



City of West Allis

7332 W. National Ave.
West Allis, WI 53214

Meeting Minutes

Board of Police and Fire Commissioners

*Commissioner Joseph Kempen, President,
Commissioner Kevin Haass, Vice-President,
Commissioner Wayne Clark, Secretary
Commissioners Harold Mester, Donald Nehmer*

Thursday, December 20, 2012

6:00 PM

West Allis Fire Administration

REGULAR MEETING AND CLOSED SESSION

A. CALL TO ORDER

Commissioner Kempen called the meeting to order at 6:00 pm

B. ROLL CALL

Present: Commissioners Joseph Kempen, Wayne Clark, Kevin Haass, Harold Mester and Don Nehmer

Also Present: Chief Steven Hook, Assistant Chief Steve Bane, Assistant Chief Martin King, Assistant Chief Peter Rohde, Battalion Chief Chris Reinke – Fire Department; Acting Interim Chief Charles Padgett, Deputy Chief Robert Fletcher – Police Department; Paul Ziehler, Chief Administrative Officer – City of West Allis; James Bohn, Assist. Special Agent - DEA; Bridget Kennedy, Recording Secretary

C. APPROVAL OF MINUTES

A motion was made by Commissioner Haass and seconded by Commissioner Nehmer and unanimously passed to approve the minutes, as corrected, of the November 15, 2012 Regular and Closed Session Meeting Minutes as well as the November 19, 2012, November 27, 2012, December 6, 2012 and December 10, 2012 Special Meeting Minutes

At the request of Commissioner Kempen, the Commission meeting moved to agenda items #31 and 32 immediately and went into closed session.

D. POLICE DEPARTMENT

1. 1st Shift Activity Report

Acting Chief Padgett submitted the 1st Shift Activity Report prepared by Captain Navarrette.

Acting Chief Padgett stated main initiatives during the month of November for 1st shift officers included:

- Check all polling places during the November 6 election day;
- Enforce the holiday shopping program by patrolling retail stores throughout the City. A/Chief Padgett stated that in addition to squad patrol, these assignments also provided foot patrol.

A/Chief Padgett noted that in light of the recent shooting incidents, the day shift reviewed and discussed how to respond to these types of situations. A/Chief Padgett noted that Sgt. Scott Waavirk led this instruction and discussion process.

Commissioner Kempen requested that Sgt. Waarvik attend an upcoming meeting to discuss and review this training process with the Commissioners.

The Commissioners had no additional questions or comments and the report was placed on file.

2. 2nd Shift Activity Report

Acting Chief Padgett submitted the 2nd Shift Activity Report prepared by Captain Mason and Lieutenant Nohelty

A/Chief Padgett congratulated Officer Jonathan Cerqua for being selected as the next K-9 Officer.

The Commissioners had no additional questions or comments and the report was placed on file.

3. 3rd Shift Activity Report

Acting Chief Padgett submitted the 3rd Shift Activity Report prepared by Captain Versnik and Lieutenant Spath

A/Chief Padgett shared with the Commissioners a letter from Wauwatosa Police Chief Barry Weber. The letter thanked Officer Ryan McNally and K-9 Diesel for their help and assistance in their pursuit to apprehend a robbery suspect. The evidence located by K-9 Diesel aided in the eventual identification of this suspect.

The Commissioners had no additional questions or comments and the report was placed on file.

4. Crime Prevention Activity Report

Acting Chief Padgett submitted the Crime Prevention Activity Report prepared by Lieutenant Chad Evenson.

A/Chief Padgett stated that CAAD will again be hosting a family New Year's Eve party event. A/Chief Padgett stated that this event is being coordinated by Cpl. Rod Nelson. A/Chief Padgett also shared with the Commissioners that Cpl. Nelson received a 2012 Partner Recognition Award from the WA/WM Community Coalition recognizing his THINK program and his work with area youths.

The Commissioners had no additional questions or comments and the report was placed on file.

5. Sensitive Crimes Activity Report

Acting Chief Padgett submitted the Sensitive Crimes Activity Report prepared by Lieutenant Ed Benish

A/Chief Padgett stated that two (2) new sex offenders were registered during the month of November.

A/Chief Padgett recognized SCU Detectives Jessica Wink and Stacie Napoli for their excellent investigation on a recent sexual assault of 2 victims by the same perpetrator. Their investigation and subsequent arrest of said individual resulted in multiple felony sexual

assault charges to include one count of felony second degree sexual assault of a child, repeated acts of sexual assault of a child and bail jumping.

The Commissioners had no additional questions or comments and the report was placed on file.

