

**MINUTES**  
**POLICE AND FIRE COMMISSION**  
**Thursday, June 4, 2015**  
**City Hall, Room 310**  
**4:15 PM**

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

MEMBERS EXCUSED: Commissioner Jim Coates

OTHERS PRESENT: Police Chief Tom Molitor, Assistant Fire Chief Michael Nieft and HR Operations Manager Melanie Falk

**1. Roll call.**

The meeting was called to order at 4:15 p.m. 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 April 2, 2015 and approval of the minutes from the special meeting of the Police and Fire Commission held April 23, 2015.**

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

**3. President's Report.**

Comm. Goldhahn stated that he would hold the President's Report until after the bills were reviewed.

**4. Election of Officers.**

Comm. Goldhahn commented that the statutes state the Police and Fire Commission chooses a President and Vice President. There is no guideline within the statutes on how often elections should take place; however, Comm. Goldhahn feels that an election should take place at least every couple of years, and it has been two years since he was elected. Comm. Goldhahn shared that he has enjoyed serving as President of the Police and Fire Commission, and he would be happy to continue if that is the choice of the Commission.

Comm. Goldhahn asked for nominations for President. Comm. Dorff nominated Comm. Goldhahn, and the nomination was seconded by Comm. Schopf. Comm. Goldhahn asked if there were any other nominations. Comm. Nelson made a motion to close the nominations, seconded by Comm. Schopf. Motion carried. Comm. Goldhahn was elected President by unanimous vote.

Comm. Goldhahn asked for nominations for Vice President. Comm. Dorff nominated Comm. Nelson, and the nomination was seconded by Comm. Schopf. Comm. Goldhahn asked three times if there were any additional nominations, and there were none. Comm. Goldhahn requested a motion to close the nominations. Motion made by Comm. Schopf, second by Comm. Dorff. Motion carried. Comm. Nelson was elected Vice President by unanimous vote.

Comm. Goldhahn thanked the Commission and commented that serving as President has been very educational, and he has enjoyed serving with the rest of the Commission.

**5. Communications.**

- a. **Budget Status Report**
- b. **Budget Spreadsheet**

Comm. Goldhahn commented that the Budget Status Report and Budget Spreadsheet reflect spending related to physicals and recruiting efforts.

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

## **6. Report from the Chiefs.**

Assistant Fire Chief Michael Nieft shared that 18 new Fire Fighters graduated from Recruit Academy on May 15<sup>th</sup> and thanked those Commissioners that were able to attend. He explained that training doesn't end with the Recruit Academy. All new Fire Fighters will begin a rotation to different stations to gain experience in all aspects of the job. This is the third year the Fire Department has included this rotation in the training process. The goal is to try to create the best initial experience for new hires.

Asst. Chief Nieft stated that Citizen Awards were given out at graduation. Among the recipients of these awards were two young men who had alerted the Fire Department that there was a fire in their neighborhood and did everything they could to evacuate the building and do some extinguishing. The two young men were 11 and 12 years old. One of them was unable to come to the graduation to accept the award. Asst. Chief Nieft was able to locate this young man. He met with him and his mom, and presented the award. It was a wonderful experience to present this award, and Asst. Chief Nieft was glad that they were able to accomplish this.

Asst. Chief Nieft reported on several special events. The Cellcom Marathon was held recently, and it was a humid day. Other special events coming up are the Bellin 10K, the Kenny Chesney concert at the stadium, and the Brett Favre Hall of Fame ceremony. The Fire Department is working to get these events staffed. Asst. Chief Nieft commented that Division Chief Zehms is relatively new in his current role, and this is the first time he will be organizing the events. He is doing a spectacular job.

Police Chief Tom Molitor reported that the Police Department is engaged in crisis intervention training. This training focuses on handling situations where individuals who suffer with mental illness are involved. Police Officers will be called upon to handle situations with these individuals, and the officers are being trained on how to handle these situations effectively. The key is to make sure that everyone is safe and that these individuals receive the help they need to get out of the crisis. At the end of this course, approximately 40 officers will be trained in this area. The training is an intensive 40 hour course. Professionals come in to train these officers on different situations where they may be faced with individuals with varying mental illnesses including those on the autism spectrum and suicidal individuals. A challenge that Police Departments have been faced with across the country is dealing with individuals suffering from some sort of mental distress.

Chief Molitor discussed the continued efforts of community engagement. He spoke about a meeting that had been held a week prior with community leaders. At the meeting, the leaders were talking about putting some actions together. Some of the leaders are working on putting a committee together to coordinate an intermural basketball tournament. Chief Molitor has spoken with the Parks Director, Dawne Cramer, and she is supportive of this.

Chief Molitor reported that the Police Department has worked with the Boys and Girls club to get a grant to put a program, Badges for Baseball, together. This program is through the Cal Ripken Sr. Foundation, and it serves as a way to get kids engaged with learning good values and appropriate ways of conducting themselves. Officers will be involved in assisting with the program. The Green Bay area has been fortunate enough to have the East and West Side Boys and Girls club involved.

