



AGENDA OF THE POLICE AND FIRE COMMISSION

TUESDAY, MARCH 19, 2024, 2:00 PM
In person at City Hall, Room 310.
Virtual attendance also available via Zoom.

A. Zoom Meeting Information.

I. Join Zoom Meeting Online:

<https://us02web.zoom.us/j/88991125727?pwd=cWEyNUd5dHZaNFhIWfVFMW9oWXRTQT09>

Or call in by phone: +1 312 626 6799

Meeting ID: 889 9112 5727

Passcode: 109101

If you wish to speak at this public meeting or leave a comment, please fill out the online [Comment Form](#) prior to the meeting. More detailed [Zoom Instructions](#) can be found online.

B. Roll Call.

C. Approval of the Agenda.

D. Regular Business.

- I. Consideration with possible action on the review of Commander candidate(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.
2. Consideration with possible action on request to approve the Police Captain promotional list.

3. Consideration with possible action on request for promotion(s) to the rank of Police Captain. 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.
4. Consideration with possible action on request to approve the Police Lieutenant promotional list.
5. Consideration with possible action on request for promotion(s) to the rank of Police Lieutenant. 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.
6. Consideration with possible action on request to approve the Police Sergeant promotional list.
7. Consideration with possible action on request for promotion(s) to the rank of Police Sergeant. 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.
8. Consideration with possible action on request for promotion(s) to the rank of Police Detective. 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.
9. 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.
10. 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.

E. Adjournment.

- 1) THIS MEETING IS RECORDED: THE VIDEO OF THIS MEETING AND MINUTES ARE AVAILABLE ONLINE AT www.greenbaywi.gov
- 2) ACCESSIBILITY: Any person wishing to attend who requires special accommodation because of a disability, should contact the City Safety Manager at 920-448-3125 at least 48 hours before the scheduled meeting time so that arrangements can be made.
- 3) QUORUM: Please take notice that a majority or quorum of the Common Council will attend this Police and Fire Commission meeting and will constitute a meeting of the Common Council for purposes of discussion and information gathering relative to this agenda.
- 4) REPRESENTATION: The party requesting the communication, or their representative, should be present at this meeting.



Report to the Police and Fire Commission

MEETING DATE

March 19, 2024

PREPARED BY

AGENDA ITEM # D.I

Consideration with possible action on the review of Commander candidate(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.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

None



Report to the
**Police and Fire
Commission**

MEETING DATE

March 19, 2024

PREPARED BY

AGENDA ITEM # D.2

Consideration with possible action on request to approve the Police Captain promotional list.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

- I. PFC Capt Memo and List 3.19.24



Human Resources Department
100 North Jefferson Street - Room 500
Green Bay, Wisconsin 54301-5026
www.greenbaywi.gov

Phone 920.448.3147
Fax 920.448.3128

MEMORANDUM

To: Police and Fire Commission

From: Jennifer Smits, Human Resources Generalist

Re: Police Department Captain Promotional List

Date: March 19, 2024

The process for the Green Bay Police Department Captain promotional list is complete. Attached is an alphabetical list of candidates who successfully completed the process.

All three candidates successfully completed the three steps of the process; a panel interview, resume review, and Chief's interview. Candidates must have received a minimum score of 70% on the interview and resume review in order to advance to the Chief's interview.

This list will have an effective date of March 19, 2024 and will expire on March 19, 2026 at 12:00 a.m.

Recommendation:

I recommend that the attached Captain promotional list be approved and placed into effect March 19, 2024 through March 19, 2026 at 12:00 a.m.

City of Green Bay
Alphabetical Police Captain Promotional List

Jordan Atlas
Andy Opperman
Mike Sobieck

Adopted: March 19, 2024
Effective Date: March 19, 2024
Expires: March 19, 2026 at 12:00 a.m.

Rod Goldhahn
President
Police and Fire Commission

Marian Boyle-Rohloff
Vice President
Police and Fire Commission



Report to the Police and Fire Commission

MEETING DATE

March 19, 2024

PREPARED BY

AGENDA ITEM # D.3

Consideration with possible action on request for promotion(s) to the rank of Police Captain. 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.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

- I. Captain Promotion



TITLETOWN, USA

Green Bay Police Department
307 South Adams Street
Green Bay, Wisconsin 54301-4582
www.gbpolice.org

Phone 920.448.3200
Fax 920.448.3248

March 12, 2024

To: Police and Fire Commission

From: Chris Davis
Chief of Police

Subject: Request to approve Police Department Captain Promotion

The Green Bay Police Department recently conducted a Captain promotional process and created a ranked eligibility list.

