



MINUTES OF THE POLICE AND FIRE COMMISSION

THURSDAY, SEPTEMBER 8, 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: John Laux, Rod Goldhahn, Marian Boyle-Rohloff, Ed Dorff; Excused: Rashad Cobb

Others present: Fire Chief David Litton, Police Chief Chris Davis, Police Lieutenant Jody Buth, HR Manager Melanie Falk, 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, John Laux, No- None, Abstain- None

D. APPROVAL OF MINUTES.

I. Approval of the minutes from the regular meeting held July 7, 2022 and the special meetings held July 27, 2022 and August 4, 2022.

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

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 reported on their respective department events and activities.

F. REGULAR BUSINESS.

I. Consideration with possible action on the following communications:

a. Budget Status Report.

Moved by Commissioner Marian Boyle-Rohloff, seconded by Commissioner Ed Dorff 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 Spreadsheet.

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

Moved by Commissioner John Laux, seconded by Commissioner Marian Boyle-Rohloff to approve. Motion carried.

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

3. Review of Fire Chief Applications. 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 John Laux to go into closed session. Motion carried.

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

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

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

Out of closed session, President Goldhahn reported that the Commission conducted a review of the 25 total Fire Chief applications and determined the candidates with which to conduct a first round of interviews.

4. Consideration with possible action on the voluntary removal of Patrol Officer candidate(s) from the eligibility list.

Moved by Commissioner Marian Boyle-Rohloff, seconded by Commissioner Ed Dorff to approve the

voluntary removal of 3 Patrol Officer candidates. Motion carried.

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

5. 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 John Laux, seconded by Commissioner Ed Dorff to go into closed session for items #5 and #6. Motion carried.

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

Out of closed session, President Goldhahn reported that the Commission reviewed 4 Patrol Officer candidate backgrounds. Two candidates were removed by the Commission and 2 candidates were approved to continue in the hiring process.

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

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

6. 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 2 Patrol Officer candidates.

7. Set date of next meeting.

The date of the next meeting is to be determined based upon Patrol Officer hiring 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, John Laux, No- None, Abstain- None

VERBTAIN MINUTES

- Okay, we're all set.

- Okay, thank you. Welcome everyone to the Thursday, September 8th regular meeting of the police and fire commission. Let the record show Vice President, Boyle Rohloff, commissioner Dorff, commissioner Laux, and commissioner Goldhahn are all present. Commissioner Cobb is excused.

First item is the approval of the agenda. You should have received the agenda, both in email and as well as a hard copy that came last week. Has everyone had a chance to look at that? There are no questions, I'll entertain a motion to approve.

- Move to approve

- Second

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

- [All] Aye.

- Any opposed? All right, minutes approved. You have several sets of meetings, the regular meeting on July 7th and the special meetings, July 27th and August 4th, we broke into two groups. So are there any questions or changes to those anyone saw? None, I'll entertain a motion to approve.

- So moved.

- Seconded

- A motion by commissioner Boyle Rohloff, seconded by commissioner Dorff to approve all those sets of meetings that are listed in the agenda. Any further discussion? They're none, all those in favor?

- [All] Aye.

- Any opposed? Right, information reports. We've got a pretty full agenda. I'll pass on making any kind of a report. So let's go into the report of the chiefs, Chief Davis.

- Thanks everybody, hopefully you can see and hear me. I'm having some technical difficulties today. Not a whole lot to report here in the police department. We swore in three new police officers on Tuesday, and then this morning we did a quick informal swearing in for another officer out at the police academy, at NWTC. We'll do a formal event with him later on but we needed to get him sworn in just to get him on the payroll today. Our commander process is moving forward. We have an applicant for that position, I'll be reaching out to a couple of the members of the commission who have expressed interest in being part of that process here in the next day or so. And then I anticipate moving forward with that selection process the last week of this month. And other than that, that's really all I have, thanks.

- Thank you, any questions for Chief Davis?

