



City of Racine

City Hall
730 Washington Ave.
Racine, WI 53403
www.cityofracine.org

Meeting Minutes - Final

Police and Fire Commission

*Pat Cafferty
Prentiss Robbins, Jr.
Keith Rogers
Rebecca Strommen
Robert Turner*

Monday, March 18, 2019

3:45 PM

City Hall Annex, Room 330

A. Call To Order

President Rogers called the meeting to order at 3:50 pm.

PRESENT: 4 - Pat Cafferty, Keith Rogers, Rebecca Strommen and Robert Turner

ABSENT: 1 - Prentiss Robbins Jr.

B. Approval of Minutes

Approved

C. Communications

Mayor's Office

[0292-19](#)

Subject: Communication from the Mayor requesting to discuss releasing the MWH Study

MWH Law Group reviewed a PowerPoint presentation on the RPD Review & Assessment study requested by the City of Racine. Presentation highlights included:

- No institutional race or gender bias*
- Officers believed women or minorities were underservicing of his position*
- Allegations that Chief did not discipline minorities or women quickly enough*
- Shared number of specifics regarding discipline of women / minorities*
- Specific female mentioned that officers believed should not have been promoted over them actually had better numbers than males*
- MWH did not believe Chief acted with bias*
- Recommends no discipline for those who acted in good faith*
- Better record keeping regarding policies*
- Records, Human Resources, Generalist Dept City underscored*
- Informal complaints have been received and processed*
- Paid suspension guideline should be formalized*

Present Rogers indicated the PFC scope is limited, so he will submit questions to the Mayor's Office.

SUGGESTED: (Taken from document given to Mayor)

- General Background*
- Summary of Impressions / Findings*
- MWH Investigative Process*
- The Survey & Aftermath*
- Officer Interviews by MWH*
- Document & Date Review*
 - Promotions in General*
 - Discipline in General*
 - Officer Complaints in General*
 - EEO Related Policies*
- Discussion*
 - Observations Regarding Concerns of Systemic Race or Gender Bias*
 - Observations Regarding Reported Gender & Race Bias Involving Chief Howell*
 - Promotions*
 - Disciplinary Matters*
 - Observations Regarding Human Resources Related Policies & Procedures*
- Conclusions & Recommendations*
 - Survey Follow Up*
 - Human Resources Assistance*
 - Policy Revision & Incorporation of Department Practices*
 - Culture & Work Environment Training*

Fire Department

[0289-19](#)

Subject: Communication from the Division Chief of Training requesting to review and amend the Racine Fire Department recruitment and hiring process.

Assistant Chief Polzin gave a presentation on the Hiring Process. The RFD wants to update the standard hiring process to keep the top of the list fresh with good candidates. The RFD is having a hard time finding applicants. The RFD recommends conducting a panel interview prior to coming before the PFC.

Approved

Police Department

[0297-19](#)

Subject: Communication from the Police Department Training Lieutenant requesting approval to purchase recruitment materials

Deputy Chief Weitzel requested approval to purchase 2500 CS Bic Clic Stic Pens and 1000 Four-Panel Recruitment Brochures totaling \$2,186.25 for recruitment purposes.

Approved

D. Fire Department Reports

[0287-19](#)

Subject: Communication from the Division Chief of Training presenting a status report update for the fire department recruitment. No action necessary.

Received and Filed

[0286-19](#)

Subject: Communication from the Fire Chief presenting a status report update for the fire department. No action necessary.

The Commission requested to see a CFS Summary Report from 2017 - 2019 at the next meeting.

Received and Filed

CLOSED SESSION

Approved

Fire Department

[0288-19](#)

Subject: Communication from the Fire Chief submitting members for promotion to Battalion Chief, Division Chief, Captain and Lieutenants and discussing new hires.

Chief Hansen submits the following promotions to fill vacancies created because of retirements:

- *Lieutenant Susan Palubicki to Battalion Chief effective 03-03-2019 at 0001 hours*
- *Lieutenant Jose Pena to Captain effective 01-31-2019 at 0001 hours*
- *Driver/Operator Rebecca Petersen to Lieutenant effective 01-31-2019 at 0001 hours*
- *Driver/Operator Brian Wolf to Division Chief effective 02-01-2019 at 0001 hours*
- *Driver/Operator Wesley Koran to Lieutenant effective 02-03-2019 at 0001 hours*

Approved

Police Department

[0298-19](#)

Subject: Communication from Chief of Police requesting promotion of an Officer to Investigator

Chief Howell submits promotion of Officer Timothy Cisler to Investigator effective 02-06-2019.

Approved

E. Police Department Reports

[0293-19](#)

Subject: Communication from Police Chief requesting to present RPD Homicide & Gang Updates

Received and Filed

[0294-19](#)

Subject: Communication from Deputy Chief of Professional Standards requesting to present the Training Unit & Probationary Police Officer Report

Deputy Chief Weitzel gave an overview of the Training Unit & Probationary Police Officer Report which included: Probationary Officer Paladin resigned and returned back to his hometown of Chicago.

Deputy Chief Weitzel also informed the Commission of his pending retirement on 03-29-2019.

Received and Filed

[0295-19](#)

Subject: Communication from the Deputy Chief of Professional Standards requesting to present the Internal Affairs Report

Deputy Chief Weizel gave an overview of the Internal Affairs report which covered 12-05-2018 to 03-07-2019. He also introduced Lieutenant James Zuehlke who has transferred to the Internal Affairs Unit.

A suggestion was made by the Commission to change to heading STATUS to FINDING.

Received and Filed

[0296-19](#)

Subject: Communication from the Chief of Police requesting to present the Personnel Report

Deputy Chief Mark Schulz gave an overview of the Personnel Report which included retirement, resignation, new hire, both sworn and civilian, updates.

Received and Filed

OPEN SESSION

Approved

PROMOTIONS

Fire Department Promotions

Approved

Police Department Promotions

Approved

F. Next Meeting Date

June 24, 2019 at 4:00 pm

G. Adjourn

Meeting adjourned at 5:19 pm