The Department currently has authorization from the Common Council to overhire one Captain position in the Operations Division. I am recommending the following employee for promotion based on the ranked eligibility list:

- Lieutenant Andy Opperman

Thank you for your consideration of this matter.

A handwritten signature in black ink that reads "Chris Davis".

Chris Davis
Chief of Police
Green Bay Police Department



Report to the
**Police and Fire
Commission**

MEETING DATE

March 19, 2024

PREPARED BY

AGENDA ITEM # D.4

Consideration with possible action on request to approve the Police Lieutenant promotional list.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

- I. PFC Lt Memo and List 3.19.24



Human Resources Department
100 North Jefferson Street - Room 500
Green Bay, Wisconsin 54301-5026
www.greenbaywi.gov

Phone 920.448.3147
Fax 920.448.3128

MEMORANDUM

To: Police and Fire Commission

From: Jennifer Smits, Human Resources Generalist

Re: Police Department Lieutenant Promotional List

Date: March 19, 2024

The process for the Green Bay Police Department Lieutenant promotional list is complete. Attached is an alphabetical list of candidates who successfully completed the process.

Three out of four candidates successfully completed the two steps of the process; a written essay (weighted at 50%) and an interview (weighted at 50%). Candidates must have received a minimum score of 70% in each step of the process to be considered for promotion.

This list will have an effective date of March 19, 2024 and will expire on March 19, 2026 at 12:00 a.m.

Recommendation:

I recommend that the attached Lieutenant promotional list be approved and placed into effect March 19, 2024 through March 19, 2026 at 12:00 a.m.

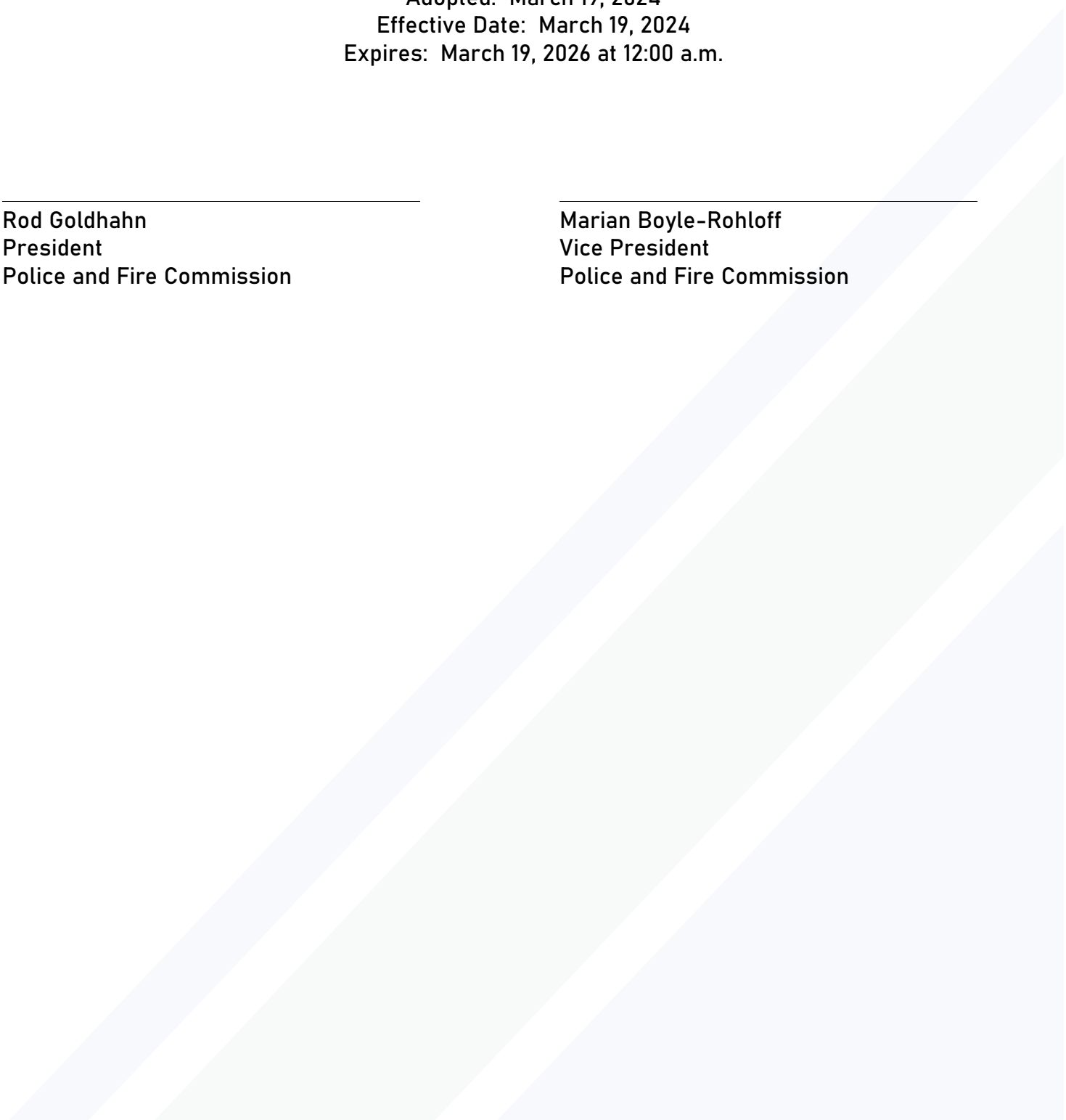
Alphabetical Police Lieutenant Promotional List