- All right, Chief Litton.

- Good afternoon, everybody. Just a few things to report on today. Our recent graduate class of our firefighters that we graduated back in May, they're all doing well. They've gone through their first three months of what we call sacred cow status. Meaning that we assign 'em to a station, to a captain and they can't be moved by anybody or for any reason. So they're in their second rotation now. So we basically move them around the city, give 'em to different captains so that we get different

opinions from our senior captains on the floor about their skills and abilities and how they're doing as far as acclimating to the department. So far, everything has come back really well. Everybody's doing good. And there are no causes for concern out there for that. Battalion chief Chad Bronkhorst finished up his daytime assignments. You know, he was recently promoted to battalion chief. He has now been assigned to a 24 hour shift. He is on the West Side battalion three and is doing fine, doing just fine. And you know, he was happy to get off of days. He was on days for about a month while we rotated him through working with the existing battalion chiefs. So all well there. We're working on getting a schedule together now for captain Matt Gerber who is the other applicant or the other person that's on the battalion chief list. We'll be doing the same process with him as far as assigning him up to the battalion chiefs for a month's time. Not that we're promoting him anytime, you know, over in the near term, but we also want him to be able to be ready to go if and when that possibility comes around. So we're just working through some scheduling on that. And then the only other thing I have is, unexpectedly yesterday, I received a resignation notice from Corey Zegers. Corey's been on department 16 years. He came to my office yesterday with his resignation letter. He is essentially moving on to a different career. He is, I spent about an hour with him trying to make sure that he was sure because that's a huge step away. I was encouraging him to, you know, think about it longer. And he basically told me chief, I've been thinking about this for two years with my wife and family. And you know, this decision is my decision. So I've got his resignation letter sitting on my desk here. His last day will be on September 17th. So I did tell him that wouldn't turn it into HR until we got to the 17th. So, but we were expecting that he's not gonna change his mind in that regards. So we wished him well, a really good performer for us, no issues, he just needed to get away from the emergency side of stuff and wanted to spend more time with his family because of the schedule and so forth. So wasn't really just came out of the blue, that doesn't normally happen here. And I wished him well, wished him all the best. He's actually a neighbor of mine, in Red Smith so known his family, and his kids. And, and so I know he was pretty setting his mind on that thing. So that's all I had to report at this point.

- All right, any questions for Chief Litton? All right then on with the rest of our business. Consideration with possible action on the budget status report and the budget spreadsheet. Both of those were in your packet. It's all previous spending on those reports. None of the new spending for the fire chief selection process was included. Any questions or anything, any of those? Not, I'll entertain a motion to receive those and place on file.

- So moved

- So moved.

- Move by commissioner Boyle Rohloff, commissioner Dorff could that be a second?

- I give you a second.

- All right, second by commissioner Dorff. Any further discussion? All right hearing none, all those in favor?

- [All] Aye.

- Any opposed? All right, we'll receive those in place on file. And then consideration with possible action on the request to approve the monthly bills. The bills were in your packet, they're all related

to physicals and psych evaluations for police candidates and the advertising for the fire chief position, as well as the Chippewa Valley Technical College fees for the work we did with them on new fire candidates. Any questions on those? Not, on entertain motion to authorize payment.

- So moved.

- Moved by commissioner Laux.

- Second.

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

- Aye.

- Aye.

- Any opposed? All right, they will pay the bills. Next item is the review of the fire chief application. So Chief Davis, I think we're done with police until we get back together a little before four. So if you've got better things to do for another 45 minutes or so, we'll see you then.

- I'll see if I can fix my computer in that time. Thank you very much.

- All right. I see a CK phone, does anyone know what that represents?

- That's me, Chris Kuptz.

- Ah, we probably won't get into the interviews until almost four, a bit before if the fire chief work takes a little longer. So I think Jen has it set up with Jody that she's gonna text over to you when we're ready, to get into that portion.

- Yeah, sounds good.

