

**Personnel Committee
December 11, 2017**

Trustee Willing called the meeting to order at 5:31 p.m., at the Caledonia Village Hall, 5043 Chester Lane.

Present were Committee Members: Trustee Willing and Trustee Prott.

Staff present: HR Director Toni Muise, Police Chief Dan Warren, Captain Brian Wall.
The Police Association was not present for the meeting.

1. Presentation of police union grievance #17-520 regarding duty incurred disability pay.

No one from the Police Association was in attendance to present grievance #17-520.

Police Chief Dan Warren gave a brief description of the grievance. Vacation picks circulate at the beginning of the year, and are picked in order by seniority. Vacation days were selected by Officer Danowski; however, a couple weeks ago the officer was injured on duty and placed on worker's compensation. Since his vacation coincided with his worker's compensation, he felt that even though he was being paid for vacation, the Village should allow him to re-pick his vacation days and use worker's compensation to cover his previous picked vacation days. Through procedure, the claim was denied after the first step, and moved up after some discussion. Chief Warren felt that approving this would set a possible negative precedence for vacation time. Currently they are not allowed to reschedule vacation picks, and their contracts prohibit them from being paid out, so unused vacation time is lost. Chief Warren reiterated that the officer felt that his vacation time should be allowed to be rescheduled due to the fact he was off on worker's compensation during his vacation.

Trustee Willing asked if the vacation days were a "use it or lose it" situation? Chief Warren confirmed it was. Trustee Willing asked if the grievance has any basis? Police Chief Warren said that anecdotally they have been able to reschedule worker's compensation for vacations.

Trustee Prott asked what the procedure was for ordering people in for work during their time off? Chief Warren answered that people who are on vacation cannot be ordered in, but can be ordered in at any other point. Trustee Prott asked if it were an emergency situation, could they be called in? Chief Warren said they cannot be ordered in on vacation but in the past they were, and were paid time and a half for hours worked and also their vacation time. Trustee Willing asked if that was policy directed? Chief Warren stated that a payout is how it's been done for the last 30 years. Trustee Willing stated that if this was policy driven, they would have a basis for a grievance. He questioned the lack of evidence received supporting the grievance.

2. The Personnel Committee will take up a motion to go into CLOSED SESSION pursuant to 19.85(1)(c)&(e), WI Stats., to discuss police union grievance #17-520.

Closed session began at 5:36 pm

Motion by Trustee Prott to go into CLOSED SESSION. Seconded by Trustee Willing. Motion carried unanimously.

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.

Motion by Trustee Willing to reconvene into OPEN SESSION. Seconded by Trustee Prott. Motion carried unanimously.

Motion by Trustee Prott to deny grievance #17-520 based on the other party not being present. Seconded by Trustee Willing. Motion carried unanimously.

4. Adjournment

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

Meeting adjourned at 5:43 pm

Respectfully submitted,

Joslyn Hoeffert
Deputy Village Clerk