

VILLAGE OF GERMANTOWN
N112 W17001 MEQUON ROAD
GERMANTOWN, WI 53022

MEETING: **PUBLIC SAFETY COMMITTEE**

DATE AND TIME: **MONDAY, November 6, 2017** **5:30 p.m.**

LOCATION: **VILLAGE HALL BOARD ROOM**
N112 W17001 MEQUON ROAD

- I. **CALL TO ORDER:** This meeting has been given public notice in accordance with Wisconsin Statutes, Section 19.83 and 19.84 in such form that will apprise the general public and news media of subject matter that is intended for discussion and action.
- II. **ROLL CALL:** Chairperson Hughes, Trustees Warren, Campbell and Myers.
- III. **PUBLIC COMMENT:** *Please be advised per State Statute Section 19.84(2), information will be received from the public. It is the policy of this municipality that there be a three-minute time period, per person, with time extensions per the Chief Presiding Officer's discretion; be further advised that there may be limited discussion on the information received. However, NO ACTION will be taken under public comments.*
- IV. **APPROVAL OF MINUTES:** October 2, 2017 Regular Meeting
- V. **REPORTS:**
- A. Police Department
 - 1. Monthly
 - B. Fire Department
 - 1. Monthly
 - C. Overtime Reports
 - 1. Police Department
 - 2. Fire Department
 - D. Policy Updates
 - 1. Police Department: None
 - 2. Fire Department: None
- VI. **UNFINISHED BUSINESS:**
- A. Speeding Traffic Concerns on Hilltop Drive Between Appleton Ave. and Mequon Rd and on Willow Creek Rd. – Police Department
- VII. **NEW BUSINESS:**
- A. Replacement of Police Officer
 - B. Updating Ambulance Billing Rates
 - C. Updating Village Burning Ordinance
- VIII. **NEXT MEETING:** Set December 2017 Meeting Date and Time

IX. **ADJOURNMENT:**

UPON REASONABLE NOTICE, efforts will be made to accommodate the needs of disabled individuals through appropriate aids and services. For additional information or to request this service please contact the Village Clerk at (262)250-4740 at least 2 days prior to the meeting.

NOTICE is given that a majority of the Village Board may attend this meeting to gather information about an agenda item over which they have decision making responsibility. This may constitute a meeting of the Village Board per State ex rel. Badke v. Greendale Village Board, even though the Village Board will not take formal action at this meeting.

MEETING MINUTES
PUBLIC SAFETY COMMITTEE MEETING
OCTOBER 2, 2017
GERMANTOWN VILLAGE HALL BOARD ROOM

CALL: The meeting was called to order at 5:30 p.m. by Acting Chairman Warren.

ROLL CALL: Acting Chairman Warren, Trustees Campbell and Myers. Chairman Hughes was absent and excused.

Also present were Police Chief Hoell, Fire Chief Weiss, and Deputy Fire Chief Delain.

PUBLIC COMMENT: No discussion.

APPROVAL OF MINUTES: a motion was made by Campbell, seconded by Myers, to approve the minutes of the September 18, 2017 Public Safety Committee Meeting. Motion carried unanimously.

POLICE DEPARTMENT MONTHLY REPORT: Chief Hoell reported on the following:

- Updated the committee on staffing with one retirement (Borden) and one resignation (Dieringer)
- K9 training is currently underway
- Myers questioned whether the officer candidate list was still current, Hoell advised it was

FIRE DEPARTMENT MONTHLY REPORT: Chief Weiss reported on the following:

- Department response times are very good and above the national average
- 2 cardiac arrest saves and 2 significant stroke patients transported to CMH within the allotted timeframe
- House fire on Blackstone Creek
- Interviews pending for applicants of the administrative assistant position
- Engine 64 had a mechanical issue which resulted in a fire when the priming motor seized, new parts on order and it should be back in service by the end of the week

POLICY UPDATES: none.

OVERTIME REPORTS:

Police Department – Hoell stated overtime is tracking well, 2 of the 3 new officers are now on their own.

Fire Department – Weiss stated their overtime is also tracking well with no unusual usage.

UNFINISHED BUSINESS: none.

Myers noted that “Speeding and Traffic Concerns on Hilltop Drive between Appleton Ave. and Mequon Rd and on Willow Creek Road” should be placed on next month’s agenda under Unfinished Business.

NEW CLASS B FERMENTED MALT BEVERAGE AND INTOXICATING LIQUOR LICENSE APPLICATION FOR MARKO’S PIZZA II INC, W156 N9664 PILGRIM RD. KEN UBERT, AGENT, (CURRENTLY HAS CLASS B FERMENTED MALT BEVERAGE LICENSE): Hoell and Weiss advised there were no objections to this license application from the police and fire departments. A motion was made by Myers, seconded by Campbell, to forward this license application to Village Board with a recommendation of approval, motion carried unanimously.

NEW CLASS B FERMENTED MALT BEVERAGE AND CLASS C WINE LICENSE APPLICATION FOR STIX GOLF ENTERTAINMENT, W164 N11271 SQUIRE DR., DANIEL HUGHES AND RYAN HUGHES: Hoell and Weiss advised there were no objections to this license application from the police and fire departments. A motion was made by Myers, seconded by Campbell, to forward this license application to Village Board with a recommendation of approval, motion carried unanimously.

REQUEST TO REPLACE POLICE OFFICER POSITION – POLICE DEPARTMENT: Hoell advised that the department was requesting to fill the vacancy created by the retirement of Officer Borden. A motion was made by Campbell, seconded by Myers, to approve the request to fill the vacant police officer position. Motion carried unanimously.

