

MINUTES
POLICE AND FIRE COMMISSION
Thursday, September 4, 2014
City Hall, Room 310
5:00 PM

MEMBERS PRESENT: Commissioners Rod Goldhahn, David Nelson, Barbara Dorff, Jim Coates and Nancy Schopf

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

1. Roll call.

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

2. Approval of the minutes from the meeting of the Police and Fire Commission held August 7, 2014.

Comm. Goldhahn requested a motion to approve the meeting minutes as submitted. Motion made by Comm. Coates, second by Comm. Schopf. Motion carried.

3. President's Report.

No President's report.

4. Communications.

a. Budget Status Report

b. Budget Spreadsheet

HR Operations Manager Melanie Falk commented that the Budget Status Report was not included with the agenda packet because it was incorrect. During the review of this report, a \$3,100.00 differential was discovered and this was due to payment being made twice on several Prevea invoices that totaled \$3,100.00. The Finance department is working on correcting the over-payment. The information reflected on the Budget Spreadsheet is accurate. A question was raised on the timeline of this correction. Manager Falk responded that at this point, it was unknown whether Prevea would give a credit or reimbursement. The Finance department will provide notification once this issue is resolved.

Comm. Goldhahn requested a motion to accept and place the communications on file as received. Motion made by Comm. Schopf, second by Comm. Coates. Motion carried.

5. Autism Training Recommendation.

Comm. Goldhahn reported that he spoke with the individual who provided the information on this training. He informed the individual of Police Chief Molitor's report on the types of trainings that cover autism and several other conditions, and that this training would be conducted after the first of the year. Comm. Goldhahn further stated that this individual was pleased to hear this. Fire Chief Litton has turned over the syllabus for this autism training recommendation to his training organization for review and consideration. The individual was satisfied with this as well so he had no need to present this recommendation to the commission.

A question was raised as to who would be paying the fee for the training. Comm. Goldhahn responded that whoever conducted the training, would be responsible for covering the cost. He further explained that this is a proposal to make this training available. It would be up to the departments to determine whether this training would be a fit and if they have the training budgets to do this or whether a different training program should be utilized.

Comm. Goldhahn requested a motion to receive and place on file. Motion made by Comm. Dorff, second by Comm. Coates. Motion carried.

6. Schedule Patrol Officer and Fire Fighter interviews.

HR Operations Manager Melanie Falk reported that HR Generalist Jen Smits was recommending that three (3) dates would be needed to complete both Patrol Officer and Fire Fighter interviews for a total of six (6) interview dates. Following discussion, the commissioners agreed to conduct the interviews on October 30th from 4:00pm – 9:00pm; November 4th from 4:00pm – 6:00pm; November 6th from 6:00pm – 9:00pm; November 7th beginning at 3:00pm; November 10th from 4:00pm – 7:30pm; and November 11th from 4:00 – 9:00pm. A confirmation of these dates and times will be sent to the commissioners.

7. Report from the Chiefs.

Fire Chief David Litton referred to the cover letters and resumes of the Battalion Chief candidates. Chief Litton reported that there is a good pool of candidates. They are scheduling the candidates' assessments to take place September 17th from 9:00am to 12:00pm; September 18th from 1:00pm to 4:00pm; and September 19th from 9:00am to 12:00pm. These assessments are taking place over the course of three dates because Chief Litton does not want the candidates to work the day they are scheduled for assessment. At least two commissioners were requested to participate on the Battalion Chief selection panel. The test has not yet been finalized, but the assessment is anticipated to take about one to one and a half hours per candidate. Once the test is finalized, the commissioners will be given a quick 15 minute orientation on the assessment and scoring objectives. Commissioners Jim Coates and Nancy Schopf are available to serve on the Battalion Chief selection panel. These assessments will take place at Fire Station 1, 501 S. Washington Street.

Chief Litton shared information regarding training for commissioners during the month of September. A question was asked whether this training was the same as the training the commission previously received. Comm. Goldhahn stated that this upcoming training differs from the training previously conducted. Comm. Goldhahn will send the information on this training to all commissioners.

Chief Litton stated that contract negotiations are currently taking place. He had nothing additional to report on the contract negotiations at this time.

