing to report.

2. Report from the Chiefs.

Fire Chief David Litton and Police Chief Chris Davis provided the Commission with an update on their respective department activities.

3. 2022 Police Department Captain 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

F. REGULAR BUSINESS.

I. Consideration with possible action on the following communications:

a. Budget Status Report.

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

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

4. 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 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 Marian Boyle-Rohloff, seconded by Commissioner Ed Dorff 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 15 Fire Fighter candidate backgrounds. Two candidates were removed by the Commission and 13 candidates were approved to continue in the 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

5. Interviews with Fire Fighter 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 Fire Fighter candidates.

The Commission conducted an interview with one Fire Fighter candidate.

6. Set date of next meeting.

The next regular meeting of the Police and Fire Commission is tentatively scheduled for March 3, 2022, pending needs for Fire Fighter and Patrol Officer interviews.

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

- All right. Welcome everyone. And thank you to the Monday, February 7th, 2022 regular meeting of the Police & Fire Commission. Start off with a roll call. Vice President Boyle-Rohloff.

- Here.

- Commissioner Dorff

- Here.

- And I'm Commissioner Goldhahn and Commissioners Cobb and Cheslock are both excused. Next item is approval of the agenda. Haley sent the agenda out last week. Hope you've all had a chance to review that. Any changes or additions that anyone would wanna make?

- Move to approve.

- All right. We have a motion by Commissioner Dorff.

- Second.

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

- Aye.

- Aye.

- Any opposed? All right. And approval of the minutes. There were actually four separate groups of minutes in the the packet. The regular meeting of December 2nd and special meetings of December 9th, 13th of December and then January 27th. All in and around interviewing candidates. So those minutes were in your packets. Are there any adjustments that people would...? If not, I'll entertain a motion to approve all four of-

- Move to approve.

- Motion by Commissioner Dorff.

- M.

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

- Aye.

- Aye.

- Any opposed? All right. Minutes are approved. President's report. I have nothing further this time to report. So we'll turned it over to Chief Litton.

- Good afternoon, everyone. Only thing I really have to report, obviously we've got a lot of business on the Fire Department side here later in the agenda. We are working through right now just reviewing the job description for the battalion chief spot. Working with HR on that. We're looking at potentially increasing the education requirements in it. But we are intending on having that process. I believe Jen helped me out here. I think we've saved first three days of May, depending on how many applicants we get. I'll finalize those dates with the commission, the chairman Goldhahn and more other commissioners always sat in on those processes. Just thinking that it'll be sometime around the first week of May at this point. Other than that, I have nothing further to report under the general business.

- Okay. And the Police Department hasn't joined us yet. So we'll hold on that one. Next agenda item was the 2022 Police Department Captain Promotional Process. That information was in your pre-read packet. Jen, any changes of this from our last one?

- No, there are no changes.

- Yeah, no changes. And I know that we've got interviews scheduled later this month. Two separate days of interviews for candidates for that. So if there are no questions for Jen or any questions that we would hold for Chief Davis, entertain a motion to approve that process?

- Moved.

- By Commissioner Dorff.

- Second.

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

- Aye.

- Aye.

- Any opposed? All right. I see Chief Davis is signing in. Good afternoon, chief.

- Hey, everybody. Sorry I'm running a little late. I'm over at the Wisconsin Chiefs Association Conference and ran a little long.

- Ah, all right. Well, we just completed approving the captain promotion process. So those can go on as recommended here later this month. And then actually we're at the point where you can give your report.

- All right. And I appreciate it. Well, lots going on here in the Green Bay Police Department. I have, you know, obviously we've got this mattering of public safety issues that we're dealing with right now. We are still working on rolling out our gun violence strategy with the mayor's office. The next phase of that will be to get the report from the the consultants to that we're working with out of Oakland. It's a group called the National Institute for Criminal Justice Reform, and then that will inform the prevention side of our gun violence reduction strategy. On the interdiction side, we have posted and are in the process of selecting two people for a neighborhood response team. Two officers, the plan eventually will be to staff that with four officers and we're having some preliminary discussions with the union about putting a sergeant in that unit for some closer day-to-day supervision. More to come on that. And then for 2022, I've been working with the leadership team and there are a few things that we wanna take on related to some of the internal climate and internal legitimacy building. I wanna take a look at our complaint and discipline processes, and obviously, there'll be more conversations for us to have as we start to form our ideas of what we wanna do. But one of the things that we really wanna take a look at is a corrective action guide for when we have sustained allegations on sworn members. I've heard a lot internally about people really wanting predictability of our corrective action system and some sort of discipline or corrective action matrix is an emerging best practice in the profession. So I have some folks working on some different options there for us. And again, as that conversation take shape, I'll keep you in the loop and make sure we're all dialed in there. And then we also are looking at some improvements to the way we review use of force incidents to put us again more in line with best practice nationally. The good news is we already do a lot of what we should be doing. The training, division, reviews, every use of force for what they call polish and praise moments. Things that conversations they can have with

officers to improve performance. But what we really need to do a better job of is documenting what we do in those situations and documenting the work that sergeants are doing and frontline supervisors are doing to document use of force incidents when they happen, talk to witnesses, review body-worn camera footage, and then make a decision about whether a use of force was in or out of policy. And if it's out of policy, what we're gonna do about it. So that is kind of the highlights in a nutshell. And I'm happy to respond to any questions that anyone has.

