

SPECIAL JOINT FINANCE AND PERSONNEL COMMITTEE OF THE WHOLE NOV 13, 2017

The meeting was called to Order by Ald. Smith at 7:00 p.m. with the following Roll Call:

Members Present: Ald. Smith, Ald. Frings, Ald. Olson, Ald. Forster, Ald. Henkel

Members Absent: Ald. Toellner

Others Present: Mayor Boelk, Mike Kurutz, Chief Ryan Vossekuil, Lois Krueger, Sara Decker

Item #2 Discuss/Recommend creating Police Lieutenant position.

A. Position description

Chief Vossekuil budgeted for 8 full time police officers; Chief, Captain and 6 officers (with one being a detective). For the last 30 years it was Chief, Captain and a variable # of officers. He is proposing to create a Lieutenant in lieu of a Captain. The Lieutenant will work an afternoon shift from 2pm-10pm. This will provide some overlap with the Chief to share information and discuss issues. The second shift supervisor will help them focus on leadership/management/training. He wants it to be a non-union position due to the union officer's work schedule. A tenured union officer, after vacation only works 137 days/year on 12 hour shifts. A non-union supervisor would work 235 days/year. Ald. Olson questioned if the Chief would appoint the Lieutenant. Chief Vossekuil indicated he would appoint and the PFC will confirm. Ald. Olson also questioned a resolution with a PM non-union position. Chief Vossekuil would request some flexibility due to training and coverage needs. They also would work out a plan to alternate weekend coverage. Ald. Smith noted that 2 supervisors are needed and that it can be reviewed in summer to see how things are going. The position is already in the budget. The difference between a Captain and Lieutenant were noted. The Chief would continue to do administrative work and the Lieutenant would be on the road working with the officers. It was noted that the Lieutenant will be trained to cover for the Chief as well. The Chief currently works from 7:30am-4:30pm or later. Ald. Frings, Forster and Henkel all indicated they agreed with the position.

Motion by Ald. Frings, second by Ald. Smith to create a Police Lieutenant position. Motion carried 5-0

B. Position Salary

Ald. Smith looked at the salary and discussed it with Lois. He is suggesting \$67,200 which takes into account a veteran officer's pay with longevity as well as allows for raises in the future. This number fits in the budget. Ald. Olson questioned a second shift premium. This would not apply to supervisory officers. It is salary, not hourly. The Lieutenant will be posted as second shift. Ald. Smith noted that Chief/Lieutenant are on duty 24 hours per day and need to be available by phone for questions. It was noted that this is the Chief's department and the Mayor is the executive. Lois agrees that it is reasonable. Chief Vossekuil is also comfortable with the number. Ald. Olson noted that they want to get working on the schedule for next year. Chief Vossekuil would recommend the position starting January 1st. They have a good plan in place for the rest of the year. PFC will be meeting on the 28th. Chief Vossekuil questioned if it would be acceptable to post the position immediately before the Council meeting. The committee and Mayor noted they were fine with that. Ald. Smith noted if they promote from within then they will need a new officer to fill the position left by the Lieutenant. If they do not promote from within then they wouldn't need an officer.

Motion by Ald. Olson, second by Ald. Frings to approve the proposed salary at \$67,200. Motion carries 4-1 (Ald. Forster voted no).

Item #3 Adjournment.

Motion by Ald. Olson, second by Ald. Henkel to adjourn at 7:20 p.m. Motion carried unanimously.

Sara Decker, City Clerk