

EMPLOYEE RELATIONS COMMITTEE MEETING

Tuesday, September 5, 2006
Council Chambers

PRESENT: Alds. Krill (7:27 p.m.), Maher, Meaux (7:27 p.m.), Purins, Stepaniak – 5

ALSO PRESENT: Mayor T. Estness; Alan Kesner, Interim City Admin./City Atty.; B. Aldana, Asst. City Atty./Personnel Admin.; Police Chief Weber, Police Capt. Reit; Fire Chief Redman; Asst. Fire Chief M. Anton

Ald. Purins as Chair called the meeting to order at 7:04 p.m.

Addition of two part time temporary positions in the police department

Capt. Reit said that in 2005 the police department initiated two student intern positions with Waukesha County Technical College (WCTC) and started a Community Service Officer (CSO) program. This position gives students an inside look at law enforcement and gives the department extra personnel to assist with various duties and projects. The program has been very successful in its first year and the department would like to move into Phase II which includes on street activity in 2006. They are asking for two part time temporary positions at a pay rate of \$10.81 per hour. This rate is only for weekend road duties and does not apply to in-station duties associated with the intern program which will be continued on a student intern basis with no cost to the city. The duties of the CSO as a part time employee will be to assist patrol division personnel with minor code violations such as removal of rummage sale signs from the city right-of-way, picking up abandoned bicycles and other property and reporting junk vehicle violations. This will free up police officers to do other tasks. The part time positions will not exceed 16 hours per week.

Mayor Estness said she was supportive of this proposal during the executive budget review as well as including these positions in the 2007 budget. These positions help free up police officers to perform other more critical duties. They also help train the young people involved for future police work.

Ald. Maher asked if there would be any liability concerns from a public relations standpoint. Ms. Aldana said that even though the positions are temporary, they are considered city employees and would be covered by worker's compensation. Ald. Maher asked if the CSO's would be wearing any kind of uniform to identify themselves. Capt. Reit said they would have some type of identifying clothing. He added that the CSOs can also take complaints and issue building code violations. He said they would like to start the program and see how it progresses.

Ald. Stepaniak said he will probably be supportive in the final analysis. Student intern programs are a good way of getting young people involved in government. He added that the number of hours and cost per year could be covered from salary savings.

Moved by Ald. Stepaniak, seconded by Ald. Maher to hold this item until
September 26th --

Ald. Purins asked if the police department had created a program plan for the CSO program. Capt. Reit said the department has a plan for the program. He added that the outgoing CSOs would train the incoming CSOs. Chief Weber noted that the two current CSOs have taken the police exam.

Vote on the motion was Ayes: 3

Addition of police sergeant position for the remainder of 2006

Ald. Stepaniak asked why there was a need for another sergeant. Capt. Reit said that in 2003 the department started participating in metro drug units and they decided to start their own special operations group with a unit that deals with drugs, money and weapons. They tried different configurations, but they didn't work because there is no continuity without a supervisor. They have 14 officers to one supervisor when the norm is 7 or 8 to one supervisor. A contributing factor is that some of the officers are very new and they need the guidance an experienced supervisor can give them. There needs to be a minimum of two sergeants per shift and now they only have one sergeant per late shift.

Chief Weber explained that the lieutenants are the middle managers in their organization. They are salaried not hourly like the sergeants. If they put lieutenants on the street, they have to pay them overtime. He said they went to a model with a larger number of lieutenants after that was suggested by a former City Administrator. If they need to replace any position, they would replace it with the more supervisory sergeant position. He cautioned that having a lot of officers with no life experience coupled with a lack of supervisors heightens the chance that less mature decisions will be made. They also need a supervisor to watch the prisoners in the jail while the other supervisor goes into the field. He noted that the special operations group has made a very large number of drug seizures. He said that many times they have to make a decision between putting supervisors in the field and not making drug arrests. He will not recommend decreasing the number of supervisors because that would be setting their younger less experienced officers up for failure. He understood about holding the issue until September 26th, but he stressed that the department has some critical needs and he added that this will also be part of their 2007 budget request.

Ald. Maher asked if at the next meeting, they could have more information in their memo in the lines of what the Chief just provided. Mayor Estness reiterated that this proposal would be funded out of salary and benefits savings for this year and would be part of next year's budget.

Moved by Ald. Stepaniak, seconded by Ald. Maher to hold this item until September 26th – 5

Addition of two E-911 dispatchers in the police department

Mayor Estness said these two E-911 dispatcher positions would be funded from the same salary savings. She noted that this is a joint request by the police and fire departments. The fire department is planning to enter into a mutual aid agreement with all fire departments south of I-94 known as the Mutual Aid Box Alarm System (MABAS). The addition of the two dispatchers will be critical to the operations of MABAS. The Wauwatosa dispatchers have been designated as the primary dispatch center for this mutual aid system. The system can be activated by any fire agency when a second alarm is needed. They will be responsible for contacting the other agencies, relaying requests from the primary agency and recording all apparatus on the scene. They would like to have the dispatch center up and running by the end of the year.

Moved by Ald. Stepaniak, seconded by Ald. Krill to hold this item until September 26th – 5

The meeting adjourned at 7:40 p.m.

Carla A. Ledesma, City Clerk
City of Wauwatosa

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