



MINUTES OF THE POLICE AND FIRE COMMISSION

THURSDAY, MAY 12, 2022, 3:00 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, John Laux, Excused: Rashad Cobb

Others Present: Assistant Fire Chief Rob Goplin, Police Captain Ben Allen, HR Generalist Jen Smits and others.

C. APPROVAL OF THE AGENDA.

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

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

D. APPROVAL OF MINUTES.

I. Approval of the minutes from the regular meeting held April 7, 2022.

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

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

E. INFORMATIONAL.

I. Introduction of new Commissioner.

President Goldhahn welcomed John Laux to the Commission. Commissioner Laux provided the Commission with a summary of his background.

2. President's Report.

President Goldhahn had nothing to report.

3. Report from the Chiefs.

Assistant Fire Chief Rob Goplin and Police Captain Ben Allen provided the Commission with an update on their respective department activities.

4. 2022 Battalion Chief Promotional Process.

Moved by Commissioner John Laux, seconded by Commissioner Ed Dorff to approve. Motion carried.

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

F. REGULAR BUSINESS.

I. 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, John Laux, 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, John Laux, 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.

The Commission did not review Patrol Officer candidate backgrounds due to a delay in the materials arriving by mail.

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 did not conduct interviews with Patrol Officer candidates due to a delay in the

materials arriving by mail.

5. Set date of next meeting.

The next regular meeting of the Police and Fire Commission is tentatively scheduled for June 2, 2022, pending Patrol Officer recruitment needs.

G. PUBLIC HEARINGS.

H. ADJOURNMENT.

Moved by Commissioner Ed Dorff, seconded by Commissioner John Laux to adjourn. Motion carried.

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

VERBATIM MINUTES

- Okay, we're recording.

- Okay, thank you. Welcome to the May 12th regular meeting of the Police and Fire Commission. And we'll start with roll call. Vice president Boyle-Rohloff.

- Here.

- Commissioner Dorff. You're muted Ed, but we can read your lips that you're here. Commissioner Laux.

- Okay, I'm here.

- There you are.

- Commissioner Laux.

- Here.

- All right, and I'm Commissioner Goldhahn, and Commissioner Rashad Cobb is excused. You all received an email copy of the agenda. If there are no questions or additions I'll entertain a motion to approve.

- So moved.

- Moved by Commissioner Boyle-Rohloff.

- Second.

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

- Aye.

- Aye.

- Aye.

- Any opposed? All right. Approval of the minutes. You received the minutes of the April 7th meeting in the packet. If there are no questions, additions, or corrections, I'll entertain.

- Move to approve.

- Moved by Commissioner Dorff.

- Second.

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

- Aye.

- Aye.

- Aye.

- Any opposed? All right, the minutes are approved. Now we have a new Commissioner, Commissioner Laux, why don't you? We welcome you to the team, why don't you give us a little background about yourself?

- Background, born and raised in the UP. Moved down here with my family about work, Green Bay Police Department. I've worked for the PD about 28 1/2 years, retired as patrol. Mentioned on my way out the door, that I wanted to be involved in some way with the police department, whether it be you know, hiring process, Police and Fire Commission, made that known to Mayor Genrich about three years ago and received a call middle of April. So I'm very honored to be a part of the Police and Fire Commission.

- Well, we welcome you. I don't have many remarks, there have been a lot of activities going on, events, awards both past and coming up in the future, but I will turn it over to the chiefs now, to talk about their reports. So Rob, how about fire?

- All right, we have, as many of you know, the recruit academy is going on right now. We had 15 going through, we had one resignation prior, we have a second resignation just as of last week. Any additional discussion with that would have to go into closed sessions. So just reporting that resignation from the academy. Everything else in the academy is going great, really, really good group of people, and we are looking forward to their graduation next week, that will be on Friday the 20th. There's a morning part of that that of course, you're all invited to, which I believe is at 10:00 AM. We'll make sure we get all the times out to you. But then the actual graduation ceremony would start at 4:30. So if you can make it to that, we'd certainly be happy to have you there. From a department standpoint, we're, you know, we're kind of moving into special events season and things

are getting into full swing there, that's taking up a lot of time now. Cellcom Marathon coming up this Sunday, and you've probably heard some announcements out of limbo with some events going on over there, the soccer, soccer match and so on, which apparently they call football, which is weird, but.

- Imagine that, they're misguided there.