Solomon Ayres
Kyle Harnish
Steven Meisner

Adopted: March 19, 2024
Effective Date: March 19, 2024
Expires: March 19, 2026 at 12:00 a.m.

Rod Goldhahn
President
Police and Fire Commission

Marian Boyle-Rohloff
Vice President
Police and Fire Commission





Report to the Police and Fire Commission

MEETING DATE

March 19, 2024

PREPARED BY

AGENDA ITEM # D.5

Consideration with possible action on request for promotion(s) to the rank of Police Lieutenant. 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.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

- I. LT Promotion



TITLETOWN, USA

Green Bay Police Department
307 South Adams Street
Green Bay, Wisconsin 54301-4582
www.gbpolice.org

Phone 920.448.3200
Fax 920.448.3248

March 12, 2024

To: Police and Fire Commission

From: Chris Davis
Chief of Police

Subject: Request to approve Police Department Lieutenant Promotion

The Green Bay Police Department recently conducted a Lieutenant promotional process and created a ranked eligibility list.

The Department currently has one vacant Lieutenant position in the Operations Division. I am recommending the following employee for promotion based on the ranked eligibility list:

- Detective Steven Meisner

Thank you for your consideration of this matter.

A handwritten signature in black ink, appearing to read "Chris Davis".

Chris Davis
Chief of Police
Green Bay Police Department



Report to the
**Police and Fire
Commission**

MEETING DATE

March 19, 2024

PREPARED BY

AGENDA ITEM # D.6

Consideration with possible action on request to approve the Police Sergeant promotional list.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

- I. PFC Sgt Memo and List 3.19.24



Human Resources Department
100 North Jefferson Street - Room 500
Green Bay, Wisconsin 54301-5026
www.greenbaywi.gov

Phone 920.448.3147
Fax 920.448.3128

MEMORANDUM

To: Police and Fire Commission

From: Jennifer Smits, Human Resources Generalist

Re: Police Department Sergeant Promotional List

Date: March 19, 2024

The process for the Green Bay Police Department Sergeant promotional list is complete. Attached is an alphabetical list of candidates who successfully completed the process.

Seven out of nine candidates successfully completed the three steps of the process. One candidate withdrew. The promotional process was comprised of a written test (pass/fail), an assessment center (weighted at 80%) and a peer review (weighted at 20%). The assessment center included in-basket, role play and emergency incident exercises. Candidates must have received a minimum score of 70% in each step of the process to be considered for promotion. Seniority points were added to the candidates' final scores by awarding one point for every three years of service.

