



City of Racine

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

Meeting Minutes - Final

Police and Fire Commission

Monday, September 14, 2020

4:00 PM

Virtual

Call To Order

Commissioner Turner called the meeting to order at 4:10 pm.

Roll Call

Present:

*Commissioner Thomas Binger
Commissioner Angelina Cruz
Commissioner Carl Hubbard
Commissioner Robert Turner*

Excused:

Commissioner Rebecca Strommen

Commissioner Turner welcomed Carl Hubbard as the newest commissioner.

Also Present:

*Art Howell, Chief of Police
Steve Hansen, Fire Chief
Cory Mason, Mayor
Jennifer Williams, Deputy City Attorney
Kate Croteau, Human Resources Director
Emelia Lien, HR Generalist for Public Safety
Sharon Klumpp, Baker Tilly Representative*

Approval of Minutes

June 1, 2020 Minutes:

Minutes should reflect that Commissioner Binger was not absent as he was not sworn in until July 2020.

Moved by Commissioner Binger; Seconded by Commissioner Hubbard to approve the June 1, 2020 minutes as amended. Approved by All

August 8, 2020 Minutes:

Moved by Commissioner Binger; Seconded by Commissioner Cruz to approved the August 8, 2020 Minutes as written. Approved by All

PFC

0628-20

Subject: Communication from Mayor Mason requesting to present updates to the Police & Fire Commission

Mayor Mason gave an overview of expectations and business coming to the PFC over the next several months.

- Selection & Appointment of new Chief of Police
- Budget Process
 - City facing large deficit going into 2021
 - Hiring Freeze across the City; hoping to achieve savings through attrition rather than layoffs
- City to adopt equitable workforce plan
 - Will apply to Police & Fire
 - Inclusion in City departments
- Police Reform Taskforce
 - 1) Use of Force Policies,
 - 2) Oversight afforded to cities as it relates to police incidents
- Recommendations forthcoming
 - Deputy City Attorney Williams to provide presentation on rules, responsibilities, and role of the PFC
- Budget reduction in Police & Fire Departments as well as all City departments
 - City Council to review in October & November
- City to provide training and resources for PFC members in order to be an independent and fully functioning body

0630-20

Subject: Communication sponsored by Commissioner Turner requesting the HR Director meet with the Police & Fire Commission to discuss the recruitment and selection process for the Chief of Police.

Deputy City Attorney, Jennifer Williams, introduced.

Human Resources Director, Kate Croteau, introduced.

- Ms. Croteau presented options to move forward to fill the Chief of Police position
- Sharon Klumpp, Baker Tilly representative, was introduced and recommended by the City to assist with the selection process for the Chief of Police
- Ms. Klumpp provided a 5 Step Overview which included
 - a. Recruitment Brochure - Leadership opportunity based on the community
 - b. Recruitment - Outreach, despite challenges of current climate
 - c. Screening/Assessment of candidates
 - d. Presentation to PFC for interviews and determinations; Will be provided with discussion questions

Moved by Commissioner Binger; Seconded by Commissioner Turner to approve Baker Tilly. Approved by All.

0633-20

Subject: Communication from Commissioner Turner to review and discuss the Police & Fire Commission Bylaws.

Commissioner Turner advised that the PFC will be working with Deputy City Attorney Jennifer Williams to review and update the PFC Bylaws.

RFD

[0592-20](#)

Subject: Communication from the Fire Chief to provide the new PFC members background information on the department, our capabilities, and where we are at today.

Chief Hansen welcomed PFC members to reach out to him with any questions. The Chief also welcomed the PFC to an orientation/walkthrough of the Fire Department. Any interested PFC members can call or email the Chief to set up.

[0626-20](#)

Subject: Communication from the Fire Chief requesting dates for Fire Department applicant interviews in late October or early to mid November.

Chief Hansen requested the PFC to conduct Fire Department applicant interviews on November 9th or 16th (4-6 hours). Commissioner Turner noted that the PFC will work to be flexible to meet the Chief's request.

CLOSED SESSION

Moved by Commissioner Binger; Seconded by Commissioner Hubbard to move into Closed Session. Approved by All.

RFD

[0593-20](#)

Subject: Communication from the Fire Chief to request approval of promotions to fill vacancies.

Chief Hansen presented the following promotional candidates to fill vacancies left by retirements per the Collective Bargaining Agreement.

Leslie Ehlert to Captain

Jeffrey Ayres to Lieutenant

Alex Felde III to Captain

Joshua Weber to Lieutenant

Mark Polzin to Division Chief of Fire Prevention

Steve Dixon to Division Chief of Fire Suppression Training

Mike DeGarmo to Battalion Chief

Moved by Commissioner Binger; Seconded by Commissioner Hubbard to approve promotions as listed. Approved by All.

RPD

[0632-20](#)

Subject: Communication from Police Chief requesting to present promotional candidates for approval.

*Chief Howell presented the following for promotions:
Investigator Kristi Wilcox to Sergeant
Officer Peter Mueller to Investigator*

Moved by Commissioner Binger; Seconded by Commissioner Turner to approved the promotions as presented. Approved by All.

[0631-20](#)

Subject: Communication from the Chief of Police requesting to present the following 3rd Quarter reports:

- A. Gang & Homicide
- B. Internal Affairs
- C. Personnel
- D. Training Unit & Probationary Patrol Officer

Chief Howell reviewed the reports and addressed questions from commissioners.

For virtual meeting, the following reports will be emailed to the PFC; Internal Affairs, Personnel, Training Unit & Probationary Patrol Officer. All reports considered Received & Filed.

Moved by Commissioner Binger; Seconded by Commissioner Cruz to move into Open Session. Approved by All.

OPEN SESSION

The Police and Fire Commission may convene in Open Session to take action on any item discussed in Closed Session.

[0593-20](#)

Subject: Communication from the Fire Chief to request approval of promotions to fill vacancies.

Moved by Commissioner Binger; Seconded by Commissioner Hubbard to approve the promotions forwarded to the PFC from Fire Chief Hansen. Approved by All.

[0632-20](#)

Subject: Communication from Police Chief requesting to present promotional candidates for approval.

Moved by Commissioner Binger; Seconded by Commissioner Hubbard to approve the promotions forwarded to the PFC from Chief of Police Howell. Approved by All.

Next Meeting Date

Monday, December 7, 2020

Adjournment

*Moved by Commissioner Turner; Seconded by Commissioner Cruz to adjourn.
Approved by All.*

Meeting adjourned at 5:43 pm.