

CITY OF GILLETT
COMMITTEE MEETING
October 19, 2015
Health, Protection, & Licensing Minutes

Aldersperson Blaser called the meeting to order at 6:00 pm. Present were Alderspersons Marie Blaser, Nanette Mohr, Marilyn Mueller, Terry Nelson, and Deb Erickson. Also present were Mayor Irene Drake, Police Chief Jess Keplinger, Fire Chief Greg Rudie, and Clerk Beth Rank. Public present were Police Officers Andrew Lefevre, Karl Goerlinger, and Daniel Woodke (arriving around 7:00 pm).

Roll was taken and the open meeting law had been complied with.

Public Input: None

Motion by Mohr, second by Erickson to approve the minutes from August 26, 2015 and September 1, 2015 with corrections, motion carried.

Discussion was had on the Fire Department By-Laws. The new By-Laws were looked at. A few things were corrected. Motion by Erickson, second by Mohr to accept the revised City of Gillett Volunteer Fire Department By-Laws, motion carried.

Discussion was had on the Fire Department budget. The budget figures were reviewed.

Discussion was had on the Police Department schedule. Committee Chair Blaser pointed out that she had received a Police Department Schedule. She said everyone was concerned about the 8 hour shifts and we now have 8 hours shifts and people are still complaining. Blaser doesn't know what the happy medium would be. She would like the 12 hour shifts back and so would the officers but the City needs to go with the 8 hour shifts until it is straightened out. People are complaining that they are not 24 hour coverage but you can't have both. Blaser doesn't know what to do with the schedule. The schedule is out and reasonable. The new schedule is hard on the guys, especially if they have little ones to find a sitter. It is also hard for part-timers who don't live in the City. Nelson interjected that it is State Statute that says the Police Department has to work 8 hours shifts; it is the law. Blaser stated there are so many other communities that are working 12 hours and are not following State Statute and they are all in violation. Erickson stated that the Police Department has found a way around the State Statute for now. Blaser stated she understands and now people need to quit yelling at the officers for not doing their job. If we can go back to the 12 hours and have a letter written up (it was handed out) we can go back to the 24 hours coverage. Rank stated it doesn't have to be 24 hour coverage minus the 8 hours on Sunday as long as HPL approves it. Blaser stated we are going from 12 to 8 and people are still complaining. Drake doesn't want criminals to know we are not 24 hours coverage. Erickson stated that they all understood that it wouldn't be 24 hours coverage anymore and you have to do what you have to do. Blaser stated we need to approve it and don't need these idiots breaking into these places. Blaser brought up the letter that was handed out earlier. Drake and Erickson told her that they couldn't discuss the letter at this time. Rank asked what the coverage is. Keplinger said it is 16 hours some days and 24 hours others. Nelson asked what the schedule is like. He said there are 3 full-time officers and 4 part-time officers. He asked if they rotate

shifts. Keplinger stated no, they are on a straight shift schedule. Erickson asked if Keplinger ever works weekends, Keplinger answered no. Erickson asked if there would be additional part-time officers hired. She asked if that would help the schedule. Keplinger answered yes to both. Drake reminded the committee that a new officer would still have 200 hours of field training. Nelson asked if two officers can be trained at the same time. Jess answered that it can be done but is not ideal. Drake reminded the committee that part-time employees can work 29 hours/week. Nelson asked if this decision would be coming to council. Rank stated it would not because the handbook states it is up to HPL in the Handbook. Nelson asked if we go with the new association what would be done. Rank stated that the hours can be changed. Motion by Mohr, second by Erickson to maximize the number of hours with the current police staff, motion carried.

Discussion was had on the hiring of part-time police officers. Keplinger stated that four individuals turned in applications. He would like to pick one up right away and another later. Erickson asked if it was by word of mouth; Keplinger answered that he asked around to other departments. Erickson would like to see the positions advertised in the paper from this point forward because we are an Equal Opportunity Employer. Motion by Erickson, second by Mohr to hire another part-time officer, motion carried.

