

CITY OF SHEBOYGAN

\*\*\*AMENDED\*\*\*BOARD OF POLICE AND FIRE COMMISSIONERS MINUTES

JUNE 11, 2020

President Lettre called the meeting to order at 4: 05

p.m. The Pledge of

Allegiance followed.

MEMBERS PRESENT: Andy Hopp, Jeanne Kliejunas,

Robert Lettre,

Larry Samet and Henry Jung (Remote).

STAFF / OFFICIALS PRESENT:

Police Chief Domagalski,

Police Captain Cobb, Fire Chief Eric Montellano,

Assistant Fire Chief Dean Klein and

Director of Human Resources Vicky Schneider.

MINUTES

Motion by Commissioner Kliejunas, seconded by Commissioner Samet to approve the minutes of the Board of Police and Fire Commissioners meeting

from May 18, 2020. Motion carried.

## ITEMS FOR DISCUSSION AND POSSIBLE ACTION

### ELECTION OF OFFICERS

Motion by Commissioner Kliejunas, seconded by Commissioner Samet to re-elect Robert Lettre as President. Motion carried by unanimous vote.

Motion by Commissioner Samet, seconded by Commissioner Kliejunas to re-elect Andy Hopp as Secretary. Motion carried by unanimous vote.

Both nominees accepted and will continue in their roles.

### DISCUSSION REGARDING EXIT INTERVIEWS FOR POLICE & FIRE PERSONNEL

The Commission discussed the benefits and logistics

of potential exit interviews for Police and Fire personnel. Commissioner

Samet began the discussion by noting the potential learning opportunities associated with exit interviews. Police Chief Domagalski added that he supports the use of exit interviews. President Lettre noted that exit interviews would have to be voluntary. Fire Chief Montellano explained that scheduling may be difficult due to the timing of the notice given by personnel, but he is supportive of the process.

Motion by Commissioner Kliejunas, seconded by Commissioner Samet to conduct exit interviews. Commissioner Hopp requested further details as to how the exit interviews would be conducted and discussion continued. Motion was withdrawn.

Director of Human Resources Vicky Schneider explained that she is working on the separation of employment policy for all City employees,

which includes exit interviews and would become standard policy. The commissioners agreed to look at implementing exit interviews in the future after Schneider completes the separation of employment draft.

### DISCUSSION ON THE PROCEDURE FOR HANDLING CITIZEN COMPLAINTS AGAINST POLICE DEPARTMENT

Commissioner Hopp asked about the methods a citizen may utilize to file a complaint and how accessible the forms are with the goal being to increase transparency. Chief Domagalski explained that complaints are received through a variety of methods including e-mails, phone calls and

walk-ins. Action taken is based on what

the citizen

seeks to be done. Complaints can also be made through SheboyganPolice.com under Forms Citizen Complaints. The process includes review and investigation.

DISCUSSION ON CITIZEN COMPLAINT REGARDING INVESTIGATION AT ST. NICHOLAS HOSPITAL ON FEBRUARY 3, 2020.

Chief Domagalski summarized the incident and emphasized the importance of the integrity of this investigation. The investigation is ongoing. He explained allegations were made that the Police Department told the complainant to remove their postings from social media. The Police Department did not tell the complainant to remove their postings and the Department does not filter or delete comments. However, the Police Department may choose to not engage in comments on social media outlets. The officer involved in the incident is a new officer and has been coached as to what they should have tried to do differently. Chief Domagalski also discussed body camera policies in regard to people's privacy rights, especially when the body cameras should be utilized and release of footage that occurred within hospitals.

While the Police Department will not release the body camera video at this time, the complainant from this incident has access to the body camera video through their attorney.

Commissioner Hopp thanked Chief Domagalski for his professional and appropriate response to the matter. President Lettre expressed his appreciation for the Sheboygan Police & Fire Department personnel.

CLOSED SESSION

Motion to convene in closed session under the exemption provided in Wisconsin State Statute 19.85 (1)(c) considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. Motion by Commissioner Kliejunas, seconded by Commissioner Hopp to go into closed session.

Roll Call Vote: Aye: Hopp, Kliejunas, Lettre, Samet and Jung Nay: None

Motion carried.

DISCUSSION REGARDING APPLICANTS WITHIN THE POLICE HIRING POOL

DISCUSSION REGARDING CURRENT APPLICANTS AND THE NEED TO SCHEDULE POLICE OFFICER CANDIDATE INTERVIEWS

REVIEW NAMES AND ASSESSMENT CENTER SCORES OF THE APPLICANTS FOR THE POSITION OF FIREFIGHTER/PARAMEDIC, SELECT CANDIDATES TO INTERVIEW

RECONVENE IN OPEN SESSION

Motion by Commissioner Samet, seconded by Commissioner Hopp to move to open session. Roll Call Vote: Aye: Hopp, Kliejunas, Lettre, Samet and Jung Nay: None

Motion carried.

POSSIBLE ACTION

RELATED TO

APPLICANTS WITHIN THE POLICE HIRING POOL

Motion by Commissioner Hopp, seconded by Commissioner Samet to expire the current Police Department hiring pool

effective immediately. Motion carried.

POSSIBLE ACTION RELATED TO CURRENT APPLICANTS AND THE NEED TO SCHEDULE POLICE OFFICER CANDIDATE INTERVIEWS

Motion by Commissioner Kliejunas, seconded by Commissioner Samet to interview candidates Thursday, July 9, 2020. Motion carried.

POSSIBLE ACTION RELATED TO REVIEW OF APPLICANTS FOR THE POSITION OF FIREFIGHTER/PARAMEDIC AND

SET DATE FOR INTERVIEWS.

Motion by Commissioner Kliejunas, seconded by Commissioner Samet to interview candidates Thursday, June 18, 2020. Motion carried.

DATE OF NEXT MEETING:

June 18, 2020, to interview candidates for the position of  
Firefighter/Paramedic

ADJOURN

Motion by Commissioner Hopp, seconded by Commissioner Kliejunas to adjourn.  
Motion carried.