NEXT MEETING: Warren advised next month's Public Safety Meeting would be held on Monday, November 6, 2017 at 5:30 p.m. in the Village Hall Boardroom.

ADJOURNMENT: There being no further business, the meeting was adjourned at 5:49 p.m.

Recorded by,

Julie L. Barth
Secretary

BUSINESS OF THE PUBLIC SAFETY COMMITTEE
GERMANTOWN, WI

MEETING DATE: 11-06-2017

AGENDA ITEM: Policy Updates

ITEM TITLE: Policy Updates

SUBMITTED BY: Capt. Mike Snow

SUMMARY EXPLANATION:

Updates to the following polices:

4.02 Disciplinary Procedures

ATTACHMENT: ORDINANCE_____ RESOLUTION_____ OTHER_____

RECOMMENDATION:

BOARD ACTION:



POLICY & PROCEDURE

GERMANTOWN POLICE DEPARTMENT

SUBJECT: **DISCIPLINARY PROCEDURES**

SCOPE: All Department Personnel
DISTRIBUTION: Policy & Procedure Manual

REFERENCE: WI State Statute: 62.13(5), Chapter 164

NUMBER: 4.02
ISSUED: XX/XX/2017
EFFECTIVE: XX/XX/2017
☐ RESCINDS
☐ AMENDS
WILEAG 4TH EDITION
STANDARDS: 4.2.1, 4.2.2, 4.2.3,
4.2.4

INDEX AS: Counseling
Disciplinary System

PURPOSE: The purpose of this Policy & Procedure is to establish a disciplinary system to include procedures and criteria for the use of counseling and disciplinary actions in the interest of maintaining order within the Germantown Police Department and ensuring citizen trust. Levels of discipline include counseling, verbal reprimand, written reprimand, suspension, demotion, and dismissal.

This Policy & Procedure consists of the following numbered sections:

- I. PRINCIPLES OF DISCIPLINE
- II. COUNSELING AS A FUNCTION OF DISCIPLINE
- III. LEVELS OF DISCIPLINE
- IV. AUTHORITY TO USE DISCIPLINE
- V. APPEAL PROCEDURES
- VI. LIEUTENANTS RESPONSIBILITY
- VII. COMMAND STAFF RESPONSIBILITY

I. PRINCIPLES OF DISCIPLINE

- A. Discipline is the process by which the Department ensures that each employee's conduct conforms to the standards of decorum and performance set by the Department. Disciplinary action against subordinates is granted and outlined by WI State Statute 62.13(5).

In the Germantown Police Department these standards are generally set forth in this Policy & Procedure as well as other Policy & Procedures. Standards may also be set by Code of Conduct, Special Order, Standard Operating Procedure, and memorandum or any other written directive approved by the Chief of Police.

- B. Discipline can take two forms of action:

1. Positive Action - When a violation occurs and a supervisor attempts to deal with the employee's misconduct through encouragement and persuasion, such as counseling and/or training.
2. Discipline - This is punishment of the employee for misconduct and can include an oral or written reprimand, suspension, demotion, or discharge.

- C. When carrying out the process of discipline, the following principles must be adhered to:

1. Whether the employee could reasonably be expected to have had knowledge of the probable consequences of the alleged conduct;
2. Whether the rule or order that the employee allegedly violated is reasonable;
3. Whether before filing the charge against the employee, the supervisor made a reasonable effort to discover whether the employee did in fact violate a rule or order;
4. Whether the effort described under sub. (3) was fair and objective;
5. Whether the supervisor discovered substantial evidence that the employee violated the rule or order as described in the charges filed against the employee;
6. Whether the supervisor is applying the rule or order fairly and without discrimination against the employee; and
7. Whether the proposed discipline reasonably relates to the seriousness of the alleged violation and to the employee's record of service with the Department.

- D. Supervisors will not reprimand subordinates in the presence of others of subordinate rank, civilian employees, or the public. This rule does not preclude a supervisor from immediately correcting the performance of a subordinate whenever it is necessary.

- E. Supervisors shall recognize the rights of employees and employ procedural safeguards to an employee requiring discipline.

II. COUNSELING AS A FUNCTION OF DISCIPLINE

- A. The use of the counseling function within the disciplinary system is intended to provide the supervisor with an opportunity to bring noted deficiencies to the employee's attention.
- B. The supervisor should employ the counseling function to firmly advise the employee of the need to improve their performance, work habits, behavior or attitude.
- C. The counseling of the employee should serve as a firm warning to the employee against further repetition of the conduct in question.
- D. Supervisors should use the occasion to identify and define the areas needing improvement and inform the employee as to how much improvement is expected to be realistically achieved.
 - 1. If the counseling efforts of the employee's supervisor fail to bring about a remedy to the perceived problem, and the employee's unsatisfactory performance continues, one of the following steps may need to be considered:
 - a) Remedial training;
 - b) Punitive action; or if appropriate;
 - c) A referral to outside counselors, as appropriate.
 - 2. Supervisors will, in all cases, document all employee counseling sessions, including the results using Germantown Police Department Form GPD-3 (Germantown Police Department, Supervisory Notes, Counseling Record).
 - 3. This documentation will be discarded after 6 months if no similar infractions occur. If the performance does not improve by the review date, the form may be placed in the member's file and will be used to support the administrative action management deems appropriate in order to correct the performance deficiency.
 - 4. Any documentation will indicate the details of performance that required the counseling, the intended purpose of the counseling, and the supervisor's observation of any effect that the counseling may have had on the employee.

III. LEVELS OF DISCIPLINE

- A. The level of discipline taken in any instance shall be determined by the seriousness of the misconduct and by the extent of wrongdoing or injury to any person.