- Okay. We'll see you in a bit.

- Chairman Goldhahn, do you want me to remove myself from the meeting at this point?

- I don't think that's necessary. Does anyone else feel like it could be... Tell you what chief, yes, I will ask you to do that. And then, but if you could stay handy and then if we have a question or would like to consult with you on a matter we can text you and get you back in.

- Sounds good, I'll be available. I'm in the office until six tonight, so, yep, I'll be here.

- Okay.

- Thanks everybody, have a good day.

- Hopefully we'll be through it before six.

- Yeah indeed, thanks.

- All right, we got 24 applicants. And did everyone get a chance to go through and rate all of them? Or do you have rating group-

- I think we just need to go into closed session.

- Okay, good point. Well, that's right, I didn't read that session of it.

- Commission may convene in closed session, pursuant to section 19.85, paragraph one sub CNF Wisconsin statutes to consider employment, promotion, compensation or performance evaluation data of any public employee. Over which the governmental body has jurisdiction or exercise responsibility. Commission may thereafter reconvene in open session pursuant to sections 19.85, paragraph two Wisconsin statutes to report the results to closed session and consider the balance of the agenda. Is there motion to go into closed session?

- So moved.

- Moved by commissioner Dorff?

- Second.

- Seconded by commissioner Laux. All those in favor?

- Aye.

- Any opposed? Alright, we're in closed session.

- Okay, we're recording

- All right, we are back in open session. While in closed session, we reviewed the ratings that we had of candidates. So the process was, as applications came in, they were entered into the electronic system that all the commissioners had access to. Commissioners were able to review those applications and rate the candidates. We reviewed those ratings and determined a number of candidates that we will now do Zoom interviews with with the intention of, from that grouping, then work down to a series of finalists, that we will have come into town for face to face interviews and visits with the departments. So the process is continuing as planned and is going well. And we had 25 total candidates that were reviewed by the commissioners, so a pretty good group of candidates to choose from. With that, I think we may have a bit of a break here before we go through the rest of the agenda. So Jen, you're gonna contact the police department representatives and bring them back in.

- Yep I've done that, and our first interview candidate, is the waiting room as well.

- Okay. So I will wait until we get our police representatives back on the call before I do agenda item four, just in case there's any questions. And then we'll have them available when we go into closed session to do the interviews.

- All right, I'm gonna take this opportunity to step away just for a minute.
- I'm gonna leave the meeting folks.
- Thanks Melanie
- Take care. We'll be in touch. There you go, lots of work ahead of us.
- We do, see you later.
- Bye, thank you. Hey Jody?
- Hey guys, how are you?
- I texted the chief, so he should be here shortly I would imagine.
- Well okay. So John, are you vacationing or is this an extradition?
- I am taking my wife to Spain.
- Oh, that's great.
- It is a vacation, but I'm open for anything. If I'm over there, and they got somebody I can haul back, to get paid for, right there.
- All right, all right.
- Though it's supposed to be mid to upper '80s over there. And my wife's been doing a lot of Googling, and they find it very improper for adults to wear shorts. Shorts are for children, unless you're going to the beach. So just to kick around the city wearing shorts, is improper that you'll be pegged for a tourist. So I'm gonna be pegged for a tourist. So, 'cause there's no way in hell I'm wearing long pants in 88 degree weather, so
- All those pick pockets are gonna know who to go for.
- I know that's another thing she read too. Barcelona, the pick pocket capital of the world, so
- You could find some lightweight, breezy type pants.
- Yeah, I don't think so.
- You oughta be the one to say I don't we wanna see John in a pair of light-
- Yeah, nothing about this body screams skinny jeans, trust me.
- Alright, so as soon Ed is back, we'll go ahead. I guess I should have checked, we haven't started the recording back up again, have we, Jen?