6. Criminal Investigations Unit Activity Report

Acting Chief Padgett submitted the Criminal Investigations Unit Activity Report prepared by Captain Botsch

A/Chief Padgett stated that on November 29, 2012, Officers responded to a call regarding a deceased 46 year old male found at his residence. He stated that during the investigation, it was learned that the deceased was arrested on November 28th for various infractions and during that time the deceased was resisting arrest and was subsequently subdued by multiple officers and additional force tactics. A/Chief Padgett stated that currently the M.E. is waiting on final toxicology and additional reports before a final cause and manner of death can be determined.

The Commissioners had no additional questions or comments and the report was placed on file.

7. Crime Analyst Activity Report

A/Chief Padgett submitted the Crime Analyst Activity Report prepared by Crime Analyst Chrisie Hunter

A/Chief Padgett noted that the information shared by Crime Analyst Hunter continues to be very helpful and a useful resource for the department.

The Commissioners had no additional questions or comments and the report was placed on file.

8. Traffic Bureau Activity Report

Acting Chief Padgett submitted the Traffic Bureau Activity Report prepared by Lieutenant Saftig

A/Chief Padgett noted that during the month of November, Officers arrested a total of 52 individuals for OWI (operating while under the influence). A/Chief Padgett stated that in addition to alcohol enforcement as one of their ongoing initiatives, additional initiatives also include seat belt enforcement and speed enforcement.

The Commissioners had no additional questions or comments and the report was placed on file.

9. Tavern Violation Report

Acting Chief Padgett submitted the Tavern Violation Report

A/Chief Padgett stated that regarding an ongoing dispute between a disgruntled neighbor and Big Dog Sports Grill, located on 92nd and Greenfield, both parties have agreed to go to mediation and hopefully resolve the noise issue complaint made against the bar by the neighbor.

The Commissioners had no additional questions or comments and the report was placed on file.

10. Overtime Report

Acting Chief Padgett submitted the Overtime Report

Commissioners questioned the increased OT hours for report writing and asked A/Chief Padgett for an explanation. A/Chief Padgett stated that this higher number is attributed to Officers not completing reports during their shift or very close the end of their shift, thus resulting in the OT number increase. A/Chief Padgett stated that discussion regarding this issue has taken place with all supervisors and he is expecting the number to be lower in 2013.

The Commissioners had no additional questions or comments and the report was placed on file.

11. Financial Report

Acting Chief Padgett submitted the Financial Report.

The Commissioners had no additional questions or comments and the report was placed on file.

12. Sick & Injured Report

Acting Chief Padgett submitted the Sick & Injured Report

The Commissioners had no additional questions or comments and the report was placed on file.

13. Retirements in December 2012

Acting Chief Padgett submitted to the Commissioners a list of those Police employees retiring in the month of December.

The Commissioners had no additional questions or comments and the report was placed on file.

14. Update on Officer hiring process

This agenda item was discussed during the Closed Session portion of the meeting

15. Request for Approval: 2013 Squad Purchase

Acting Chief Padgett submitted a request for approval for the purchase six (6) new squad cars. A/Chief Padgett stated that funding for this purchase will come from the department's 2013 budget and the Federal Equitable Sharing Account.

<u>2013 Budget:</u>	
4 Chevrolet Impala Squad Cars:	\$87,292
4 Car set-ups:	\$14,000

Equitable Sharing Account:

1 Chevrolet Impala Squad Car:	\$21,823
1 Chevrolet Tahoe Supervisor Car:	\$27,523
2 Car set-ups:	\$7,000

A motion was made by Commissioner Mester and seconded by Commissioner Haass to approve the 2013 Squad Car Purchases as noted above.

The motion carried by the following votes:

Vote: Aye: 5, Commissioners Kempen, Clark, Haass, Mester and Nehmer
 No: 0

16. Other related items

Acting Chief Padgett did not have any additional topics for discussion.

E. FIRE DEPARTMENT

17. Firefighting Activity Report

Chief Hook submitted the Firefighting Activity Report prepared by AC Streicher as well as the corresponding maps

Chief Hook reported on a major fire incident that occurred in November and gave the department the opportunity to use MABAS (Mutual Aid Box Alarm System). He stated that the fire took place at a funeral home in the crematorium section of the building. Chief Hook stated that the fire was well advanced by the time the department arrived, however with the assistance of the other departments, the fire was brought under control in approximately 70 minutes. Chief Hook noted the following departments responded to the incident:

- Wauwatosa
- Greenfield
- New Berlin
- Brookfield
- South Milwaukee
- Greendale
- Oak Creek
- Franklin

The Commissioners had no additional questions or comments and the report was placed on file.

18. Fire Department Financial Report

Chief Hook submitted the department's Financial Report

The Commissioners had no additional questions or comments and the report was placed on file.

19. Training Activity Report

Chief Hook submitted the Training Activity Report prepared by AC Rohde

Chief Hook stated that training was conducted by station 3 officers and equipment operators on the new TNT power unit recently put into service. Chief Hook explained that this is a gas operated power unit for the spreaders, cutters and rams extrication equipment. He stated that with this more portable gas operated power unit, there is virtually no limitation to its use. Chief Hook stated that firefighter personnel refreshed their skills on trench rescue equipment and completed in-trench drills at the WE Energies training site on Curtis Road.

