

MEETING:	SPECIAL MEETING OF THE PUBLIC SAFETY COMMITTEE
DATE AND TIME:	Tuesday, August 1, 2023 5:30 PM
LOCATION:	Germantown Village Hall Board Room N112 W17001 Mequon Road

MINUTES

- I. **CALL TO ORDER:** *This meeting has been given public notice in accordance with Section 19.83 and 19.84, Wis. Stats, in such form that will apprise the general public and news media of subject matter that is intended for consideration and action.*
The meeting was called to order at 5:30 PM by Chairman Hudson.

- II. **ROLL CALL:**
Present were Chairman Hudson, Trustee Baum, Trustee Neureuther. Trustee Pieper was absent and excused.

Police Chief Snow was present, Administrator Kreklow joined the meeting via Webex.

- III. **NEW BUSINESS:**

A. Request to Hire Additional Officer
Chief Snow advised the following:

- PD just completed a hiring process, there was a vacancy filled with a lateral transfer from Milwaukee County. As there were only 3 candidates on the eligibility list, there is one outstanding candidate they would like to start in the Academy, which would be unfunded for 2023.
- We have an Officer who has submitted his letter of intent to retire 01/02/2024. If we wait to hire until that time, candidate will be just starting the Academy in January of 2024, finishing up by May of 2024. They then must complete the Field Training process and won't be eligible for solo patrol until September 2024 at the very earliest, assuming there are no setbacks or extensions which sometimes occur.
- If we hire now, candidate will have completed the Academy and started Field Training by the end of December 2023.
- From a wages only standpoint, we'd be paying \$22.50 for the Academy for 700 hours, then stepping up to Patrol pay of \$30.87 for 80 hours, totaling just over \$18,000. There will be PD OT overages, and staffing shortages in 2024 just from that one retirement position.

- I have also had other Officers vocalize their intent to retire in 2024, they have not yet made it formal. This candidate is available now, and I don't see them being around as such for very long.

Discussion began regarding the immediate Officer need, knowing we will be over budget by the stated amount, but it may get absorbed and the gamble is worth it. The question arose as to should this go to GGF or the Village Board. It was agreed it should go to the Village Board.

Motion was made by Baum, seconded by Neureuther, to advise the Village Board to hire this candidate. Discussion:

- Chief Snow voiced a concern about delivering a conditional offer without Village Board approval.
- Administrator Kreklow advised the Committee that there is a process for Department heads, with the approval of committee, to take steps forward in an emergency situation such as this. He recommended to the Committee to authorize Chief Snow to make an offer to the candidate, with an informational report going to the Village Board on Monday 8/7/23.

Trustee Baum amended his previous motion to advise Chief Snow to make an offer to this candidate as soon as possible under the emergency rules, and the Committee will inform the Village Board of this decision at the Monday meeting (08/07/23). Motion was passed unanimously.

- Administrator Kreklow informed the Committee that he and Chief Snow would make sure this is on the agenda for Monday, with a memo of explanation.

IV. **ADJOURNMENT:**

There being no further business, the meeting was adjourned at 5:39 PM.

Respectfully,

Amy Lerch

Administrative Manager