

1. Call to Order

Trustee Stillman called the meeting to order at 1:30 p.m. at the Caledonia Village Hall, 5043 Chester Lane.

Committee Members: Trustee Stillman and President Weatherston.

Absent: None.

Staff present: Chief Christopher Botsch, HR Manager/Village Attorney Tyler Helsel.

2. Approval of Minutes

Motion by President Weatherston to approve the minutes as printed. Seconded by Trustee Stillman. Motion carried unanimously.

3. Presentation of police union grievance #23-01 regarding its denial by the Chief of Police.

The Police Association Representative and Union President Martin Schenk presented a grievance and explained the issue at hand. He also suggested ways to avoid setting a precedent in handling similar situations in the future. Schenk raised concerns about the violation of the contract and provided a breakdown of seniority by name. He read out the denial letter from the Chief and acknowledged that there was no loss in pay. However, he emphasized the need to follow the contract as written.

Trustee Weatherston asked if the union was making this claim on behalf of the union, and it was confirmed that the union was making the complaint rather than the individual officer.

Chief Botsch responded with a history of the situation and explained that the most senior officer was inappropriate for the shift commander role due to recent disciplinary and performance issues. The identified next senior officer expressed that they would not have been comfortable assuming the role of shift commander. He also shared that the decision to appoint a less senior officer was made to ensure a competent and capable officer was serving as the shift commander, which helps to mitigate risk and liability. In addition, the pay and benefits were not disrupted for the initial officer not appointed to the role. He questioned if the union would assume the responsibility of covering the liability of the officer who was inappropriate for the command shift role.

The Chief further cited past negotiations and proposals and emphasized that the decision was right from a supervisory point of view. He highlighted that enforcing the contract on employees uncomfortable with the role would violate their ability to run the police department efficiently and effectively. The Chief acknowledged similar situations have occurred in the past, and he provided an example.

Schenk agreed that the officer was offered to be made whole and also noted that other officers have consented to not being the person for the job and understood they were passing on the opportunity to be shift commander.

Trustee Weatherston inquired if seniority was based only on a Caledonia cop, which was confirmed per the contract.

4. The Personnel Committee reserves the right to go into CLOSED SESSION pursuant to Wis. Stat. Sec. 19.85(1) (c) and (e), Considering employment, promotion, compensation or

performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility and deliberating or negotiating, and conducting other specified public business, whenever competitive or bargaining reasons require a closed session; specifically to discuss: Step 2 of police union grievance #23-01 AND Labor Contracts for Public Safety Personnel.

Motion by President Weatherston to move into closed session. Seconded by Trustee Stillman. Motion carried unanimously.

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 on to the remaining items on this agenda.

Motion by Trustee Stillman to reconvene into open session. Seconded by President Weatherston. Motion carried unanimously.

6. Adjournment

Motion by President Weatherston to adjourn. Seconded by Trustee Stillman. Motion carried unanimously.

Meeting adjourned at 2:56 p.m.

Respectfully submitted,
Joslyn Hoeffert
Village Clerk