

Police Commission Meeting May 11, 2021 6:30pm Zoom

Present:

Mark Ferguson (Glendale Police Chief)

Joe Zancanaro (Chair)

Mary Viergutz (Commissioner)

Paul Kranz (Vice Chair)

Officer Abby Lorenz (Nicolet S.R.O.)

Bryan Kennedy (Mayor)

Tomika Vukovic (Secretary)

Eric Zentner (Commisioner)

Rob Cronwell (community member)

The meeting was called to order at 6:30pm

Minutes of March 23rd, 2021 were unanimously approved.

Elections:

Joe Zancanaro was the only nominee for Chairman, and he was elected unanimously.

Paul Kranz was the only nominee for Vice-Chairman, and he was elected unanimously.

Eric Zentner was the only nominee for Secretary, and he was elected unanimously.

Chief Ferguson gave his report:

He reported that GPD has been working on their accident reduction program; reducing crashes at major intersections through speed enforcement and neighbors calling about drivers running stop signs. It seems to be working well. GPD has also been working on their officer wellness program. EAP did some training. City did capital improvement fund for body and squad cameras. He hopes to get these operational within the month. Statistics: through end of April there were 5668 total calls; 30 motor vehicle thefts 70 retail thefts, 2100 traffic stops. The city hired a company called Matrix to do an operational study of the police department. They've been doing zoom interviews and now are meeting people in person. As part of this review, there will be a community Zoom meeting on policing Thursday, May 13th at 6pm on zoom. So far the chief is pleased with the feedback. They are hoping the study will be done by June, and it will be presented to the common council and to the police commission.

Tomika asked what “suspicious activity” means. The chief said it could be anything a person reports as suspicious (e.g. a car driving up and down the street).

Chief Ferguson mentioned that we have 3 vacancies in the department right now. The number-one candidate from the last round of interviews was hired and is in the FTO process. Another candidate approved in the last round of interviews has also been hired and has a start date of June 1st, subject to passing medical and psychological tests. The company the PD used in the past for written tests, Personnel Partners, is out of business. They are thinking of going with Stenard and Associates – cost is the same, about \$25 per test.

The chief talked about the fact that a Sergeant resigned, and one of the new hires will fill the empty slot on the force, but we don’t need to promote anyone yet to fill the supervisory vacancy. Paul asked when the 3rd position will be hired. The chief said this will be determined by arbitration in the next month or two. By July he expects to know if we can move forward. He also hopes to fill the community outreach officer position.

Joe introduced officer Abby Lorenz, Nicolet SRO and invited her to talk to the commission about her work at Nicolet. Officer Lorenz said she has the same schedule as the students, and her principal duty is student safety. Secondly she’s there for law and order. She works closely with the administration and makes referrals to student services (counselors) a lot. She interacts with students daily. She’s at lunch hour every day so students can see her more informally, if they’re not comfortable coming to her office. She said she has a good relationship with some of the students; they come to her for advice (not just about law enforcement issues). She said their numbers show they’re not there to make a lot of arrests; they try to avoid this. The chief added that since Jan 2018, there were 678 calls for service at Nicolet; only 44 resulted in juvenile arrest (which is 6%). The vast majority of students arrested were turned over to their parents right away. In none of these cases was there any use of force.

Mary asked about what the arrests were for. The chief said it was mostly disorderly conduct, marijuana possession, battery, fights, and one robbery. Officer Lorenz added that almost all of these are municipal charges; they get a court date with the city, not a criminal record. If they don’t have more police contacts for a certain period, judge wipes it off their record. Joe asked if it’s the same judge as for adults; Officer Lorenz said yes, it is. Mary asked if a commissioner could shadow officer Lorenz at Nicolet for a few hours and if there are problems at Nicolet with weapons or bullying. Officer Lorenz said she would welcome this and

she thinks Superintendent Kabara would have no problem with this. Joe suggested that shadowing the SRO could be incorporated into the Citizens' Police Academy.

Tomika asked about the statistics Chief Ferguson shared. About 6% of calls led to an arrest. She said that's 3 calls per week; why so few arrests? The chief said many of the calls may be a 911 misdial, medical problem, things that aren't necessarily a criminal matter. Officer Lorenz explained that statistically, a citation is the same as an arrest, but they don't handcuff and fingerprint students at the school; they just get a ticket.

Tomika asked if Officer Lorenz is involved in conversations that don't lead to arrest. Officer Lorenz said yes, she does at times. Often administrators meet with students and only call her in when it involves an arrest/ticket situation. She said her office is separate from the administrative office; she is only at administration meetings by invitation. Tomika asked if any of her calls for service are outside of school hours. She said no, unless she's working an after-school event. If it's after school hours (and not at an after-school event she's staffing) a regular Glendale Police officer will be dispatched. Mary asked if she is on patrol during the summer; she said, yes, she is. Joe asked what events she attends: she said home, varsity football games. They have a private security co. for basketball games. Paul asked if there's anything about the SRO program she would like to improve or see happen in the future that isn't happening now. Abby said officer DeJonge really set things up nicely, she is well supported at the PD and has a good relationship with the Nicolet school administration, so she sees nothing that needs changing.