It shall also be commensurate with the circumstances surrounding the total incident and the employee's service record, including prior sustained instances of misconduct. When an employee's misconduct is similar or identical to previous cases of his or her misconduct, the level of discipline shall be more severe than the previous offense.

- B. The three levels of disciplinary action are as follows:

1. Minor Infraction

- a) A minor infraction is defined as a minor violation of rules, policies, and procedures, which will not discredit the Department or employee.
- b) A minor infraction shall be handled by any supervisor with counseling and/or training; or by discipline through an oral reprimand or written reprimand.

2. Serious Infraction

- a) A serious infraction is defined as a violation of rules, policies, and procedures, which might discredit the Department or one of its employees. A record of minor infractions shall be handled at this level also.
- b) A serious infraction shall be handled by the Chief or Captain; and discipline shall range from a written reprimand up to a suspension and/or demotion.

3. Major Infraction

- a) A major infraction is defined as a violation of rules, policies, and procedures, which discredits the Department, threatens the Department's integrity, adversely affects the Department's efficiency, or adversely affects the employee's ability to perform their assignment. A record of infractions shall be handled at this level.
- b) A major infraction shall be handled by the Chief or Captain and range from a suspension and/or demotion to dismissal.

4. These three levels are guidelines only. The Chief may take discipline outside these guidelines when circumstances are present to warrant deviation.

- C. If an incident of employee misconduct results in discipline (oral reprimand, written reprimand, suspension, demotion, termination), the action shall be documented in written format.

1. The notice shall state the reason and effective date of the discipline.

2. The employee shall receive a copy; and the original shall be placed in the employee's personnel file.
 3. The employee shall also be informed of his/her appeal rights.
- D. Permanent employees may be discharged for just cause.
 - E. Probationary employees may be discharged or their probationary period extended for an additional one (1) year at any time during the probationary period without cause.
 - F. In disciplinary actions, sworn employees shall be afforded their rights and safeguards as outlined in WI. State Statutes, Chapter 164: Law Enforcement Officer's Bill of Rights; also refer to Policy & Procedure 4.03: Citizen Complaints/Internal Affairs.

IV. AUTHORITY TO USE DISCIPLINE

- A. Counseling and/or training – A Detective Sergeant or higher rank
- B. Verbal reprimand - A Detective Sergeant or higher rank
- C. Relieved from duty with pay pending consultation with the Chief or his/her designee – A Detective Sergeant or higher rank
- D. Written reprimand – A Detective Sergeant or higher rank
- E. Suspension with or without pay - Chief of Police/Police and Fire Commission
- F. Demotion - Chief of Police/Police and Fire Commission
- G. Discharge - Chief of Police/Police and Fire Commission

V. APPEAL PROCEDURES

- A. Non-sworn union employees may appeal disciplinary action through the Labor Agreement Grievance Procedures.
- B. Non-sworn non-union employees may appeal disciplinary action through the Grievance Procedure in the Village of Germantown Employee Policy Manual.
- C. Sworn employees have the right to request a hearing before the Police and Fire Commission for disciplinary action resulting in suspension, demotion, or dismissal. Other forms of disciplinary action may be appealed through the Labor Agreement Grievance Procedures.

VI. LIEUTENANT AND DETECTIVE SERGEANTS RESPONSIBILITY

- A. Every Supervisor has a responsibility for knowing and practicing the procedures established by the Germantown Police Department to deal with employee behavior which is contrary to expectations. If supervision fails to follow the above stated procedures or is not conforming to expected behavior patterns, the Supervisor shall be subjected to discipline.
- B. Supervisors are responsible for carrying out the directions of the Chief of Police of the Germantown Police Department. Direction is an implicit task of supervision. Such direction is effected through formal written directives, verbal directives, and interpersonal relationships between supervisors and subordinates. Leadership is also an important part of all supervisory personnel.
- C. The Germantown Police Department recognizes that leadership can occur only when each member of the Department in a position of authority understands the responsibilities and knows the limits of authority to complete assigned tasks. Failure to carry out responsibilities will render the Department ineffective.
- D. It is the Supervisors responsibility to provide the impetus for directing personnel and other Department resources toward the attainment of Department expectations. Supervisors are granted the authority to carry out these responsibilities and by the same token, are held accountable for the completion of such tasks.
- E. Supervisors must realize that their activities must be:
 - 1. Authorized;
 - 2. Departmentally authorized by written directives or Policy & Procedures; and
 - 3. Understood by everyone in the agency;
- F. Supervisors are responsible for completing the following documentation regarding disciplinary matters: (Dependent on the situation).
 - 1. Investigative Report, if warranted.
 - 2. Written suggestions for performance improvement. This report must be approved by the Chief of Police prior to signing by the Officer and Supervisor involved in the plan.
 - 3. If a verbal warning is given, documentation of this warning must be completed and provided to the Chief of Police or his/her designee. (See II C above.)
- G. The employee shall be given a copy of the disciplinary action documentation; and the original shall be placed in the employee's personnel file.

VII. CAPTAIN RESPONSIBILITY

- A. Captains are responsible for the Supervisors of the Department and the performance of their duties. It is the responsibility of the Captain to ensure that Supervisors are carrying out the goals and objectives of the Chief through the activities of line personnel.
- B. Captains are responsible for the orderly day-to-day operations of the Department. Captains review the activities of Supervisors and line personnel on a continual basis, assuring adherence to Department Policy & Procedures, directives, and memorandum.
- C. In discipline matters the Captain reviews the actions of Supervisors and ensure the level of discipline applied is appropriate in each instance.

Captains ensure that Supervisors have properly documented all matters of disciplinary concern to the Department. Once each instance has been completed to command staff's satisfaction, Captains are responsible for forwarding appropriate reports to the Chief.