This list will have an effective date of March 19, 2024 and will expire on March 19, 2026 at 12:00 a.m.

Recommendation:

I recommend that the attached Sergeant promotional list be approved and placed into effect March 19, 2024 through March 19, 2026 at 12:00 a.m.

City of Green Bay
Alphabetical Police Sergeant Promotional List

Cameron Boersma
Alex Carlson
Chris Kuptz
Paul Linsmeyer
Cassandra Pakkala
Jacob Wallner

Adopted: March 19, 2024
Effective Date: March 19, 2024
Expires: March 19, 2026 at 12:00 a.m.

Rod Goldhahn
President
Police and Fire Commission

Marian Boyle-Rohloff
Vice President
Police and Fire Commission



Report to the Police and Fire Commission

MEETING DATE

March 19, 2024

PREPARED BY

AGENDA ITEM # D.7

Consideration with possible action on request for promotion(s) to the rank of Police Sergeant. 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.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

- I. m031224-PFC(Sergeant Promotions)



TITLETOWN, USA

Green Bay Police Department
307 South Adams Street
Green Bay, Wisconsin 54301-4582
www.gbpolice.org

Phone 920.448.3200
Fax 920.448.3248

March 12, 2024

To: Police and Fire Commission

From: Chris Davis
Chief of Police

Subject: Request to approve Police Department Sergeant Promotions

The Green Bay Police Department recently conducted a Sergeant promotional process and created a ranked eligibility list.

The Department currently has four vacant Sergeant positions in the Operations Division. I am recommending the following Officers for promotion based on the ranked eligibility list:

- Officer Alex Carlson
- Officer Cameron Boersma
- Officer Paul Linsmeyer
- Officer Christopher Kuptz

Thank you for your consideration of this matter.

A handwritten signature in black ink, appearing to read "Chris Davis".

Chris Davis
Chief of Police
Green Bay Police Department



Report to the Police and Fire Commission

MEETING DATE

March 19, 2024

PREPARED BY

AGENDA ITEM # D.8

Consideration with possible action on request for promotion(s) to the rank of Police Detective. 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.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

- I. Detective Promotion list Bahl March 12 2024 - signed



TITLETOWN, USA

Green Bay Police Department
307 South Adams Street
Green Bay, Wisconsin 54301-4582
www.gbpolice.org

Phone 920.448.3200
Fax 920.448.3248

March 12, 2024

To: Police and Fire Commission

From: Chris Davis
Chief of Police

Subject: Request to approve Police Department detective promotion.

The Green Bay Police Department recently conducted a Detective promotional process and created a ranked eligibility list.

The Green Bay Police Department currently has a vacancy in the Investigative Division. I am recommending Officer Kevin Bahl for promotion based on the ranked eligibility list.

Thank you for your consideration of this matter.

A handwritten signature in black ink that reads "Chris Davis".

Chris Davis
Chief of Police
Green Bay Police Department

Detective Promotion list Bahl March 12 2024

Final Audit Report

2024-03-12

Created:	2024-03-12
By:	Jeff Brester (jeff.brester@greenbaywi.gov)
Status:	Signed
Transaction ID:	CBJCHBCAABAAUmzHjDWI-wL3A79hj8eZ6DqFnAKVZwEQ

"Detective Promotion list Bahl March 12 2024" History

-  Document created by Jeff Brester (jeff.brester@greenbaywi.gov)
2024-03-12 - 4:18:25 PM GMT
-  Document emailed to Chris Davis (Chris.Davis@greenbaywi.gov) for signature
2024-03-12 - 4:19:13 PM GMT
-  Email viewed by Chris Davis (Chris.Davis@greenbaywi.gov)
2024-03-12 - 5:26:58 PM GMT
-  Document e-signed by Chris Davis (Chris.Davis@greenbaywi.gov)
Signature Date: 2024-03-12 - 5:27:08 PM GMT - Time Source: server
-  Agreement completed.
2024-03-12 - 5:27:08 PM GMT



Report to the Police and Fire Commission

MEETING DATE

March 19, 2024

PREPARED BY

AGENDA ITEM # D.9

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.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

None



Report to the Police and Fire Commission

MEETING DATE

March 19, 2024

PREPARED BY

AGENDA ITEM # D.10

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.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

None