Discussion was had on the Police Department budget. Keplinger isn't sure of the salary. Most of the other numbers stayed the same. It was determined that Keplinger, Blaser, and Drake would finish the budget and turn it into the Clerk.

Motion by Mohr, second by Erickson to revisit the Public Input portion of the agenda, motion carried.

Public Input: Goerlinger asked to the City to recognize the Gillett Police Association and would like to go back to 12 hour shifts. Woodke created a letter (passed out earlier) regarding this. Erickson stated she believes there needs to be a contract involved. Drake spoke to Bob Burns and he suggested to have an association created and be certified by WERC. Erickson stated the City is going to have to hire a Labor Attorney. Drake said Burns would do this for roughly \$1,000. Lefevre stated the City should look to see if the Police Officers can do an association and go from there. Lefevre is concerned with the hours. The City is his main source of income. His hours were maxed out and now he is at 16 hours per week, it is detrimental to his budgeting. He would like to see it go back to the way it was. Nelson asked why Keplinger couldn't offer Lefevre more hours. Nelson stated Lefevre could get 29 hours/week. Drake stated there wasn't enough room for those hours. Full-time has the other shifts covered. Keplinger stated things were so smooth for 2 ½ years. Keplinger stated he is happy with the schedule he has created. Nelson stated that there has to be a way with 3 full-time and 4, possibly 5 part-time there should be no problem having coverage. Rank asked if the part-time employees could work the 4 hours of coverage that is missing. Blaser stated no part-time employee would be willing to work that. It wouldn't be feasible to drive in for four hours. Rank stated as an employee, when a schedule is set, the employee should work it without complaints. Nelson stated that the driving part to the job has nothing to do with the job. A job is a job. Blaser stated there are a lot of people who won't come in for four hours. Goerlinger stated the City is going to have a hard time getting employees to work here. Drake stated as an employee she would look for another job if she was told to work 4 hours. Keplinger added that everyone has flipped out over this letter. There are people in this

department who would like to work with the City. Nelson stated that no one is against this letter but there are things on the City's end that needs to be looked into. Keplinger stated that this letter is a starting point. Lefevre wouldn't like to see the schedule being this way forever. He would like to see some sort of agreement between the officers and the City. Blaser stated that the employees would like to go back to the 12 hours to help the employees out with childcare with wives and girlfriends working. Erickson stated that is not the City's problem. Nelson stated he has the same problem but his employer doesn't care. Keplinger stated that is not the big picture. Keplinger stated they are trying to provide the best coverage that they can. Nelson stated this is the first time he has heard anything about this association. Drake stated that they have just gotten it today. Blaser stated she couldn't believe how it has been on the books all these years and now the City has to deal with it. Nelson stated that he feels the Police Department do a great job. Mueller stated we are going about solving this problem in the proper way and we just need to keep working towards a solution. Mueller stated we should work on this problem just a little faster. Drake asked about getting a labor attorney. Rank stated she would ask the City Attorney regarding a labor attorney and there should be another meeting regarding this issue because they were getting out of just public input and more into discussion.

Discussion was had on Chapter 19.9 and 19.11: ATVs. Ron Anderson filed a complaint regarding ATVs speeding. Blaser stated the Code Book states ATVs need to go 10 mph. Drake stated more people need to call the Police Department. Keplinger stated that speed enforcement needs to be enforced. Keplinger talked to Anderson and after he told Anderson the Police Department was not 24 hour coverage, Anderson told Keplinger he was withdrawing the complaint. Drake asked if there was something that could be done for next year seeing as the season was almost over. Mueller asked if a sign could go in the park. Rudie stated that the Police Department should enforce the speed limit when they can and word would get out preventing more ATVs from speeding. Lefevre asked if there could be a traffic detail. Keplinger thought that was a good idea. No action was taken on this point.

Motion by Erickson, second by Mohr to approve the operator's license for Nancy DesJarlais, motion carried.

Next meeting is set for November 2, 2015 at 5:30 pm.

Meeting adjourned at 7:35 pm.

Beth Rank, Clerk