

Trustee Dobbs called the meeting to order at 3:00 p.m., at the Caledonia Village Hall, 5043 Chester Lane.

Present were Committee Members: Trustee Dobbs and Trustee Willing.

Staff present: Village Administrator Tom Christensen, HR Director Toni Muise, and Police Chief Dan Warren, Capt. Brian Wall

1. Presentation of a police union grievance regarding comp time and scheduling.

Payout of Comp Time

Officer Matthew Vannucci, Union President, informed the Committee that it has been a long standing past practice that employees have been able to request payment for overtime they have worked and saved as compensatory time off. The Police Chief had now notified all employees that the department will no longer allow the payout of compensatory time unless they exceed 80 hours. Vannucci cited some email correspondence from officers requesting payout to Capt. Brian Wall and Chief Warren. It is recommended that this order be rescinded to allow for the payout of compensatory time off as has been the standing past practice.

Bumping Shifts

Vannucci explained that it has been a practice to bump employees from one shift to another to cover shortages. The officers bumped have always been a junior Officer whether on probation or not. Officer Vannucci has been bumped several times to 2nd shift to cover manpower shortages but is not a junior Officer. Vannucci submitted a written request to Capt. Wall to correct the issue. Capt. Wall replied with a denial. There was also a complaint of an Officer being bumped without given a grace period. Many examples were recited. It is recommended that *The Caledonia Police Professional Policemen's Association would prefer to see the practice of shift bumping to be discontinued by the Caledonia Police Department. Comp time and vacation would be picked within the shift and staffing for that particular day. Vacancies for training, long term FMLA and any other shift vacancies would not be filled using shift bumping. This will alleviate many of the quality of work and personal life issues the department is currently facing. Along with reduction of liability on the Village of Caledonia, for officers having minimal time between shifts. Additionally, the schedule will be straightforward and less complex for Caledonia Police Administration to complete and patrolman to follow.*

If the Caledonia Police Department Administration wishes to continue "Shift bumping" to fill vacancies, the Caledonia Professional Policemen's Association proposes the below resolution in regards to probationary officers. This may be agreed upon by a memo of understanding to be ultimately included in the contract.

Probationary Officers, who complete field training and are assigned a shift for solo patrol, may not be moved to another shift to fill vacancies for a 4 week period (grace period). It shall be the discretion of the Chief of Police to determine if the probationary officer is ultimately allowed a grace period and the length of time, not to exceed 4 weeks. However, the probationary officer is not exempt from being moved to another shift during

the grace period for the following holidays; New Year's Eve, New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanks Giving Day, Christmas Eve, and Christmas Day.

This does not alleviate probationary officers within the grace period to be ordered or voluntarily take overtime to fill vacancies beyond their assigned shift. They will also be able to voluntarily complete exchanges with other officers.

Trades with Probationary Employees

Vannucci explained that it has been past practice to exchange days off with those qualified to perform the same duties as the one asking for the exchange. A written request had been submitted and approved by Capt. Wall, and then eight days later it was denied with no explanation. It appeared to be retaliation since the timing of the denial occurred the same time several grievances were filed. The recommended remedy is to allow probationary officers who have completed field training and worked on their own be allowed to fill in as have been in the past and to re-approve the trade.

2. CLOSED SESSION pursuant to 19.85(1)(c)&(e), WI Stats., to discuss police union grievances as follows: a. Payout of Comp Time b. Bumping shifts c. Trades with Probationary Employees.

Motion by Trustee Willing to move into closed session pursuant to 19.85(1)(c)&(e), WI Stats. Seconded by Trustee Dobbs. Motion carried.

3. The Personnel Committee reserves the right to RECONVENE INTO OPEN SESSION to take possible action on the item(s) discussed during the CLOSED SESSION and to move on to the remaining items on this agenda.

Motion by Trustee Willing to reconvene into open session. Seconded by Trustee Dobbs. Motion carried.

4. Resolution 2017-114 - Resolution Authorizing Filling The Vacant Battalion Chief And Lieutenant Position

Motion by Trustee Willing to recommend the Board adopt Resolution 2017-114. Seconded by Trustee Dobbs. Motion carried.

5. Adjournment

Motion by Trustee Willing to adjourn. Seconded by Trustee Dobbs. Motion carried.

Meeting adjourned at 5:54 p.m.

Respectfully submitted,

Karie Torkilsen
Village Clerk