- Yes, we have.
- Okay. So that discussion draws us to our posterity. If you talk to us John, you're muted.
- I was discussing something with my wife, I didn't think you guys wanted to hear it.
- All right. All right. Ed are you back? All right. All right, so everyone's back. So we are at agenda item number four, consideration with possible action on the voluntary removal of patrol officer candidates from the eligibility list. We had three candidates that indicated an intention to withdraw. Brown Campbell, Weisnicht and Witkowski. So those were all in your packet. So if there are no questions I'll entertain a motion to accept those voluntary removals.
- Moved
- Moved by Boyle Rohloff.
- I'll second.
- Seconded by commissioner Dorff. Any discussion? Hearing none, all those in favor?
- Aye.
- Any opposed? Alright, we have agreed to remove those three candidates from further consideration. Next two agenda items are both closed session items. I will do one closed session reading. We will go into closed session once, cover both those items and I will report those separately coming out. Consideration with possible action on the review patrol officer candidate backgrounds. The commission may convene in closed session pursuant to sections 19.85 paragraph, one sub 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 an open session, pursuant to sections 19.85, paragraph two. Without the results of the close session and consider the balance of the agenda. And agenda item number six is interviews with patrol officer candidates. Please take notice that pursuant to sections 19.85, paragraph one sub 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. Is there a motion to go into close session?
- So moved
- Moved by commissioner Laux.
- Second.
- Seconded by commissioner Dorff. All those in favor?
- [All] Aye.
- Any opposed? All right, we're in closed session back. All right, we're back in open session. While in closed session, we completed agenda items five and six, which was review of background applications

and interviewing candidates. During that time, we chose to discontinue two of those people in the process. And then we conducted interviews on two additional candidates and chose to continue both of those in the hiring process. So then I ask for a confirmation of that report. Or a motion for confirmation.

- Moved

- So moved.

- Moved by commissioner Dorff.

- Second.

- By commissioner Laux. Any discussion? Hearing none, all those in favor of confirming that report, say Aye.

- [All] Aye.

- Any opposed? All right. The next item is setting the date of the next meeting. Our next regular date would be, October 6th. I know I will not be available that day. Does the PD have any additional interviews that you're considering coming up soon, Jody?

- Yeah Rod, you're gonna have right now, I have on deck for you guys for October. I've got one, two, three, four, five, six, seven. You could possibly have as many as four more. You could have as many as 10.

- Okay.

- Now, I'm thinking you might want to, whatever day you guys agree upon, it might wanna be one that's gonna be a little bit longer meeting. But we've got a lot that all kind of got jammed up here together.

- Okay, so then since we're comparing schedules to get back to discuss the firefighter candidates. So why don't we take, with Jen and Melanie have all of our schedules. We'll take a look at that. Take a look at, as you get closer to knowing just how many you're going to have. And then we can look at dates or maybe even possibly a couple of dates if we have too many to do in one setting. And then we'll schedule our next meeting based on that.

- So we'll leave it to be determined.

- Yep. Yeah, based on the interview availability. Well, this is good Jody, got that many.

- Yeah, we're getting close. We're getting close to filling up. So I'm running short on time. I said I was gonna get us to full staffing.

- So are these more local candidates or is the the recruiting work in other jurisdictions?

- We have a couple more gentlemen that are coming out of the military. All of them will need to go to recruit school.

- Okay.

- And then we tested last and everybody except for one person passed that. That looks like we've got some good candidates in there. The rest of the crew is in Wisconsin rapids testing one of the academies out there right now. And then Saturday we're testing another group out at NWTC. So we should have a list of about, another list of about 20.

- Okay.

- And I'm figuring each one of us will take one off the top of the list and we should be able to each finish one more before the next meeting.

- Okay.

- So

- Good, good news. All right, we have no public hearings scheduled. So with that, I'll ask for a motion to adjourn.

- Move to adjourn.

- Second

- Motion by commissioner Dorff, second by commissioner Boyle Rohloff. Any further discussion? Hearing none, all those in favor?

- [All] Aye.

- Any opposed? All right, we're adjourned, thank you very much.