The Commissioners had no additional questions or comments and the report was placed on file.

20. Fire Prevention Activity Report

Chief Hook submitted the Fire Prevention Activity Report prepared by AC King.

The Commissioners had no additional questions or comments and the report was placed on file.

21. Emergency Medical Services Activity Report

Chief Hook submitted the EMS Activity Report prepared by AC Bane

Chief Hook noted that ambulance transports were up slightly in 2012 vs. 2011 and he expects that trend to continue in 2013.

The Commissioners had no additional questions or comments and the report was placed on file.

22. Emergency Medical Services Revenue Report

Chief Hook submitted the EMS Revenue Report prepared by AC Bane

The Commissioners had no additional questions or comments and the report was placed on file.

23. Sick and Injured Report

Chief Hook submitted the Sick and Injured Report

The Commissioners had no additional questions or comments and the report was placed on file.

24. Master Plan Performance Snapshot

Chief Hook submitted the Master Plan Performance Snapshot

The Commissioners had no additional questions or comments and the report was placed on file.

25. Communication: Interagency Rapid Intervention Team (RIT) Training

Chief Hook submitted to the Commissioners an informational communication from AC Pete Rohde regarding recent firefighter RIT training.

Chief Hook stated that Rapid Intervention Teams are groups of firefighters who are specifically trained in tactical operations that enable them to locate and rescue firefighters

who have become trapped, lost, disoriented or disabled while performing fire operations. Chief Hook further stated that these teams are required by state law and must be established at all fire scenes at the earliest point when interior fire attack is initiated.

The Commissioners had no additional questions or comments and the communication was placed on file.

26. Communication: Assessment of Command Staff positions

Chief Hook submitted to the Commissioners an informational communication regarding the recent assessment of the departments command staff positions.

Chief Hook stated that at the September 25, 2012 PFC meeting, Commissioners approved the recent HayGroup evaluations of the four Assistant Fire Chief Positions. Chief Hook stated that following that approval, he forwarded the PFC's action to the City Administrative Officer for inclusion in the 2013 salary ordinance and to be submitted for approval to Common Council. Chief Hook stated that as yet, the Common Council has not received a salary ordinance and no agenda for the discussion of job assessments, classification or salary changes has been developed or published.

Chief Hook stated that the integrity and credibility of the HayGroup evaluation process was maintained and Chief Hook stated that he would sincerely appreciate the support of the Commission going forward as he strives to seek a fair and equitable end result.

Commissioner Clark stated that while he understands the basis of this evaluation process and has in fact been involved in the HayGroup evaluation process over the years, he noted that he had voted against this measure at the September PFC meeting and he will continue to remain opposed to these increases moving forward as he is concerned about the long-term effects such salary increases may have on the department in the future.

The Commissioners had no additional questions or comments and the communication was placed on file.

27. Communication: Command Staff Organizational Structure

Chief Hook submitted to the Commissioners an information communication regarding the command staff organization structure.

Chief Hook stated that he had been asked by Common Council, specifically the Administration and Finance committee, to review the fire department's command staff organizational structure, working under the assumption that the department has "too many chiefs." Chief Hook stated that he has never received any evidence to support reducing these valuable positions, other than cost of the employees. To that end, Chief Hook submitted to the Commissioners an overview of four issues related to the Chief positions and overviews of how the positions work within each area. These four issues were: supervision, distribution of work, command presence and cost.

Chief Hook welcomed further discussion from any of the Commissioners regarding this communication and asked the Commissioners for their support with maintaining the command structure and the department's commitment to excellence.

The Commissioners had no additional questions or comments and the communication was placed on file.

28. Request for Approval: Sole Source Purchase – Thermal Imaging Equipment

Chief Hook submitted a request for approval and purchase of three (3) Thermal Imaging Cameras for a total cost of approximately \$21,216.48.

Chief Hook stated that AC Streicher received samples of this equipment from three different vendors and worked with the stations to test the equipment. After receiving feedback on each different camera, it was determined that the Bullard Eclipse was the preferred thermal imaging camera.

A motion was made by Commissioner Nehmer and seconded by Commissioner Clark to approve the Thermal Imaging Equipment purchase as noted above.

The motion carried by the following votes:

Vote: Aye: 5, Commissioners Kempen, Clark, Haass, Mester and Nehmer
 No: 0

29. Other related items

Chief Hook congratulated Assistant Chief Pete Rohde on his retirement effective day end on Monday, December 31, 2012 and presented him with his official retirement plaque.