Chief Litton reported the Lambeau Stair Climb is taking place on September 6th at Lambeau Field. He stated that the National Fallen Firefighters come in from Maryland around the weekend of 9/11, and the proceeds of the event go to help the families of fallen firefighters that have died in the line of duty. The proceeds help fund scholarships for kids. The Fire Department will be involved with the Lambeau Stair Climb that morning followed by the Ride to Remember and a Veterans 5K Run out of City Stadium.

Chief Litton reported that the Fire Department had very good training sessions with the school district and Comm. Barb Dorff on the Alice Training and the school district's active shooter response. The training was very well received by the department. The Fire Department is continuing to work with the Police Department on this as well.

A question was asked regarding fundraising and telephone solicitation. Comm. Schopf recently received a phone call and the caller was soliciting funds for fallen firefighters' families. She has found herself questioning the validity of the calls and she has been apprehensive to donate over the phone. She would not expect the Fire or Police Department to participate in telephone solicitation to raise funds. Police Chief Molitor responded that there are many organizations not affiliated with the Green Bay Police Department, such as the Green Bay Police Benevolent Association which is a private organization made up of officers from the Police Department, and they use telephone solicitation to raise funds. Chief Molitor explained that when these officers are participating with this organization, they are doing this on their own time. A third party is hired to do the solicitations. He further explained that there are many organizations that raise money and use telephone solicitation, and these calls are generally legitimate. However, there are many other ways to donate. There is a non-solicitation policy that both the Police and Fire Departments follow.

Police Chief Tom Molitor commented on the on-going event in Ferguson, Missouri. The events in Ferguson are deeply concerning to Chief Molitor because these types of incidents can happen anywhere; there does not need to be a high proportion of minority populations. These incidents occur when people feel they have been wronged. The Green Bay Police Department recently experienced a similar incident; however, the person who was the subject of this incident has pleaded guilty to both counts of resisting arrest and disorderly conduct.

The Police Department is meeting with some of the community partners on Monday, September 8th to get their perspective on the Ferguson case and what can be done as a community to avoid these incidents in Green Bay. On Wednesday, September 10th the Police Department will be meeting with the Mayor to have the same discussion on what the City's perspective and expectations are. Through these discussions, the Police Department can be better prepared if an incident like this occurs. One key piece in preparation is community engagement. The stronger the bond is through these connections with the community, the less likely the public is to react in a similar way as the Ferguson incident. Comm. Coates commented that he is in agreement that strengthening community engagement is a key factor in avoiding a similar event taking place in Green Bay. Discussion continued with respect to leadership the Police Department can reach out to in the minority populations. Chief Molitor stressed that the Police Department's goal is to build and strengthen the community in order to avoid an incident similar to that in Ferguson, Missouri.

Chief Molitor reported he is going to a gun violence reduction summit in Milwaukee the week of September 8th.

Chief Molitor informed the commission that the MACTAC training is coming up during the department's in-service. The MACTAC training is a multi-jurisdictional active shooter training. The training will be located at the old Packerland Packing building on University Avenue. This training is very effective and related to multiple jurisdictions responding to an incident and coordinating the efforts cohesively. A question was raised regarding the protocol when responding to an active shooter incident. Chief Molitor stated that the protocol is for the first officers onsite to form the smallest team they can and go towards the shots. These officers can't hold the scene and wait for the SWAT team to arrive because that could increase the number of victims. Comm. Goldhahn raised a question on whether the commissioners could observe this training if interested. Police Chief Molitor responded that the commissioners could attend, and they should contact Jeff Brester to arrange this. There are six (6) or seven (7) dates for this training taking place during the in-service.

Comm. Coates raised a question on whether politicians gain input from Police Associations on gun laws and similar issues. Chief Molitor stated that individuals have varying opinions on this issue. Chief Molitor's view on the issue is that guns are dangerous.

- 8. Review of Patrol Officer candidates. 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.**

Comm. 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. Schopf. Motion carried. Out of closed session Comm. Goldhahn reported two Patrol Officer Candidates were reviewed, and both were recommended to continue in the hiring process.

- 9. Bills.**

There are no bills.

- 10. Set date of next meeting.**

The next meeting will be held on October 2, 2014, at 4:00 pm in Room 310.

With no other items on the agenda, Comm. Goldhahn requested a motion to adjourn the meeting. Motion made by Comm. Coates, second by Comm. Dorff. Motion carried.

The meeting adjourned at 6:05pm.

Respectfully submitted,

Lindsay Kiesow, Recording Secretary

APPROVED: _____
Rod Goldhahn, President