

Meeting Minutes

Police & Fire Commission

March 13, 2007, 4:32 p.m.

Roll Call: Commissioners Judy, Meyer, Rice, Schleih and Taylor

Also Present: Police Chief Morris, Fire Chief Barnes, Alderperson Randy Stroik, Mayor Wescott, Police Captain James Dowling, Bernice Sevenich, Norm Meyers, Fire Fighter Keith Nickels

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2. Discussion, with possible action, Stevens Point Fire Fighters Local 484 grievance regarding Article 9, Scheduled Time Off.
3. Adjourn into executive session (approximately 4:45 p.m.) pursuant to Wis. Stats. ss. 19.85 (1) (b), (c), (e) and (f) for the following: a. Probationary firefighter/paramedic interview b. Updates on Police and Fire labor negotiations, mediation, arbitration and personnel issues
4. Reconvene into open session (approximately 5:15 p.m.) for possible action on item numbers 3(a) and 3(b).
5. People to be heard and announcements
6. Approval of Minutes - February 13, 2007
7. Confirmation of Bills
8. Acceptance of retirement letter from Deputy Chief Jay Gordon
9. Acceptance of retirement letter from Captain Scott Rifleman
10. Fire Chief's Report
11. Minimum annual base salaries of non-represented personnel in Police and Fire Departments
12. Donation - Police Department
13. Police Chief's Report
14. Adjournment

2. Discussion, with possible action, Stevens Point Fire Fighters Local 484 Grievance regarding Article 9, Scheduled Time Off.

A short discussion was held regarding the circumstances involving the grievance of two Fire Department employees unable to use vacation time by the end of the calendar year due to injuries or illness and the request to carry that time over to the next calendar year. Both employees were off of work before and after the scheduled vacation time. The request is consistent with Article 9 - Scheduled Time Off, unusual circumstances.'

The sick-time period, whether due to injury or illness, is clearly documented by appropriate medical authority.

The period of vacation in contest had been scheduled during the normal vacation scheduling period in late 2005 per contract.

Individuals were on a bone fide sick absence both before and after the prior scheduled vacations.

The action of the Chief to deny the grievance was consistent with provisions of the contract in effect at the time of the occurrences.

This grievance action does not constitute a precedence. Any subsequent requests for "vacation changes" will be in accordance with the contract in effect at the time of the occurrence and require approval of the Chief, SPFD.

The recommendations of the Commission have been forwarded to the Mayor and Personnel Office for their approval and action to adjust the official records.

Commissioner Meyer moved, seconded by Commissioner Taylor, to approve the acceptance of the grievance. The grievance will be forwarded through the appropriate city channels for final resolution.

Ayes, all; nays, none. Motion carried.

3. Adjourn into Executive Session (approximately 4:45 p.m.) pursuant to Wis. Stats. ss. 19.85 (1) (b), (c), (e) and (f) for the following:

A. Probationary Fire Fighter/Paramedic interview.

B. Updates on Police and Fire Labor negotiations, medication, arbitration and personnel issues.

Commissioner Schleih moved, seconded by Commissioner Meyer, to adjourn into Executive Session.

Roll call: Ayes: Commissioners Judy, Meyer, Rice, Schleih and Taylor

Nays: None. Motion carried.

4. Reconvene into open session (approximately 5:15 p.m.) For possible action on item numbers 3(a) and 3(b).

Commissioner Rice moved, seconded by Commissioner Taylor, to reconvene into open session for possible action.

Roll call: Ayes: Commissioners Judy, Meyer, Rice, Schleih and Taylor

Nays: None. Motion carried.

Commissioner Meyer moved, seconded by Commissioner Schleih, to approve Fire Fighter/Paramedic Keith Nickels to regular status following the successful completion of his probationary period.

Roll call: Ayes: Commissioners Judy, Meyer, Rice, Schleih and Taylor

Nays: None. Motion carried.

5. People to be heard and announcement

None.

6. Approval of Minutes - February 13, 2007

Commissioner Meyer moved, seconded by Commissioner Schleih, to approve the minutes of February 13, 2007.

Ayes, all; nays, none. Motion carried.

7. Confirmation of Bills

Commissioner Meyer moved, seconded by Commissioner Taylor, to accept the confirmation of the February 2007 bills.

Ayes, all; nays, none. Motion carried.

