

VILLAGE OF GERMANTOWN
COMMITTEE OF THE WHOLE
MEETING MINUTES
JULY 29, 2013

CALL TO ORDER: The meeting was called to order at 6:25 p.m. by President Wolter at the Village Hall Boardroom.

ROLL CALL: President Wolter, Trustees Baum, Daniels, Ewert, Kaminski, Vanderheiden, and Zabel. Absent were Trustees Hughes and Werderman.

APPROVAL OF MINUTES - Not available at this time.

GERMANTOWN FIRE DEPARTMENT STAFFING AND RECRUITMENT PROPOSALS

John Delaine and Brian Rammel were present. President Wolter – Banners were done and up in time for July 4th parade, as well as handouts. Yard signs being printed and to be done later this week. These will go out to those who want to put them up in the Village.

John Delaine explained results for applications were from sign in front of library. 10 have picked up applications with 2 or 3 having returned them. After application comes a written test, a physical test and an interview with the Chief and officers and then they are put through whatever schooling is needed. Applications are in the hands of the Chief at this time. Any applicant we get now would not start running calls until January or February.

Trustee Baum asked what efforts are being made to get persons who are already trained. Delaine stated one alternate is coming from Richfield Fire Dept. Richfield and Jackson Fire Dept.'s have agreed to put an ad for us in their internal newsletter. Have about 36 interested Explorers with 6 consistently showing for the meeting and one turning in an application already.

Chief Pollpeter and Deputy Chief Maury arrived at 6:30 p.m.

President Wolter – Wet zone at parade was a success and others asked why it wasn't in their area. Trustee Vanderheiden inquired if invitations are given to applicants to show for Tuesday training sessions. Chief thanked President Wolter for the wet zone idea – many compliments on it. President Wolter asked for feedback on how the new weekend shifts are working. Chief Pollpeter stated the Deputy Chiefs are trying to work out the overtime issue with the scheduling. Had calls that the staffing definitely had an effect on, significant impact on response times. President Wolter asked what was being done to address overtime and scheduling. Chief – Alternates are coming on so they can fill those. President Wolter – it seems to be falling to certain people and we appreciate them stepping up but it seems to they are being loaded up with hours. We only have so much money to use and if it gets used up quickly we won't have it to continue. The idea was not to load more on a couple of people, but to spread it out. Chief said they are trying to fix it and are working on the scheduling. Trustee Vanderheiden stated discussions said there were a number of people who wanted to be involved and that's how it was to be. President Wolter said there were large amounts of overtime with a total of 154 hours on one check and another with 140 in a 2 week period. One firefighter took 4 shifts in one weekend and a number of them took 3 shifts. Trustee Baum asked why others aren't stepping up. Deputy Chief Maury said people had prior commitments so had to go along with someone taking 48 hours to maintain the shifts. Need to get more alternates involved. I and other Deputy realize they have to take whatever steps are necessary to alleviate that and we don't have

personnel which means they have to leave a shift open and that doesn't work. We should be able to get this done the way it was intended. Trustee Kaminski – it all comes back to hiring more people. Is it working? What more can we do? We are going to be judged at budget time and by the end of the year. She also asked what happened with the video. Chief Pollpeter stated they should concentrate on their open house in October and they will know what their recruitment class is come September. Discussion of what can be done in the next 3 weeks to get people in a class by September. Delaine state video is sent in and in the making. Trustee Kaminski asked him to send her a version of the video she can look at. Have an August open house to get the media here. Chief Pollpeter said an article will be in the paper soon. Deputy Chief Maury told those who approached him with interest in the department, to come to drill night to see what is going on. He has advised others to use the same suggestion. Also have Explorer Scouts who could be our ambassadors.

Trustee Werderman arrived at 6:40 p.m.

Trustee Werderman asked if anyone gets names and phone numbers of those expressing interest so they can do a follow up and suggested this be done as another step. Brian Rammel suggests getting a small application for them to list their name, address and phone number to start. Deputy Maury – we have also extended our border and hoping to get some people in from the Menomonee Falls area. Chief Pollpeter stated we have two signed up on the roster. Trustee Werderman asked how this is handled internally, whether or not a current person is going to lose a shift because we have others to bring on. Deputy Maury and Chief Pollpeter explained how those fit in for filling a shift. It is up to the two people who are alternates to call and say they want to be scheduled for those weekend shifts, say in September. Discussion of shifts and POC's getting the shifts, not alternates. Deputy Maury read the internal seniority agreement, POC's first, and then alternates, then regular part time members, then regular full time members. Chief Pollpeter said we have 5 new people, with 3 from Richfield and 2 from Menomonee Falls. Schedule is usually done by Thursday for the following week, starting the next day for Friday, with only 3 or 4 people taking the bulk of the work. President Wolter stated it is great that someone is willing to take the shift and step up to cover the gaps, but it isn't solving the problem. You can't have someone working 80-90 hours a week and expect it to keep up. Delaine explained they can see the schedule and set their preferences when to work into perpetuity, but by the nature of a POC, Fire Department schedules change. The schedule is short because of this, but the preferences can be set further out. President Wolter – this was supposed to alleviate the issue by having a scheduled weekend, but it's not working. This is a stop gap because people were stressed out. We aren't carrying this into next year because there is no money available for it. With recruitments to bring on board it could eliminate this, but it's not working when you put it on just 2 or 3 people and this isn't what we agreed to when we voted on it. We are not looking to load up on other people. Deputy Maury agreed this needs to get balanced out but we don't have the people to do that right now. Rammel – I think we found this next month might work better when the alternates we have get through the regular schedules they already had set for this month. Deputy Maury – Had an issue with someone without authority telling an individual they couldn't work because their regular schedule got them done a ½ hour after the shift started. That was corrected, because they can work and we can deal with that ½ hour. President Wolter – this raises huge red flags for the Finance Dept. when we are starting out with it going over the overtime so far she has to alert the Administrator who has an obligation to alert us. Deputy Maury – there is down time for them, they are not doing

physical work the whole 48 hours. Discussion of new shifts and working out the issues. Has Chief spoke with other departments and made them aware we are looking for people? Chief – we have been using alternates from other departments for years. Trustee Vanderheiden – have to have an open dialogue with their leadership to help us out. Chief – there are no conflicts, just so you know that. Rammel – getting members from other departments will only help through the end of the year. If we aren't paying them they aren't going to stay. Discussion: We don't know if we will have a hybrid of this or what will be done or if board decides to bring other suggestions, the program in place will directly impact those decisions because it is happening at the same time. Need to spread it out and not maximize it on just a few individuals as it is chewing through the money too fast. Approach the issue at budget time, with an open mind. Everything we do now has to be successful going into this. At next meeting see where we are and have meeting sooner. Delaine – if next year the Board decides to move forward these hours would be a part of a schedule for someone's normal shift and would not be overtime.

Next meeting is August 21st at 6:00 p.m., to be held at Fire Station #2.

There being no further business the meeting was adjourned at 7:20 p.m.

Barbara K. D. Goeckner, WCPC, MMC
Village Clerk