

VILLAGE OF GERMANTOWN
COMMITTEE OF THE WHOLE
MEETING MINUTES
January 9, 2013

CALL TO ORDER: The meeting was called to order at 6:00 p.m. by President Wolter.

ROLL CALL: President Wolter, Trustees Baum, Daniels, Ewert, Hughes, Kaminski, Vanderheiden, Werderman and Zabel. From Germantown Fire Department: Mike Maury, Dale Stark, Brian Rammel, Jeremy Franke, Matthew Karpinski, Peter Silvis, Thomas Hass, Vicki O'Shea, Craig Bohn, Tim Harris and Robert Asmondy.

APPROVAL OF MINUTES

MOTION (Ewert/Baum) approve minutes from September 24, 2012 and October 15, 2012, all in favor, motion carried.

DISCUSSION OF GERMANTOWN FIRE DEPARTMENT STAFFING PROPOSALS

Administrator Schornack presented information he obtained from Menomonee Falls, Mequon and Richfield showing how many full time and part time Fire Department employees for each municipality as well as paid on call and recruitment information. Trustee Vanderheiden stated the Village Board was only made aware on Monday the Fire Chief would not be available for this meeting as he is on vacation. If there are decisions to be made he should be here. Administrator Schornack stated the Chief was contacted right away when the meeting was scheduled and asked about equipment needed for presentation at the meeting and he stated none was needed, but did not say anything about being unavailable for this meeting. Discussion of need for more background information on other communities similar in size, in southeast Wisconsin. Consideration of population and budgets, housing units etc. Administrator directed to obtain information from other communities similar in size etc. in southeast Wisconsin. Deputy Fire Chief Dale Stark presented information on call amounts and current staffing information. Only received this assignment on Monday night at 6:30 p.m. when notified of the Chief's vacation. Discussed options Tuesday with firefighters and EMT's. Consideration to extend part time employees and add 2 more part time employees during day shift. Two separate union contracts and neither are up to date so would be difficult to get an hourly rate. Discussion of number of calls and information provided, response time, staffing for various shifts and recruitment efforts and retirements. Paid on call pay in Germantown is on the higher end of the scale. Discussion of pay scales in various communities etc., turnover rate and training. Schooling is supposed to be out of the pocket of the trainee initially and once they become certified and become a POC for Germantown we then reimburse them for training. It is not being explained to them that way by the Chief and paperwork should be checked for him to clarify this. Discussion of tuition reimbursement and numbers of firefighters with EMT training. Challenge is staffing EMT's who are burning out. On 5-7 calls nightly and then go to regular jobs. Discussion of recruitment efforts, outsourcing and options. Deputy Stark suggested a 10 year plan bringing in 2 full time employees each of 9 years, 3 shifts of 6 which would cover 24/7 for ambulance and fire. Further discussion of recruitment and short notice to Deputies of this meeting.

Deputy Chief Mike Maury presented information on full time firefighter pay in various communities and proposal for 18 full-time firefighter/EMT positions at an annual cost of \$1.8 million with an estimated salary and benefits cost of \$100,000 per employee. Further information on burnout of current staff and recruitment efforts, staffing and shifts. This proposal is the optimal for staffing 2 ambulances and step up to 3 as well as fire stations. Discussion of option for private ambulance and how those situations are handled. Not recommended. Other options considered.

Discussion of additional meetings for further discussion of options and information from other communities. President Wolter – Need to look at what immediate relief options are to help alleviate the stress. Research a 6 month solution with minimal hiring. Consideration of residency issue, arrival time, contract employees, costs and taxpayer impact. Discussion of referendum requirements and proper planning. Trustee Vanderheiden recommended a possible press release to inform the community. Administrator Schornack to put this together with review by President Wolter. Next meeting scheduled for Wednesday, February 20th at 6:00 p.m.

There being no further business the meeting was adjourned at 7:50 p.m.

Barbara K. D. Goeckner, MMC WCPC
Village Clerk