Captains are also responsible for making recommendations to the Chief, which deal with levels of discipline beyond their authority (i.e., demotion, suspension, and dismissal).

- D. Captains are granted the authority to carry out the requirements of this Policy & Procedure. Captains are held accountable to the Chief for their actions and the actions of their subordinates.

Peter G. Hoell
Chief of Police

This Policy & Procedure cancels and supersedes any and all written directives relative to the subject matter contained herein.

Initial XX/XX/2017

see Larry w/questions

COMMITTEE AGENDA ITEM

REQUEST FORM

I, Trustee Warren hereby request that the following item(s) be placed on the next agenda of the Public Safety Committee, for consideration and action:

ITEM REQUESTED:

Updates on Speeding on Hilltop and Willow Creek Rd.

DISCUSSION/REASON:

Status of Speed Checks from Police Chief.

Dated this 3 day of October, 2017

Robert L. Wane
Signature of Trustee

Received: _____

By: _____

Revised: 4/25/00

PUBLIC SAFETY COMMITTEE

GERMANTOWN, WI

MEETING DATE: November 6th, 2017
AGENDA ITEM: New Business
ITEM TITLE: Replacement of Police Officer
SUBMITTED BY: Chief Peter Hoell 

SUMMARY EXPLANATION: On September 30th, 2017, P.O. Brandon Dieringer resigned from the Germantown Police Department after 4 months of service.

Attached you will find a staff study completed by Jackson PD in 2016, and the Employee Vacancy Justification Worksheet. You will also find a 2012 Law Enforcement Agency comparable chart for Washington, Ozaukee, Milwaukee and Waukesha counties. This document is 5 years old and has not been updated. The numbers are still close to current numbers. Even though I feel the police department is a very effective police agency, we are by no means staff heavy. Studying comparables, we are generally on the low to medium end.

2017 starting pay of an officer is \$55,873.79. For 2017 at full patrol officer staffing, there will be 6 officers assigned to each shift.

The patrol officer position is thin. Our minimum staffing is such that on dayshift we utilize support services staff to help with patrol as needed. Second and third shifts routinely have time periods where all squads are busy and the other agencies are not available for mutual aid. The second shift detective routinely goes out on the road to help where needed.

The 3 detectives are broken down as 2 general investigators and 1 detective sergeant. Our annual reports highlight our high activity in this section of the PD and there is no room for cuts to staffing.

The SRO's are largely funded by the school district and any cuts would result in patrol staff now responding to the schools for calls for service.

This leaves the drug officer position. The drug officer is assigned from the patrol unit on a 2-year assignment with the possibility of a 1 year extension. The maximum assignment therefore would be 3 years. After reviewing our 2016 final November monthly report, I think you will find this position to be highly productive. I would also like to note that Germantown continues to experience drug overdose deaths and a spike in prescription abuse.

The bottom line is that a loss of a sworn position will be the loss of 2080 plus hours of police work in a year. As I first stated, this department has been effective and efficient with the staff we have. If our officer-to-population ratio were higher, a reduction could be more easily absorbed.

Regardless of the decision to replace this position, the police department will strive to maintain "Excellence in Police Service" for the Germantown residents and for those who work and visit.

Attached are the Employee Vacancy Justification Worksheet, 2012 Police Agency Comparables, the Organizational Chart (effective July 1, 2015) and job description for officers.

ATTACHMENT: ORDINANCE _____ RESOLUTION _____ OTHER x

RECOMMENDATION:

For the Public Safety Committee to approve filling the police officer vacancy.

EMPLOYEE VACANCY JUSTIFICATION WORKSHEET

All positions left vacant by retirement, quitting, or termination need to complete the following worksheet before the vacant position may be advertised or filled. This worksheet shall not pertain to temporary, seasonal, and sworn public safety employees.

Vacancy Justification Worksheet

Position to be filled: **Police Officer**

Department: **Police Department**

Pay: **Annual Starting Pay: \$55,873.79**

How long were the previous personnel in position: **1 Year**

Deferred for a period of time? Yes ☐ No: ☒

Why: After 4 months of field training, PO Brandon Dieringer resigned on Saturday September 30th 2017. He advised he did not take into consideration how being a Police Officer would impact his personal life.

Attached you will find a staff study completed by Jackson PD in 2016. You will also find a 2012 Law Enforcement Agency comparable charts for Washington, Ozaukee, Milwaukee and Waukesha counties. This document is 5 years old and has not been updated. The numbers are still close to current numbers. Even though I feel the police department is a very effective police agency, we are by no means staff heavy. Studying comparables, we are generally on the low to medium end.

Transferred or shared with existing staff: Yes ☐ No: ☒

Why: **Same as above.**

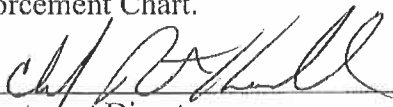
Consolidated with another position? Yes ☐ No: ☒

Why: **No other position to consolidate with.**

Privatized/Contractual?: Yes ☐ No: ☒

Why: **Same as above**

** Attach current job description and department organizational chart and Full-time Law Enforcement Chart.



Department Director

10-11-17

Date

Signature/approval

A handwritten signature in black ink, appearing to be 'S. M. M.', written over a horizontal line.