Joe asked Eric to lead the discussion of the SRO MOU. Eric talked about the different versions, the one Dr. Kabara sent us and the one Tomika sent us and the fact that Mary thought some details of the former needed to be added to the latter, based on the recommendation of the city attorney. Mary said the city should have a template for what needs to be in these. Chief Ferguson mentioned there is a financial document we haven't seen that has language about start and end date, salary, termination, etc. Tomika mentioned that Dr. Kabara gave some suggestions, and she wants to share them with the commission.

Tomika said that Dr. Kabara had told her that the first two paragraphs of the MOU Tomika sent us are good and parallel to the existing MOU. Under heading #2, Dr. Kabara had said there's a school safety committee that meets quarterly but he didn't think we should have students and parents attend this because of privacy issues, but there could be some other forum for them.

Regarding #5, the daily activity report, Dr. Kabara was concerned about whether Officer Lorenz would have time for this? The chief was asked what is reported now? Chief Ferguson replied that she reports what PD needs for its reporting, like calls for service. Tomika said this daily reporting would be about transparency. She said maybe it doesn't need to be daily. It would be nice if she could report the positive things happening (not just negative). Officer Lorenz said she opens a call for classroom visits, so it's logged with any other calls, so there is a record of positive interactions. Mary said she believes school administrators give feedback, and these call logs are documents. Tomika suggested that the commission should get information on the annual program review. Paul agreed. The chief said this shouldn't be a problem. We decided to add to the MOU that this information should be shared with the police commission; this will help with transparency.

Regarding item #9, Arrests at school, Tomika said that Dr. Kabara wants the policy for the SRO consistent with police policy throughout the department. Chief Ferguson said that the PD has a duty to enforce state statutes, and reducing the power of one officer is a slippery slope, and that we can achieve the same thing through officer discretion. Tomika said she was worried about officer discretion. Chief Ferguson said they pick SRO's very carefully. Mary suggested this could be a statement about how a student is handled in a school situation. Paul said 8 and 9 are conveying a policing philosophy. Paul said schools shouldn't be a place where people have sanctuary from law enforcement. Eric said if there are racial inequalities, we need to deal with that, but we shouldn't water down the SRO and make them less of a police officer. Joe said we can't set school policy; if there's inequity there, we can't change that. Mary asked if there are school programs that deal with racial disparities. She asked if we could add some language about this to the MOU. Tomika said she would rather not because she didn't see it as really meaningful. Chief quoted the juvenile interactions policy: "promote best interests of child while protecting community . . ." Tomika said this should be in the MOU; it's a strong statement. Paul said it should be included that it's from the juvenile interactions policy.

Regarding items #10 and 11, Dr. Kabara said the school already has search policy. The chief said state law also regulates searches. Tomika said items 10 and 11 could be removed.

Regarding item #12. Tomika asked Chief if he had a problem with 12. Chief Ferguson said the P.D. has rules about questioning, but they don't wait until parent can be there. Eric said waiting for this this could result in the child being in

custody longer. The chief said he has a problem with limiting police officer's role different from what the law says.

Regarding item #17, we decided to remove this section because this is governed by open records laws and covered by the annual review.

For item #19, We discussed the fact that we already have SRO training and annual in-service in summer. Tomika wanted to make sure cultural competency is included. Abby said it is definitely included. The chief said we could include a statement that the officer permanently selected for SRO needs to have SRO training. Tomika suggested we could make an exception for a temporary replacement. Paul suggested that a replacement of ½ year or more would have to be by an officer who is enrolled in this training and working toward certification.

It was decided that Eric will incorporate the above modifications into the version of the MOU that Tomika sent us, highlighting the changes. Mary said we should keep language from the first MOU that makes the MOU specific about Nicolet High School and Glendale Police Department (rather than the generic language of the 2nd MOU). Mary also said we should keep the information on the last page of the first MOU, like the effective date, termination of agreement, modification, and program assessment. Paul mentioned that the dates are covered in the financial agreement, a separate document. Paul said he would like us to add the idea of a 360 review; annual assessment that comes back to the commission. Tomika said we should do the review at the end of the next school year (June, 2022). Joe suggested that the faculty are already asked about how they feel about school safety, and they could add students to this.

We then voted to go into closed session so the Chief could address the commission about a personnel issue

Joe moved that we go to closed session. Tomika seconded.

Motion passed.

Chief Ferguson then explained a personnel issue to the commission.

We then voted to go back into open session.

Paul moved we go back to open session. Mary seconded. Motion passed.

Joe asked how long Eric needs to combine the MOU info. He said he'd get it done by the end of week. We will meet (just about the SRO MOU) on May 17th at 5pm by Zoom.

Paul moved we adjourn. Mary seconded. Motion passed. Meeting was adjourned at 8:57pm.

Respectfully submitted, Eric Zentner, Secretary