Chief Molitor commented that he has been tasked with putting together a Gang Task Force Unit. He feels that there are challenges in the community related to gang type criminal activity. Chief Molitor stressed that being a gang member is not a crime; however, activities that they

participate in that are criminal need to be focused on. The way to deal with these issues is through community engagement, meeting with parents and kids and forming relationships with them. Chief Molitor was tasked with putting together a program, and he feels that we have one that could be very meaningful. Chief Molitor stated that he is not resistant to taking extra officers; however, he is resistant to over-resourcing a particular problem. There are a number of issues on the horizon that Chief Molitor is focusing on. Certainly gang activity and how gangs conduct themselves in the community and in schools is an issue the department is watching. Chief Molitor feels the department has an adequate response. The department is trying to work with the Union on some of the contract language. The department has put some stopgap measures in place to keep officers out on the streets on a full-time basis working on gang related activity. Police Officers, particularly on afternoon shifts when this type of activity is at its highest, have been involved in gang activity full-time since April.

Chief Molitor reported on the crime rate. He stated that we are trending in the right direction. Chief Molitor elaborated that the data needs to be taken with grain of salt and it is more important to focus on the trends rather than specific statistics. In the first 4 months of 2015, violent crime was down about 22% compared to the same segment of time in 2014. Property crime was up slightly by 0.8%. In general, the trend is going in the right direction. Community engagement and building relationships with the community are the right strategies moving forward to help keep the crime rates trending downward.

Chief Molitor announced his retirement effective July 31, 2015.

Comm. Dorff thanked Chief Molitor for coming back. She stated that Chief Molitor has been a wonderful leader and an asset to the community. She said she is sorry to see him go and wishes he was staying.

Comm. Schopf reiterated what Comm. Dorff had stated that she is sorry to see him go. Comm. Nelson agreed as well.

## **7. Bills.**

- a. Alternative Marketing Invoice 7332 \$50.00**
- b. Prevea Invoice 94676 \$2,665.00**
- c. Prevea Invoice 94542 \$210.00**
- d. Spanish Journal Invoice 36713 \$191.10**
- e. Personnel Evaluation, Inc. Invoice 13445 \$250.00**
- f. Wisc.jobs Invoice 067060 \$135.00**
- g. Indian Country Invoice 3081 \$188.10**
- h. Ergometrics Invoice 122177 \$16.91**
- i. Daily Dispatch Invoice 2015-326 \$250.00**

Comm. Goldhahn commented that the bills are all related to recruiting efforts and physicals. Comm. Goldhahn requested a motion to approve the bills. Motion made by Comm. Dorff, second by Comm. Schopf. Motion carried.

## **3. President's Report.**

Comm. Goldhahn reminded the Commissioners that Patrol Officer interviews are scheduled for June 22, 23 and 25, 2015.

Comm. Goldhahn addressed Chief Molitor and stated that it has been a great 3 years. He very much appreciates Chief Molitor's willingness to come out of retirement to serve as Interim Chief and to continue some of the initiatives he started when he was Deputy Chief including intelligence based policing and community policing. The recruitment process when Chief Molitor was selected as Police Chief fielded 55 candidates, and Comm. Goldhahn is very proud of the decision they made selecting Chief Molitor. During Chief Molitor's tenure as Police Chief, he continued with the community policing model and intelligence based policing. As we look around the nation and see problems in communities, Chief Molitor has worked at creating community partnerships to head off that problem. Chief Molitor has done a good job of

spearheading some of these efforts by looking at the root cause of a problem and trying to solve it. Comm. Goldhahn shared that he is proud of the work Chief Molitor has done, and he is sorry to see him go. Comm. Goldhahn stated that he appreciates the work Chief Molitor has done for the city during his tenure.

Chief Molitor shared his appreciation of the support he has received from the Police and Fire Commission.

Comm. Goldhahn stated that because the agenda did not include any discussion around next steps in filling this position, the Commission cannot have an open discussion on the process; however, he would like staff to begin looking into the process that was used 3 years ago with a national search to fill the Police Chief position. That process went very well fielding 55 strong candidates from across the country. He would like staff to look into this process and make a recommendation to the Commission. The Commission can then hold a special meeting to discuss next steps on filling the interim role as well as the long term appointment of Police Chief.

A question was asked on the Commission's role in the recruitment process. Comm. Goldhahn shared that the Commission would authorize any interim position and then be part of the selection process; however, there is no agenda item to discuss the recruitment process so discussion could not resume.

**8. Set date of next meeting.**

The next regular meeting of the Police and Fire Commission will be held on Thursday, July 2, 2015, at 3:00 p.m. in Room 310.

Comm. Dorff asked what time the Patrol Officer interviews would begin on the dates selected in June. Comm. Goldhahn stated the interviews will begin at 3:00 p.m.

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

The meeting adjourned at 4:38 p.m.

Respectfully submitted,

Lindsay Kiesow, Recording Secretary

APPROVED: \_\_\_\_\_  
Rod Goldhahn, President