Village Administrator

Signature/Approval

10.12.2017

Date

JOB TITLE Officer Assigned to Patrol

ORGANIZATIONAL UNIT Patrol Officer

ORGANIZATIONAL RELATIONSHIP

Reports to Shift Commander

SPECIFIC DUTIES AND RESPONSIBILITIES

An officer assigned as Patrol Member shall have the following duties and responsibilities:

1. Deter or detect unlawful activity by effective patrol of assigned areas, either on foot or in an automobile.
2. Investigate assigned incidents, completing formal police reports to document facts and to provide an official record of the incident.
3. Provide assistance to victims (eg., crime, accident, fire, etc.) to safeguard their health and well-being.
4. Maintain physical fitness to enable self to perform strenuous activity as required.
5. Check the premises of businesses, industries, and/or residences in patrol area for signs of break-in or other irregularities in order to protect persons and property.
6. Respond to citizen requests for information promptly and courteously, maintaining good public relations.
7. Enforce state statutes and village ordinances.
8. Enforce traffic laws and ordinances by stopping/citing violators to ensure compliance with traffic laws and to promote safe driving habits.
9. Promptly answer radio calls from the radio dispatch center and respond as quickly and safely as possible. Such assignments will include but are not limited to the following:
 - a. Traffic accident investigation.
 - b. Criminal incidents/investigations.
 - c. Miscellaneous service calls.

- d. Collection and preservation of evidence at any crime or accident scene.
- 10. utilize non-assigned service time for criminal and traffic preventive patrol.
- 11. Maintain equipment and uniform in a neat orderly fashion and maintain a groomed appearance in compliance with applicable Standard Operating Procedures.
- 12. Inspect the assigned police vehicle for required equipment and any unreported damage prior to leaving the police compound.
- 13. Execute arrest and search warrants, issue warning notices and parking and traffic citations.
- 14. As required, appear in court to give sworn testimony, knowledge and/or observations.
- 15. Be alert for conditions affecting the safe and expeditious use of the roadways within the assigned beat. Take remedial measures when these conditions are adverse.
- 16. Participate in Department-sponsored inservice training in order to maintain and enhance professional skills and knowledge.
- 17. Prepare criminal complaints, fingerprint cards, reports and photographs in conjunction with arrests.
- 18. Maintain a working knowledge of all Police Department rules, regulations, Standard Operating Procedures and General Orders.
- 19. Perform related work as required.

DESIRABLE SKILLS, KNOWLEDGE AND ABILITIES

Must meet all of the requirements established by the Police and Fire Commission.

Basic certification from Wisconsin Training and Standards as "police officer".

Ability to react quickly and effectively to problem situations.

Appendix D-4

Ability to exhibit initiative, problem solving capacity, effective judgement, and imagination in coping with complex situations.

Ability to demonstrate mature judgement in deciding to make an arrest, give a warning, or use force.

Ability to tolerate stress in a multitude of forms.

Ability to maintain a balanced perspective in the face of constant exposure to the worst side of human nature.

Desire to maintain and improve the welfare of the community through law enforcement and preventing crime.

Ability to establish and maintain good democratic relationships with the public.

Table 1: Full-Time Law Enforcement Employees by County, 2012

Agency	Population	Full-Time Sworn Employees				Full-Time Civilian Employees				Total Full-Time	
	2011	Male	Female	Total	Rate/ 1,000	Male	Female	Total	Rate/ 1,000	Total	Rate/ 1,000
Oconto County											
Gillet PD	1,380	4	0	4	2.9	0	0	0	0.0	4	2.9
Oconto Co SO	28,722	26	0	26	0.9	13	18	31	1.1	57	2.0
Oconto Falls PD	2,876	4	1	5	1.7	4	1	5	1.7	10	3.5
Oconto PD	4,490	8	0	8	1.8	0	1	1	0.2	9	2.0
County Total	37,468	42	1	43	1.1	17	20	37	1.0	80	2.1
Oneida County											
Minocqua PD	4,361	8	1	9	2.1	0	5	5	1.1	14	3.2
Oneida Co SO	19,520	32	6	38	1.9	16	33	49	2.5	87	4.5
Rhinelander PD	7,756	14	3	17	2.2	0	3	3	0.4	20	2.6
Three Lakes PD	2,120	3	1	4	1.9	0	0	0	0.0	4	1.9
Woodruff PD	2,044	5	0	5	2.4	0	1	1	0.5	6	2.9
County Total	35,801	62	11	73	2.0	16	42	58	1.6	131	3.7
Outagamie County											
Appleton PD	73,243	95	13	108	1.5	0	25	25	0.3	133	1.8
Fox Valley Metro PD	20,372	27	3	30	1.5	0	4	4	0.2	34	1.7
Freedom Pd	5,877	2	0	2	0.3	0	0	0	0.0	2	0.3
Grand Chute PD	21,048	24	4	28	1.3	0	4	4	0.2	32	1.5
Hortonville PD	2,728	4	1	5	1.8	0	1	1	0.4	6	2.2
Kaukauna PD	15,561	23	1	24	1.5	0	1	1	0.1	25	1.6
Oneida Tribal PD	23,000	17	2	19	0.8	4	5	9	0.4	28	1.2
Outagamie Co SO	45,747	66	5	71	1.6	54	60	114	2.5	185	4.0
Seymour PD	3,472	5	0	5	1.4	0	0	0	0.0	5	1.4
Shiocton PD	927	0	1	1	1.1	0	0	0	0.0	1	1.1
County Total	211,975	263	30	293	1.4	58	100	158	0.7	451	2.1
Ozaukee County											
Cedarburg PD	11,436	19	0	19	1.7	8	5	13	1.1	32	2.8
Grafton PD	11,481	21	0	21	1.8	0	7	7	0.6	28	2.4
Mequon PD	23,178	31	5	36	1.6	2	6	8	0.3	44	1.9
Ozaukee Co SO	21,411	62	12	74	3.5	10	11	21	1.0	95	4.4
Port Washington PD	11,272	18	1	19	1.7	0	5	5	0.4	24	2.1
Saukville PD	4,459	10	1	11	2.5	0	2	2	0.4	13	2.9
Thiensville PD	3,242	7	0	7	2.2	0	0	0	0.0	7	2.2
County Total	86,479	168	19	187	2.2	20	36	56	0.6	243	2.8
Pepin County											
Pepin Co SO	4,663	7	0	7	1.5	5	5	10	2.1	17	3.6
Pepin PD	831	1	0	1	1.2	0	0	0	0.0	1	1.2
County Total	5,494	8	0	8	1.5	5	5	10	1.8	18	3.3

