

CITY OF SHEBOYGAN

BOARD OF POLICE AND FIRE COMMISSIONERS

FEBRUARY 16, 2018

President Lettre called the meeting to order at 2: 03 p.m.

COMMISSIONERS PRESENT:

Robert Lettre, Andrew Hopp, Henry Jung, Jeanne Kliejunas
COMMISSIONER NOT PRESENT:

Larry Samet

STAFF/OFFICIALS PRESENT:

Police Chief Domagalski, Police Captain Cobb, Fire Chief Romas

MINUTES

Motion by Commissioner Jung, seconded by Commissioner Kliejunas to approve the minutes of September 26, 2017 as circulated. Motion carried.

ITEMS FOR DISCUSSION AND POSSIBLE ACTION

2.1 DISCUSSION AND POSSIBLE ACTION REGARDING THE EXPIRED FIRE DEPARTMENT CANDIDATE LIST
Chief Romas advised that the list is currently expired.

He is looking to advertise on his own, not through LTC, with minimum requirements and bring in a group of people to interview and create another list.

2.2 DISCUSSION AND POSSIBLE ACTION REGARDING ESTABLISHMENT AND PROCEDURES FOR NEW FIRE DEPARTMENT CANDIDATE LIST
Chief Romas advised the process is just getting started.

2.3 DISCUSSION AND POSSIBLE ACTION REGARDING FIRE DEPARTMENT PROMOTIONAL TESTING FOR CAPTAIN AND LIEUTENANTThe Chief advised the process is ongoing.

There are seven candidates for Lieutenant and three candidates for Captain.

There will be an assessment center next week with three assessors from outside the City.

2.4 DISCUSSION REGARDING DEVELOPMENT OF SHEBOYGAN POLICE DEPARTMENT CODE OF CONDUCTChief Domagalski advised that a goal for this year is to create and implement a code of conduct.

The department is values based, and the code of conduct will be tied in to those values.

He spoke about the department's policy manual and explained that the policies are considered as guidelines.

Discipline will be tied in to the code of conduct and values.

The Chief explained the next steps in the process including a review by the union and neighborhood meetings.

2.5 PRESENTATION AND DISCUSSION REGARDING SHEBOYGAN POLICE DEPARTMENT HIRING PROCESSCaptain Cobb presented the steps in the Police Department hiring process and the screening/scoring of applications.

There are eight levels of screening.

The goal of the process is to take a large number of applicants and screen them down to the most qualified.

The department is looking for ways to insert quality candidates at different points in the process.

Captain Cobb suggested scheduling two hiring processes per year with the ability to get exceptional candidates before the Commission in between processes.

Chief Domagalski explained that this flexibility would allow him to hire the best candidates as opposed to average or marginal candidates.

Captain Cobb advised there are currently two people on the eligibility list.

He would like to start another process of collecting applications in the next month.

2.6 DISCUSSION REGARDING POTENTIAL LEGISLATIVE CHANGES TO POLICE AND FIRE COMMISSIONS Chief Domagalski provided information regarding assembly and senate bills circulating that deal with changes that would impact the commission.

As an example the Chief explained that one of the changes would require the Mayor to appoint at least one member who has professional experience either as a law enforcement officer or a firefighter.

2.7 DISCUSSION REGARDING SHEBOYGAN POLICE DEPARTMENT 2017 ANNUAL REPORT Chief Domagalski advised the annual report is still in development.

He shared some of the highlights that will be in the report including reduction in crime, the implementation of a north side beat officer and the addition of a fifth school resource officer.

The Chief stated that the department lost nine officers in 2017 and six people were hired.

He spoke about outreach events, implementation of body cameras, addition of a digital evidence manager, replacement of digital dictation system and radar units.

The Chief explained the purpose of a Chiefs Advisory Committee which was implemented.

He also spoke about 2018 department goals including a traffic safety initiative and a new gas drive off policy.

2.8 DISCUSSION REGARDING SHEBOYGAN FIRE DEPARTMENT 2017 ANNUAL REPORT Chief Romas advised that the department had a record number of responses in 2017.

He pointed out an increase in calls outside of the City.

The Chief spoke about the addition of a fourth Battalion Chief.

He pointed out that training hours were at 12,000 last year.

ADJOURN

Motion to adjourn by Commissioner Kliejunas, seconded by Commissioner Hopp at 3: 44 p.m.

Motion carried.