

**VILLAGE OF GERMANTOWN
COMMITTEE OF THE WHOLE
MEETING MINUTES
April 3, 2013**

CALL TO ORDER: The meeting was called to order at 6:38 p.m. by President Wolter.

ROLL CALL: President Wolter, Trustees Baum, Daniels, Ewert, Hughes, Vanderheiden, Werderman and Zabel. Also present Fire Chief Pollpeter, Deputy Fire Chief Maury, Deputy Fire Chief Stark, Fire Captain Franke, Fire Captain Karpinski, other members of the Germantown Fire Department, Police & Fire Commission Chair Adair, and Deputy Clerk Micka. Absent and Excused: Trustee Kaminski.

APPROVAL OF MINUTES: *Motion Vanderheiden, second Werderman, to approve the minutes from the March 20, 2013 meeting. Motion carried without negative vote.*

DISCUSSION OF GERMANTOWN FIRE DEPARTMENT STAFFING PROPOSALS:
Fire Chief Pollpeter distributed the proposed staffing plan, which included the costs of implementing. He stated that the structure, basic format and dollar amounts are the same, and there is an increase in the monthly stipend for the deputies for administration of the staffing schedule. The proposal included the shift detail, additional personnel needed, estimated cost, and duties that each shift will undertake. The numbers do not include any overtime costs for staffing.

Trustee Daniels presented two short 45 second videos to be used for the recruitment of Paid-on-Call (POC) staffing that were prepared by his father-in-law. Discussion followed on the graphics, pictures, text, and format of the proposed videos. Captain Karpinski will meet with this individual to finalize the details. The videos should be shown on the village website, the village cable channel, the GermantownNOW website, at the Fire Safety Fair, and at other events in the village. Chief Pollpeter stated that there is funding for this project.

Discussion followed on the staffing proposal:

- ✓ Four staff is being added on weekends;
- ✓ Definitions of POC and Part-time employees;
- ✓ Definitions for staff are included in the IAFF contract;
- ✓ There is a set schedule for coverage;
- ✓ Part-time employees receive their regular wage when POC;
- ✓ If there are conflicts with the union contract;
- ✓ The Police and Fire Commission handles promotions within the department and new hires;
- ✓ A policy for hiring part-time employees was approved by the Police and Fire Commission;
- ✓ If the Committee should meet with the labor attorney prior to approving the staffing proposal;

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Discussion continued:

- ✓ Three employees have been making lower wages for years as POC;
- ✓ Everything under the current union contract is valid;
- ✓ A phone call to the labor attorney should be sufficient to answer questions on the union contract;
- ✓ Several surrounding communities have higher wages for POC;
- ✓ The purpose of the staffing proposal is to provide coverage for the Village based on the available staff;
- ✓ The staffing proposal is for the period of May 1, 2013 through December 31, 2013;
- ✓ Fire Department Personnel have given the proposal a lot of thought and are willing to work within the contract;
- ✓ The Public Safety Committee requested monthly updates on the overtime costs for the proposal;
- ✓ Discussion will continue for any additional staffing proposals for 2014;
- ✓ Accelerated recruitment efforts for POC;
- ✓ The Village Ordinance was changed to allow for non-residents to join the Fire Department;
- ✓ If a signed agreement is needed between the Union and the Village stating the staffing proposal has no ties to future negotiations;
- ✓ Committee of the Whole meetings will continue to be held to discuss 2014 staffing needs, possible referendum, and additional revenues;
- ✓ A budget amendment is needed for the staffing proposal;
- ✓ Twelve staff is needed for weekend coverage; and
- ✓ The staffing proposal will be forwarded to the Village Board.

The consensus of the Committee is to forward the staffing proposal, along with signed agreements between the Union and the Village prepared by the Labor Attorney, to the April 16, 2013 Village Board meeting for approval.

NEXT MEETING: The next meeting will be held on Wednesday, April 24, 2013 at 6:00 p.m.

ADJOURNMENT: There being no further business, the meeting was adjourned at 7:35 p.m.

Respectfully Submitted,

Christine M. Micka, CMC/WCMC
Deputy Clerk