Table 1: Full-Time Law Enforcement Employees by County, 2012

Agency	Population	Full-Time Sworn Employees				Full-Time Civilian Employees				Total Full-Time	
	2011	Male	Female	Total	Rate/ 1,000	Male	Female	Total	Rate/ 1,000	Total	Rate/ 1,000
Walworth County											
Bloomfield PD	6,301	6	1	7	1.1	0	0	0	0.0	7	1.1
Darien Village PD	1,585	3	0	3	1.9	0	1	1	0.6	4	2.5
Delavan PD	8,492	17	1	18	2.1	2	3	5	0.6	23	2.7
Delavan Town PD	5,305	9	2	11	2.1	0	1	1	0.2	12	2.3
East Troy PD	4,297	5	2	7	1.6	0	0	0	0.0	7	1.6
East Troy Town PD	4,036	6	0	6	1.5	6	0	6	1.5	12	3.0
Elkhorn PD	10,118	13	2	15	1.5	0	3	3	0.3	18	1.8
Fontana PD	1,678	6	0	6	3.6	0	1	1	0.6	7	4.2
Geneva Town PD	5,011	6	0	6	1.2	0	1	1	0.2	7	1.4
Genoa City PD	3,052	5	0	5	1.6	1	1	2	0.7	7	2.3
Lake Geneva PD	7,679	19	3	22	2.9	0	8	8	1.0	30	3.9
UW-Whitewater	0	10	3	13	0.0	0	2	2	0.0	15	0.0
Walworth Co SO	28,358	76	5	81	2.9	56	61	117	4.1	198	7.0
Walworth PD	2,826	6	0	6	2.1	0	1	1	0.4	7	2.5
Whitewater PD	14,769	19	5	24	1.6	0	10	10	0.7	34	2.3
Williams Bay PD	2,573	6	1	7	2.7	0	1	1	0.4	8	3.1
County Total	106,080	212	25	237	2.2	65	94	159	1.5	396	3.7
Washburn County											
Spooner PD	2,681	7	0	7	2.6	0	1	1	0.4	8	3.0
Washburn Co SO	13,231	13	1	14	1.1	7	10	17	1.3	31	2.3
County Total	15,912	20	1	21	1.3	7	11	18	1.1	39	2.5
Washington County											
Germantown PD	19,823	29	2	31	1.6	2	8	10	0.5	41	2.1
Hartford PD	14,277	24	1	25	1.8	0	4	4	0.3	29	2.0
Jackson PD	6,779	9	2	11	1.6	0	1	1	0.1	12	1.8
Kewaskum PD	4,020	7	0	7	1.7	0	1	1	0.2	8	2.0
Slinger PD	5,088	8	1	9	1.8	0	1	1	0.2	10	2.0
Washington Co SO	51,204	70	2	72	1.4	46	53	99	1.9	171	3.3
West Bend PD	31,195	53	1	54	1.7	2	16	18	0.6	72	2.3
County Total	132,386	200	9	209	1.6	50	84	134	1.0	343	2.6

Table 1: Full-Time Law Enforcement Employees by County, 2012

Agency	Population	Full-Time Sworn Employees				Full-Time Civilian Employees				Total Full-Time	
	2011	Male	Female	Total	Rate/ 1,000	Male	Female	Total	Rate/ 1,000	Total	Rate/ 1,000
Waukesha County											
Big Bend PD	1,293	2	1	3	2.3	0	0	0	0.0	3	2.3
Brookfield PD	38,001	56	8	64	1.7	1	16	17	0.4	81	2.1
Brookfield Town PD	6,129	12	0	12	2.0	0	1	1	0.2	13	2.1
Butler PD	1,846	7	0	7	3.8	0	1	1	0.5	8	4.3
Chenequa PD	591	8	0	8	13.5	0	1	1	1.7	9	15.2
Delafield PD	7,100	11	3	14	2.0	0	2	2	0.3	16	2.3
Eagle PD	0	2	1	3	0.0	0	0	0	0.0	3	0.0
Elm Grove PD	5,947	15	2	17	2.9	0	6	6	1.0	23	3.9
Hartland PD	9,136	14	2	16	1.8	0	2	2	0.2	18	2.0
Menomonee Falls PD	35,704	51	7	58	1.6	5	10	15	0.4	73	2.0
Mukwonago PD	7,370	14	0	14	1.9	0	7	7	0.9	21	2.8
Mukwonago Town PD	7,976	6	0	6	0.8	0	0	0	0.0	6	0.8
Muskego PD	24,187	33	5	38	1.6	0	7	7	0.3	45	1.9
New Berlin PD	39,669	61	5	66	1.7	0	11	11	0.3	77	1.9
North Prairie	2,145	0	0	0	0.0	0	0	0	0.0	0	0.0
Oconomowoc PD	15,792	21	1	22	1.4	0	6	6	0.4	28	1.8
Oconomowoc Town PD	8,427	9	1	10	1.2	0	2	2	0.2	12	1.4
Pewaukee PD	8,183	17	1	18	2.2	0	2	2	0.2	20	2.4
Summit PD	4,684	10	0	10	2.1	0	0	0	0.0	10	2.1
Waukesha Co SO	95,784	140	22	162	1.7	97	76	173	1.8	335	3.5
Waukesha PD	70,867	102	14	116	1.6	7	25	32	0.5	148	2.1
County Total	390,831	591	73	664	1.7	110	175	285	0.7	949	2.4
Waupaca County											
Clintonville PD	4,582	11	0	11	2.4	0	4	4	0.9	15	3.3
Manawa PD	1,377	2	1	3	2.2	0	0	0	0.0	3	2.2
Marion PD	1,267	3	0	3	2.4	0	0	0	0.0	3	2.4
New London PD	7,335	16	1	17	2.3	0	2	2	0.3	19	2.6
Waupaca Co SO	33,668	33	4	37	1.1	28	32	60	1.8	97	2.9
Waupaca PD	6,099	11	3	14	2.3	0	1	1	0.2	15	2.5
County Total	54,328	76	9	85	1.6	28	39	67	1.2	152	2.8
Waushara County											
Plainfield Pd	865	2	0	2	2.3	0	0	0	0.0	2	2.3
Waushara Co SO	21,401	22	2	24	1.1	12	16	28	1.3	52	2.4
Wautoma PD	2,221	5	0	5	2.3	0	1	1	0.5	6	2.7
County Total	24,487	29	2	31	1.3	12	17	29	1.2	60	2.5