- No questions. It just sounds really good.

- Yes, sounds lot of the plate going into the winter time.

- Yeah. Well, you know, we're about four months, I've been here about four months now. I've had some time to spend, I've spent a lot of time with folks in the organization and started to get a sense of where people are at, where the organization wants to go, and ways that we can always be looking for that better way of doing our work, right? So we're optimistic about the future.

- All right. Thank you. And as I said before, we'd already approved the captain promotion process. That'll be executed later this month. Chief, given that and everything else is just the review of the invoices and spreadsheets and then all fire department items. So since you're at a conference we're probably pulling you out of some meetings if you wanna go back to that, that's fine. Our next regular scheduled meeting would be March 3rd if nothing changes. So with that, we'll let you go back to your meetings.

- All right. Well, thanks a lot. It's good to see everybody.

- Good to see you.

- Thank you. All right. Next items were consideration with possible action on the phone communications, the budget status spreadsheet. We're actually overspent in both department for 2021. We understood that with the hiring of the chief in the police end of it and the fire end of it. I think that budget was just set too low. And so for 2022 that budget was increased from 2,000 to 5,000. And there's been no spending to date in 2022. And the spreadsheet, it's all physicals and psych evaluations for the new hires in the police and fire departments. So with that, I will entertain, if there are no questions, I'll entertain a motion to receive those and place on file.

- Moved.

- And I second.

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

- Aye.

- Aye.

- Any opposed? All right. Those will be received in placed on file. In consideration with possible action on the request to approve monthly bills, those well physical and psych eval related. So there's

no questions. I'll entertain a motion to authorize payment.

- Moved.

- And seconded.

- Boyle-Rohloff, seconded by Commissioner Dorff. All those in favor?

- Aye.

- Any apposed? Thank you. Next item was consideration with possible action on the voluntary removal of firefighter candidates from the eligibility list. In your pre-work package, two firefighters, or two candidates, that had interviewed with us indicated they would like to be removed from consideration 'cause they've taken positions with other jurisdictions. So if there are no questions I'll entertain a motion to remove those.

- Moved here.

- Moved by Commissioner Dorff.

- Second.

- Second by Commissioner Boyle-Rohloff. All those in favor?

- Aye.

- Aye.

- Any opposed? All right. We'll remove those two from our active listing. The next two items are closed session items. So I'm going to read the closed session intros for both items. We'll take one vote, go into closed session, do both items and coming out of closed session. I will report separately on the two pieces. So the first item is consideration with possible action on the review of firefighter candidate backgrounds. The commission making being in closed session pursuant to sections 19.85, paragraph 1, sub c and f, Wisconsin statutes: to considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. The commission may thereafter reconvene an open session pursuant to sections 19.85, paragraph 2, Wisconsin statutes: to report the results of the closed session and consider the balance of the agenda. And item five is interview with firefighter candidates. Please take notice that pursuant to sections 19.85, paragraph 1, sub c and f, Wisconsin statutes: the commission may convene in closed session for the purpose of interviewing, evaluating and considering employment. Is there a motion to go into closed session for those two items?

- Move to go to closed session.

- Moved by Commissioner Dorff.

- Second.

- Second by Commissioner Boyle-Rohloff. All those in favor?

- Aye.

- Any opposed? All right. We are in closed session. Any opposed? Okay. We're back in open session. While in closed session we covered two closed session items. The first one was reviewing a background on a number of candidates. We reviewed 15 backgrounds. Both 15 we chose to discontinue two in the hiring process, and to continue the other 13 in that process. And I'll entertain a vote to confirm that was the decisions that we made.

- So moved.

- Second.

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

- Aye.

- Opposed? All right. And also we interviewed one candidate and we will continue that candidate in the hiring process as well. With that, the next regular date of our next meeting would be... Lost my agenda here. It would be March 3rd. We'll tentatively hold that either the police or fire departments come back and request a different day due to background reviews or interviews.

- And that would be at four o'clock?

- Yes.

- Okay.

- There are no public hearings. So if there's nothing else, I'll entertain a motion to adjourn.

- Move to adjourn.

- Second.

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

- Aye.

- Aye. Any opposed? We are adjourned. Thank you.