

MINUTES
POLICE AND FIRE COMMISSION
Thursday, February 6, 2014
City Hall, Room 310
5:00 PM

MEMBERS PRESENT: Commissioners Rod Goldhahn, Elizabeth Kostichka, Jim Coates, and David Nelson

EXCUSED: Commissioner Lanny Schimmel

OTHERS PRESENT: Police Chief Tom Molitor, Fire Chief David Litton, HR Generalist Jennifer Smits and HR Operations Manager Melanie Falk

1. Roll Call

The meeting was called to order at 5:00 pm by President Rod Goldhahn. Roll call was taken as noted above.

2. Approval of the minutes from the meeting of the Police and Fire Commission held January 2, 2014.

Motion made by Comm. Coates, second by Comm. Nelson to approve the minutes of the January 2, 2014 meeting as submitted. Motion carried.

3. President's Report.

No President's report today.

4. Communications.

a. Budget Status Report

b. Budget Spreadsheet

Comm. Goldhahn noted that the (2013) budget status report reflects that 96% of the budget was spent. Comm. Kostichka made a motion to approve the communications with a second by Comm. Nelson. There was no further discussion and the motion carried.

5. Report from the Chiefs.

Police Chief Molitor reported that they are looking into adding a dual bomb and patrol dog to the department. They will be conducting an analysis to see where the dog would fit; the costs that would be incurred; and the option of getting a grant to cover the cost of the dog and the training. The approximate cost of the dog is \$5,000 to \$6,000, and the approximate training cost is between \$8,000 and \$10,000. The training will take place in Albuquerque and will take approximately 6 to 8 weeks.

The department is gearing up for the implementation of the 2014 initiative. The 2014 initiative will focus on community engagement including the implementation of measuring that metric. The initiative will also include a focus on problem solving, which

will build off of community engagement. The department will also be adding a citizen's academy this spring geared toward the Latino community to connect them to the services offered by the Police Department. Chief Molitor will be conducting a presentation to a group of Latinos sometime in March at St. Willebrord Catholic Church to increase the level of engagement between the community and the department.

Statistically, Chief Molitor stated that there was an overall reduction between burglaries and neighborhood thefts; a 2.5% reduction based upon the 2013 statistics versus the 5-year smooth average. He mentioned that there was an 8.5% reduction in thefts and burglaries when comparing on a year-to-year basis. The Chief went on to say that although there were too many variables to determine a cause-and-effect, several factors may be attributed to the crime reduction. One of those factors was that the officers increased their knowledge of crime and disorder hot spots, as well as crime patterns in their districts. The officers also demonstrated great innovation in problem solving, and there was a 45% increase in SIFA (Self Initiated Field Activities) in 2013 over 2012. Even though the Department faced many challenges over the past year, these areas were used to create the 2014 goals of problem solving using community engagement and also focusing on community engagement as a stand-alone.

Chief Molitor explained that as the year progressed and coming into the summer months, staffing was tight and it was very challenging to find discretionary time to focus on problem solving. Chief Molitor commented that there was also an incredible shortfall with respect to information management; the ability of presenting the information and the capabilities of crime analysis. It is his opinion that more software capacity is needed.

Fire Chief Litton reported that despite the technological and procedural issues that are currently being remedied right now, there was an improvement in turnout time across the board from December to January. In regard to the Dispatch Center, Chief Litton is working on training issues and getting things standardized in a written format so there is no variation from dispatcher to dispatcher. The target date is April 1st.

Chief Litton is working with Nick Craig, the Public Information Officer, with respect to diversifying the Fire Department and the focus to become more reflective of the Green Bay population. Part of this outreach will be to the school counselors for representation at career days to ensure that all of the population understands that there is employment opportunity in the Fire Department. Seventh graders, eighth graders, freshman and sophomores will be the focal point of this outreach.

Chief Litton stated that 7 candidates are being recommended to the Commission for hire. Chief Litton suggested moving up the hiring process next year. In speaking with cohorts in Oshkosh, he said that they are ready to hire a group of 5 and their hiring notices are going out in a week. Chief Litton stated that some of our candidates may be within their group. It is Chief Litton's intention to get the very best candidates. As a side note, the Academy was moved up 2 weeks this year, starting March 17th. Chief Litton may move it up 1 more month next year. Invitations to this year's Academy were offered

to the Commissioners and if interested, they should contact Chief Litton. A request was made to send out an agenda of the Academy's schedule; Chief Litton agreed to do so. Family and Graduation Day will be Friday, May 30th and an invite to attend was verbally offered.

A question was posed regarding the Allouez merger. Chief Litton responded that after one year after the merger, there is complete satisfaction with service and integration. He stated that there have been discussions with DePere, but at this point there is nothing further to report.

6. Voluntary Removal of Fire Fighter candidate.

Motion made by Comm. Coates, second by Comm. Kostichka to remove a Fire Fighter candidate from the list. Motion carried.

7. Review of Fire Fighter Candidates

Commissioner Goldhahn read the closed session statement. A motion was made by Comm. Coates with a second by Comm. Nelson to go into closed session. Motion carried.

A motion was made by Comm. Coates to return to open session with a second by Comm. Kostichka. Motion carried. Under closed session, the background reports of 15 firefighter candidates were reviewed. Nine candidates were approved, 7 positions are vacant to fill. Candidates will be hired in order of interview ratings.

8. Review of Patrol Officer Candidates

Comm. Goldhahn read the closed session statement. A motion was made by Comm. Nelson with a second by Comm. Kostichka to go into closed session. Motion carried.

A motion was made by Comm. Nelson to return to open session with a second by Comm. Coates. Motion carried. Out of closed session, Comm. Goldhahn reported that 5 Patrol Officer candidate background reports were reviewed. Approval was given to hire 1 candidate, and 4 candidates were rejected.

9. Bills

- a. Psychological Consultants \$450.00**
- b. Psychological Consultants \$450.00**
- c. Prevea Invoice 88205 \$1004.50**
- d. Prevea Invoice 87917 \$70.00**
- e. PEI \$250.00**
- f. PEI \$500.00**

Comm. Kostichka made a motion to approve the bills with a second by Comm. Nelson. Motion carried.

10. Set date of next meeting.

The next regularly scheduled meeting of the Police and Fire Commission is scheduled for March 6, 2014, at 5:00 pm in room 310 of City Hall.

11. Patrol Officer Candidate Interviews.

Comm. Goldhahn read the closed session statement. A motion was made by Comm. Kostichka with a second by Comm. Nelson to go into closed session. Motion carried.

A motion was made by Comm. Kostichka to return to open session with a second by Comm. Nelson. Motion carried. Comm. Goldhahn reported that the last of 3 evenings of Patrol Officer interviews have been completed. Information from tonight can be combined with the information obtained from the previous 2 evenings.

A motion to adjourn was made by Comm. Coates and seconded by Comm. Kostichka. Motion carried and the meeting was adjourned at 9:00 pm.

Respectfully submitted,

Christine Hawkes, Recording Secretary

APPROVED: _____
Rod Goldhahn, President