Table 1: Full-Time Law Enforcement Employees by County, 2012

Agency	Population	Full-Time Sworn Employees				Full-Time Civilian Employees				Total Full-Time	
	2011	Male	Female	Total	Rate/ 1,000	Male	Female	Total	Rate/ 1,000	Total	Rate/ 1,000
Marquette County											
Endeavor PD	470	0	0	0	0.0	0	0	0	0.0	0	0.0
Marquette Co SO	11,172	30	6	36	3.2	0	2	2	0.2	38	3.4
MontelloPD	1,498	2	0	2	1.3	0	1	1	0.7	3	2.0
Oxford PD	608	0	0	0	0.0	0	0	0	0.0	0	0.0
Westfield PD	1,256	3	0	3	2.4	0	0	0	0.0	3	2.4
County Total	15,004	35	6	41	2.7	0	3	3	0.2	44	2.9
Menominee County											
Menominee Co SO	0	7	2	9	0.0	0	8	8	0.0	17	0.0
Menominee Tribal PD	4,348	22	2	24	5.5	10	8	18	4.1	42	9.7
County Total	4,348	29	4	33	7.6	10	16	26	6.0	59	13.6
Milwaukee County											
Bayside PD	4,411	12	2	14	3.2	5	15	20	4.5	34	7.7
Brown Deer PD	12,061	24	7	31	2.6	1	2	3	0.2	34	2.8
Cudahy PD	18,359	30	1	31	1.7	2	9	11	0.6	42	2.3
Fox Point PD	6,734	14	3	17	2.5	0	1	1	0.1	18	2.7
Franklin PD	35,620	48	10	58	1.6	2	14	16	0.4	74	2.1
Glendale PD	12,935	37	5	42	3.2	2	3	5	0.4	47	3.6
Greendale PD	14,117	27	2	29	2.1	2	6	8	0.6	37	2.6
Greenfield PD	36,903	49	5	54	1.5	4	16	20	0.5	74	2.0
Hales Corners PD	7,730	16	0	16	2.1	0	3	3	0.4	19	2.5
Milwaukee Co SO	0	251	71	322	0.0	383	351	734	0.0	1,056	0.0
Milwaukee PD	597,867	1,572	334	1,906	3.2	241	430	671	1.1	2,577	4.3
Oak Creek PD	34,626	49	9	58	1.7	3	17	20	0.6	78	2.3
River Hills PD	1,604	11	1	12	7.5	0	0	0	0.0	12	7.5
Saint Francis PD	9,411	20	1	21	2.2	1	4	5	0.5	26	2.8
Shorewood PD	13,228	21	4	25	1.9	0	5	5	0.4	30	2.3
South Milwaukee PD	21,262	28	4	32	1.5	2	4	6	0.3	38	1.8
UW-Milwaukee	0	34	10	44	0.0	11	0	11	0.0	55	0.0
Wauwatosa PD	46,629	79	10	89	1.9	3	20	23	0.5	112	2.4
West Allis PD	60,714	115	19	134	2.2	7	19	26	0.4	160	2.6
West Milwaukee PD	4,228	16	3	19	4.5	2	3	5	1.2	24	5.7
Whitefish Bay PD	14,182	22	2	24	1.7	0	3	3	0.2	27	1.9
County Total	952,621	2,475	503	2,978	3.1	671	925	1,596	1.7	4,574	4.8
Monroe County											
Cashton PD	1,111	2	0	2	1.8	2	0	2	1.8	4	3.6
Monroe Co SO	24,692	21	2	23	0.9	7	7	14	0.6	37	1.5
Sparta PD	9,602	15	2	17	1.8	0	2	2	0.2	19	2.0
Tomah PD	9,169	17	3	20	2.2	0	2	2	0.2	22	2.4
County Total	44,574	55	7	62	1.4	9	11	20	0.4	82	1.8

Chief Peter Hoell

From: Chief Jed Dolnick <chief@jacksonpolice.org>
Sent: Tuesday, July 26, 2016 1:04 PM
To: 'Dean Schmidt'; 'Chief David Groves'; 'Chief Ken Meuler'; Chief Peter Hoell; 'Chief Tom Bishop'; 'Village of Saukville - Jeffrey Goetz'
Subject: RE: Staffing

2016 Law Enforcement Staffing per 1,000 Residents

Saukville	2.4	
Slinger	2.1	
Kewaskum	1.9	
West Bend	1.7	
Hartford	1.7	
Jackson	1.6	
Germantown	1.5	1.6 2017



Business of the Public Safety Committee

Germantown, WI

Fire Department

Meeting Date: November/2017

Agenda item: New Business

Item Title: Updating of Ambulance Billing Rates

Submitted By: Gary L. Weiss, Fire Chief

Summary Explanation: Twice a year I review our Ambulance Billing Fees to be assured we are invoking fees at rates that are usual and customary for the area, and that we are keep up with the costs of our medications. This is accomplished by discussing it with our third-party billing company (currently 3Rivers Billing, Inc.) and discussing rates with my peer Fire Chiefs.