8. Acceptance of retirement letter from Deputy Chief Jay Gordon

Commissioner Meyer moved, seconded by Commissioner Taylor, to accept the retirement of Deputy Chief Jay Gordon.

Ayes, all; nays, none. Motion carried.

9. Acceptance of retirement letter from Captain Scott Rifleman

Commissioner Rice moved, seconded by Commissioner Meyer, to accept the retirement of Captain Scott Rifleman.

Ayes, all; nays, none. Motion carried.

10. Fire Chief's Report

Chief Barnes reported:

- **The Chief updated the Commission on the status of Station # 2 by showing a Power Point presentation.**
- **There were 55 initial entry level applicants. Forty-one (41) of those applicants have met the minimal requirements and will move into the CPAT testing process. The current time line will provide the Department with their list of passing applicants on May 11th. Interviews will begin immediately after receipt of the list. The current eligibility list expires on August 15th.**
- **A conditional offer of employment was made to the next applicant on the eligibility list.**
- **The Chief has requested permission to fill the pending vacancy of retiring Captain Scott Rifleman.**
- **The captain's promotional examination is scheduled for March 28th at 9:00 a.m.**
- **The chief is requesting the assistance of Dr. William Meyer to provide an exit interview for retiring Deputy Chief Gordon and Captain Scott Rifleman.**

Commissioner Meyer moved, seconded by Commissioner Taylor, to accept the Fire Chief's Report for February 2007.

Ayes, all; nays, none. Motion carried.

11. Minimum annual base salaries of non-represented personnel in Police and Fire Departments

Captain Dowling commented on the management pay plan and expressed appreciation to the commission for taking action. He further stated that since at least 1997 he has heard comments from the City Council and Personnel Committee that there is a need to readdress the management pay plan, however no action has ever been taken. The management pay plan has also been an issue any time there has been a promotion because if a lieutenant were to start at the minimum salary range he would never break even and it would take a captain eight years to break even if you start at the starting salary.

Captain Dowling listened to what was said at the committee meetings the prior evening and noted everyone spoke with logic, not emotion, which he was pleased to see. There seems to be a recognition that the pay plan needs to be addressed, however unless the matter is pursued with diligence during the next few months, the situation will remain the way it has been for the past ten years. He further pointed out that five of the six management officers will be retiring within the next three years and that all are counting their final three years or will begin to do so next year. It is important to address this issue quickly since these people who have been uncompensated in the current plan will gain some benefit from an adjusted plan.

Commissioner Meyer moved, seconded by Commissioner Taylor, to move forward the memo entitled "Minimum Annual Base Salaries of Non-represented Personnel in Stevens Point's Fire Department and Police Department" to the Mayor and the Personnel Committee for their consideration with a change to motion #2 as discussed.

Ayes, all; nays, none. Motion carried.

12. Donation - Police Department

Commissioner Meyer moved, seconded by Commissioner Rice, to approve a \$100.00 donation from Maybelle Erickson to the Safety Cadet Account.

Ayes, all; nays, none. Motion carried.

13. Police Chief's Report

Chief Morris reported:

- **Three of the new officers completed their first month on the street and all seem to be making normal progress. The fourth officer is doing well at the academy and is scheduled to graduate in early April.**
- **Crime continues, but the big news of February and the beginning of March has been winter weather. In reviewing activity for the first two months of the year it should be noted enforcement related activities are down as compared to previous years.**
- **The Department has completed a two year drug investigation in conjunction with the Portage County Sheriff's Department and the Central Wisconsin Drug Task Force. The investigation resulted in 23 arrest warrants and 40 summons and citations were issued. In total over 77 defendants were involved.**
- **Dennis Laidlaw, City DPW Fleet Manager, received council approval of the plan to purchase six used, unmarked vehicles.**
- **The Comptroller/Treasurer and the Mayor have agreed to include the plan to purchase and install the in-squad video system in all marked squads as part of the City's upcoming short term borrowing plans.**
- **The long-term hotel/motel room tax committee rejected the Department's request for funds to support overtime to provide security at community-wide special events.**
- **Other matters of interest:**
- **Police union negotiations are progressing very well.**
- **The AFSCME contract was approved by both parties and negotiations will soon begin for the successor contract for 2007/2008.**

Commissioner Taylor moved, seconded by Commissioner Meyer, to approve the Police Chief's report for February, 2007.

Ayes, all; nays, none. Motion carried.

14. Adjournment

The meeting adjourned at 6:00 p.m.

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