- Well, my son thinks it's the best thing ever, so he's looking forward to it. So we're working on planning for those special events. And as I said, that's just kind of that season getting started. So that's taking up a lot of time. One more interesting thing that we've been dealing with lately and trying to put a kind of a longer-term plan together is dealing with some of the issues that we have with replacing equipment due to all of the supply chain issues, there's just a ton of delays. We're now looking at two year delays from the time you place the order to the time we get apparatus, depending on what the apparatus is, that's kind of the outside edge. But anywhere from 18 to 24 months. So just putting a lot of effort into trying to figure out how do we work with that and how do we time those things out so that we can get that information to the council and kind of have a plan going. So it's kind of some of the focus items right now and that's all I have for my report unless there's any questions.

- Any questions for Chief Goplin? I just wanna put in a plug for that graduation day, if you're free and do have a chance to go to the demonstration part of it, it's a nice way to meet the families of these recruits and have discussions with them in an informal basis. The Fire Department does a nice job of setting up an area with chairs where you can mingle and watch the things that take place and that as well as the formal graduation ceremonies are good things too, to be a part of, if you have a chance you can. All right, with that, we'll turn things over to Ben to give us an update on Police Department.

- Good afternoon, coming to you live from Fort Leonard Wood, Missouri. We're down here at a recruiting event for exiting military. If you don't know, this is a large base for military police and those of us, the state of Wisconsin allows active military who are military police to take reciprocity to the state of Wisconsin. So there's some opportunity here. We'll be doing another one of these in Ohio, at Air Force Base where again, it's a military police air force base. So I hope we can.

- It's like you froze man.

- Yeah, we lost you, Ben.

- We lost the army for you.

- Well, and we can come back to Ben if he thaws out over there. But I know they've been doing a lot of work on recruiting current officers and other jurisdictions and ex-military folks to help with our shortage there in the Police Department. And I think last time we had a couple of candidates that were working in jurisdictions in other states that applied with us.

- Rod, what kind of numbers are we down at the Police Department right now?

- I think we're down about a dozen. Looks like Ben is connecting back in. So, okay Ben, we lost you in Ohio.

- Sorry about that, I think my phone overheated. So we're going to another one of these events in Ohio in June. Again, just sort of a recruitment effort. We have six new officers starting on the 16th. Now we have a swearing in for those folks at 11 o'clock on the 16th. Four graduating from NTC on Friday, and one from Flex that will check out on Friday as well. We just did a testing of candidates in the past week. So we had 20 tests with us on Wednesday and then 20 tests with us on Saturday. Some really good candidates came out of there as well. So we're looking forward to starting some backgrounds with them. We're doing a deep dive into the EQI study. So we worked with three different, we are not gonna go down the route of the star performer model. We just want to gather a lot of data and what's coming in just as they are with the EQI. So we're just gonna give that as part of the process, we're getting close to selecting the one that we wanna use. Working close with a doctor who will read the results and then give us a document on what he finds with each one of the candidates. So that's kind of where we are going with that EQI test.

- Okay, and I asked.

- While you were, while you were signing back in John asked a question about how many people were down. I thought it was about a dozen.

- Yeah we're, with these new ones coming on, you know, they're not necessarily ready to go. So we're about 17 down.

- 11, if all six of these work out, Ben, you're 11 down?

- Yes.

- And how many anticipated retirements coming?

- One coming in June with Matt Lynch, and then one coming in October with Sergeant Knetzger. Those are the only known ones right now, but certainly anticipate probably two or three more.

- At the end of the year.

- Yeah. And we just had one resignation, went from us to UWGB police. So that's my live update from very hot Missouri.

- Well, if it's any consolation, it's over 90 here, so.

- Yeah, it's very hot here too, yeah.

- That's what I hear.

- Yeah, all right, any other, any questions for Ben? All right, thank you. Next item is the 2022 Battalion Chief Promotional Process. In your packet, was a copy of the process on the timeline for that. And Rob, just checking, that's similar to what we've done in the past, is that correct?

- Yep, there's no changes at all actually, to what we've done, it'll be the the same setup as far as all of the assessments go. And I believe we do have some applicants coming in and the deadline is tomorrow at noon, actually, so.

- And I had also recommended to Chief Davis that he consider sitting in or understanding more about the process you use 'cause he was asking for advice or looking at different options for the commander positions that he's looking to fill in the next several months. And I recommended that he get with you guys and maybe even set in on part of this to see, especially this scenario exercise which I've always been impressed with.