Attached toy will find our current rate sheet, sheet 2 has the new recommended rates highlighted in yellow.

Attachment: Ordinance _____ Resolution _____ Other X _____

Requested Action:

Approve to move to full Board

Transport Fee	Rate
BLS Base Rate - Resident	\$525.00
BLS Base Rate - Non Resident	\$625.00
Inter-Facility Transfer	\$350.00
ALS 1 Rate - Resident	\$700.00
ALS 1 Rate - Non Resident	\$800.00
ALS 2 Rate - Resident	\$750.00
ALS 2 Rate - Non Resident	\$850.00
Mileage (per mile transport)	\$18.00
No Transport	Rate
No Transport – 5 -10 (Non-MVA)	\$150.00
No Transport – 11 – 15 (Non-MVA)	\$250.00
No Transport 16+ (Non MVA)	\$450.00
Special Services	Rate
Lucas 3 CPR Device	\$250.00
Extrication	\$500.00
Supply Charges	Rate
Advanced Airway	\$150.00
CPAP	\$125.00
Defibrillator/AED Supply	\$100.00
EKG Supply	\$85.00
IV Start	\$75.00
IO Start	\$220.00
OB/Childbirth Supplies	\$50.00
Pneumothorax Kit	\$100.00
Supplies – BLS	\$60.00
Supplies –ALS	\$75.00
Pro-Splints	\$75.00
Medications	Rate
Albuterol	\$30.00
Asprin per Dose	\$10.00
Atrovent	\$35.00
Dextrose	\$30.00
Epinephrine 1:1000	\$75.00
Glucagon	\$350.00
Oral Glucose 15G	\$20.00
Narcan/Nalozone (per 2mg)	\$75.00
Nitroglycerin	\$25.00
Normal Saline Flush	\$35.00
Normal Saline (IV Adminstration(per 1000ml	\$50.00
Oxygen	\$70.00

Transport Fee	Rate
BLS Base Rate - Resident	\$550.00
BLS Base Rate - Non Resident	\$650.00
Inter-Facility Transfer	\$375.00
ALS 1 Rate - Resident	\$725.00
ALS 1 Rate - Non Resident	\$825.00
ALS 2 Rate - Resident	\$775.00
ALS 2 Rate - Non Resident	\$875.00
Mileage (per mile transport)	\$18.00
No Transport	Rate
No Transport – 5 -10 (Non-MVA)	\$150.00
No Transport – 11 – 15 (Non-MVA)	\$250.00
No Transport 16+ (Non MVA)	\$450.00
Special Services	Rate
Lucas 3 CPR Device	\$250.00
Extrication	\$500.00
Supply Charges	Rate
Advanced Airway	\$150.00
CPAP	\$125.00
Defibrillator/AED Supply	\$100.00
EKG Supply	\$85.00
IV Start	\$75.00
IO Start	\$250.00
OB/Childbirth Supplies	\$50.00
Pneumothorax Kit	\$100.00
Supplies – BLS	\$100.00
Supplies –ALS	\$125.00
Pro-Splints	\$75.00
Medications	Rate
Albuterol	\$30.00
Asprin per Dose	\$10.00
Atrovent	\$35.00
Dextrose	\$30.00
Epinephrine 1:1000	\$75.00
Glucagon	\$350.00
Oral Glucose 15G	\$20.00
Narcan/Nalozone (per 2mg)	\$100.00
Nitroglycerin	\$25.00
Normal Saline Flush	\$35.00
Normal Saline (IV Adminstration(per 1000ml	\$75.00
Oxygen	\$70.00



Business of the Public Safety Committee

Germantown, WI

Fire Department

Meeting Date: November/2017
Agenda item: New Business
Item Title: Updating of Village Burning Ordinance
Submitted By: Gary L. Weiss, Fire Chief

Summary Explanation: Below is a current section of our Fire Protection Ordinance (Chapter 5). Section 5.15 is "Burning Regulated", I would like to delete the highlighted sentence and replace it with "All permits shall be valid for 1-calender year (January 1 thru December 31st). There shall be an annual \$25.00 non-refundable charge for a permit. This fee shall not be pro-rated.

5.15 - BURNING REGULATED.

(1)

PERMIT REQUIRED.

(a)

Except as provided for in subsection (b), no person shall kindle or allowed to be kindled any open fire in the Village without first obtaining a burning permit from the Village Fire Department. Permits can be obtained from the Fire Department in any manner established by Department Policy. The Fire Chief or its designee reserves the right, after inspection, to deny any requested permit if in the judgment of the Chief or designee, hazardous conditions exist. Such permits shall be posted on the premises of the burning site at all times when such burning is taking place. Any permit issued hereunder shall be for a period not to exceed one-month in duration.

Attachment: Ordinance _____ Resolution _____ Other _____

Requested Action:

Approve to move to full Board