F. POLICE AND FIRE COMMISSION

30. Discussion: Professional Service providers for psychological services

Commissioner Clark began the discussion stating that the fire and police department have both utilized the services of Dr. Tyres and Dr. Childs in the past for their pre-employment requirements of new hires. He stated that Dr. Tyres has retired and Dr. Childs bought the practice and will continue the business. Commissioner Clark stated that with this change, he would like to suggest that Chief Hook and Acting Chief Padgett consider utilizing the services of Dr. Bauman to a greater extent in the pre-employment assessment role. Commissioner Clark expounded on Dr. Bauman's extensive background in pre-employment assessment and other accolades as well as noted Dr. Bauman's most recent development leadership skill workshops with the Police Department that proved to be a successful and insightful venture.

Chief Hook stated that he is reluctant to utilize Dr. Bauman as the primary go-to person at this time. He stated that he is and has been very satisfied with the results produced by Dr. Childs and he did not want to jeopardize this relationship or the integrity of the pre-employment assessment process.

Acting Chief Padgett stated that he only recently met Dr. Bauman when he was brought in to develop the leadership skill assessment workshops. A/Chief Padgett noted that the police department has work with Dr. Childs for a long time as well, and have been very satisfied with his work to-date.

Commissioner Mester suggested that on the condition that both Chiefs meet with Dr. Bauman to discuss his services, that professional psychological services provider be at the Chief's discretion, with Dr. Bauman as the preferred provided, if applicable.

A motion was made by Commissioner Mester and seconded by Commissioner Nehmer to approve the preferred psychological provider selection as noted above.

The motion carried by the following votes:

Vote: Aye: 5, Commissioners Kempen, Clark, Haass, Mester and Nehmer
No: 0

31. Approval of candidates for the Chief of Police position as recommended by the Peer Review Committee

On a motion made, seconded and unanimously passed, the Commissioners approved and agreed to advance the Police Chief candidates as recommended by the Peer Review Committee.

The motion carried by the following votes:

Vote: Aye: 5, Commissioners Kempen, Clark, Haass, Mester and Nehmer
No: 0

32. Discussion: Review of Police Officer candidates that did not meet the posted educational requirements

This item was discussed in closed session

33. Establishment of Police Officer candidate list

On a motion made, seconded and unanimously passed, the Commissioners approved the establishment of the police officer candidate list based on posted education and other requirements, including passing the Police & Fire Commission interview.

The motion carried by the following votes:

Vote: Aye: 5, Commissioners Kempen, Clark, Haass, Mester and Nehmer
No: 0

G. CLOSED SESSION

PLEASE TAKE NOTICE that the Board of Police and Fire Commission of the City of West Allis will upon conclusion of open session consider and vote on a motion to convene in closed session at said time and place to discuss Police Officer candidates, establish a Police Officer candidate list and review and approval of Chief of Police candidates as recommended by the Peer Review Committee.

A closed session for the above purpose is authorized pursuant to the provision of Section 19.85(1)(c) of the Wis. Stats., which authorizes governmental body, upon motion duly made and carried, to convene in closed session to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

Immediately upon completion of the closed session, the Board of Police and Fire Commission will reconvene in open session at said time and place to consider any other matters on the agenda.

Commissioner Clark stated that due to the agenda order change, the closed session verbiage was not read exactly as noted above as Commissioner Kempen requested to move directly into closed session after roll call to discuss closed session agenda items.

A motion was made by Commissioner Haass and seconded by Commissioner Mester to convene into closed session. The motion carried unanimously.

Close session topics were discussed

A motion was made by Commissioner Clark and seconded by Commissioner Haass to reconvene into open session at 6:56 pm. The motion carried unanimously

H. ADJOURNMENT

There being no further business, on a motion made, seconded and unanimously passed, the meeting adjourned at 8:02 pm

Public Meetings

All meetings of the West Allis Board of Police and Fire Commissioners are public meetings. In order for the general public to make comments at the meetings, an individual should schedule an appearance with the President of the Board, or with the appropriate Chief, otherwise, the meeting is a working session for the Commission itself, and discussion by those in attendance is limited to Board members, the Mayor, alderpersons, staff and others that may be a party to the matter being discussed.

Nondiscrimination Statement

The City of West Allis does not discriminate against individuals on the basis of race, color, religion, age, marital or veterans' status, sex, national origin, disability or any other legally protected status in the admission or access to or treatment or employment in, its services, programs or activities.

American with Disabilities Act Notice

Upon reasonable notice the City will furnish appropriate auxiliary aids and services when necessary to afford individuals with disabilities an equal opportunity to participate in and to enjoy the benefits of a service, program or activity provided by the City.

Limited English Proficiency Statement

It is the policy of the City of West Allis to provide language access services to populations of persons with Limited English Proficiency (LEP) who are eligible to be served or likely to be directly affected by our programs. Such services will be focused on providing meaningful access to our programs, services and/or benefits.