

1. Call to Order

Trustee Prott called the meeting to order at 4:00 p.m. via ZOOM at the Caledonia Village Hall, 5043 Chester Lane

Committee Members: Trustee Prott and Trustee Stillman. Trustee Martin was also present.

Absent: None.

Staff present: Village Administrator Tom Christensen, HR Director Toni Muise, Police Chief Chris Botsch, Deputy Police Chief Shawn Engleman, and Officer Martin Schenk III.

2. Approval of Minutes

Motion by Trustee Stillman to approve the minutes from the January 12, 2021 meeting. Seconded by Trustee Prott. Motion carried unanimously.

3. Presentation of police union grievance #20-02 regarding its denial by the Chief of Police.

Chief Botsch explained that there has been a long standing past practice that Detectives were in an on-call status as necessary but especially for holidays and weekends in the event of an emergency. Schenk explained the history of this grievance, and past negotiations that have involved on-call compensation. Wisconsin State Statute states that an employer is not required to pay employees for on-call time if they allowed to leave the employer's premises and are only required to leave word as to where they can be reached - whereas the union feels that the Detectives are expected to be available for 64-consecutive hours and that doesn't fall in the scope of the Statute. Schenk further explained how the past practices have been loosely tracked and noted that it is not in the contract. He felt this was an unfair form of bargaining and ask that the Committee consider the State Statute. Attorney Weber agreed with Schenk and added that he hoped this issue be resolved at the February 19th contract mediation meeting. There was further discussion regarding the Detectives being compensated for being on-call, based on a certain percentage (1.5 – 2.5%). There was speculation regarding if that was for being on-call or if it was just for wage compression. Chief Botsch maintained that being on-call is a portion of Detective's duties during that timeframe, and although it is not documented in the contract, he thought it was consistently practiced at the Caledonia Police Department and that there are a number of personnel who have been Detectives that will acknowledge that this existed from 2010-2019, and has now been put in a pending status. There was further discussion regarding scheduling and how the Detectives are staggered for coverage, and the possibility of adding another personnel, including possibly supervision into that rotation so that is fair. It is noted that the Village can call any of the Police personnel to be ordered in, however the Union felt there is an issue of contact needing to be made. The Union ultimately felt the executive board should be involve in this as a negotiation. There is the possibility of revising the schedule from a 5-2 schedule to 5-2/5-3 schedule so that there is guaranteed coverage on weekends and holidays

4. The Personnel Committee will take up a motion to go into CLOSED SESSION pursuant to 19.85(1)(c)&(e), WI Stats., to discuss step 2 of police union grievance #20-02 AND pursuant to 19.85(1)(c) to discuss and review submissions from applicants for the Clerk position.

Motion by Trustee Stillman to go into closed session. Seconded by Trustee Prott. Motion carried unanimously. The Committee went into Closed Session at 4:42 p.m.

5. 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 to other remaining items on this agenda.

Motion by Trustee Stillman to go into open session. Seconded by Trustee Prott.
Motion carried unanimously.

6. Adjournment

Motion by Trustee Stillman to adjourn. Seconded by Trustee Prott. Motion carried unanimously.

Meeting adjourned at 5:32 p.m.

Respectfully submitted,
Joslyn Hoeffert
Deputy Village Clerk