- Yeah, I think that'd be great. We'd be more than happy to have him.

- All right. Any questions about the process? I guess it's a recommendation. So let's go ahead and do a vote. So I'll entertain a motion to approve the process again.

- Second.

- Who made the motion?

- That was me.

- Oh.

- And I'll second it then.

- That was, yeah. You said second, so I wasn't sure.

- Oh.

- Okay. Motion by Commissioner Laux, seconded by Commissioner Dorff. Any further discussion? All those in favor.

- Aye.

- Aye.

- Any opposed? All right, thank you. Next items, consideration with possible action on the budget status report and the budget status spreadsheet. Pretty slim, the Fire Department hasn't spent anything so far this fiscal year, and the Police Department has spent \$295. So it's all in advertisements and background investigations. So if there are no questions, I'll entertain a motion to receive those and place them on file.

- It's all moved.

- Moved by Commissioner Dorff.

- Second.

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

- Aye.

- Aye.

- Aye.

- Any opposed? All right, and there is one bill in the packet That again, was psych evaluation for one applicant. Entertain a motion to authorize payment.

- It's all moved.

- It's all moved.

- Second.

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

- Aye.

- Aye.

- Aye.

- Opposed? All right, thank you. And the next items on the agenda dealt with interviews with police officer candidates and due to some delays in having the the background information out to the commissioners, I suggested to Jen that we postpone that 'cause I want folks to have enough time to go through the backgrounds thoroughly and be able to review those. So she'll be working with the candidates and with us to reschedule that. Do you wanna do that now, Jen?

- That sounds good if everyone has their availability here now.

- Hey, Jen, I wanna get my calendar.

- Absolutely, two candidates, so we will deal and have our total.

- Hey, thinking next week.

- Possible.

- Or we can wait till Ed comes back.

- Just by chance, Jen, do you think they may be available tomorrow? If people had, 'cause we know everyone now has the backgrounds and if that works for the commissioners.

- I don't have backgrounds.

- Oh, they came in today's mail for the rest of us.

- Oh.
- Ed, have you picked up your mail yet to see them?
- No, I didn't get it. I got to the mail but they weren't there.
- Okay, then let's do next week for sure. John and I each got ours in our mail today.
- I think my mail's still on the way. I came home to check just in case.
- Okay.
- So yeah, it'll probably be next week.
- Okay.
- So why don't you throw out some options, Jen?
- I have Monday morning available, but not Monday afternoon or Tuesday.
- Okay, the Monday morning there's the swear in for the five new police officers and also the Canine dedication.
- Okay.
- Wednesday, I could do late morning or afternoon.
- And that would work for me after like 10:30 or afternoon.
- I'm sorry would say that again, Jen.
- Wednesday late morning or afternoon.
- Late morning is, I've got a 1:30 that I've got, but morning is fine, later afternoon is fine too for me, so.
- Late morning is better for me.
- Otherwise Thursday I'm open except for Like noon till 2:00.
- I'm out.
- Yeah, Thursday I might be in Laredo, Texas. So I don't wanna, I'd rather not schedule something.
- So should we target for late morning on Wednesday?
- Okay.

- yeah.

- There is a chance I'm kind of in John's case too, I'll be on the road, but as long as I know ahead of time, I can stop at a place where I know we've got good Wi-Fi or cell phone connection and sign in that way.

- Should we say Wednesday 11:00 till noon?

- Sure.

- And then, although we don't know if the candidates will be available then, correct. So we'll have to double check that.

- I'll check with the candidates and then I can let everyone know.

- Okay, great. So tentatively plan for that. And then our next regular meeting would be June 2nd. And it sounds like the Police Department has a lot more candidates that they're reviewing. So, and John being new to this, oftentimes we typically meet the first Thursday of every month, but because of the shortage of police candidates and the amount of recruiting that's being done, we often will schedule special meetings to do interviews, and then we'll try to piggyback a full commission meeting on top of that. So we are more effective in use of our time for everyone. So, hold June 2nd, but likely it'll be something different based upon how those interviews come in. All right, there are no public hearings, and unless there's anything else, I'll entertain a motion to adjourn.

- Move to adjourn.

- Second.

- Moved by Commissioner Dorff, seconded by Commissioner Laux. All those in favor.

- Aye.

- Aye.

- Any opposed? We are adjourned.