

**Personnel and Finance Committee Meeting Minutes**  
**September 8, 2021**  
**12:00 P.M.**

Item 1. Call Meeting to Order

Ald. Toman called the meeting to order at 12:00 P.M.

Item 2. Roll Call

Committee members present Ald. Toman, Ald. Gehl, and Ald. Duchniak

Also Present: City Administrator Andrew Vickers, Assistant City Administrator/Comptroller Max Gagin, Police Chief Steve Anderson, Fire Chief Mike Kressuk, Captains Bolender and Stecker; Human Resources Manager Judy Rogers, and Management Intern Josh Allain

Item 3. Approval of minutes from 08/25/2021

*Ald. Gehl made a motion to approve the minutes of 08/25/2021, seconded by Ald. Duchniak. All aye; motion carried.*

Item 4. Consider a *motion* to adjust certain Police Department and Fire Department Command Staff's wages to match their respective union's wage increase for 2021 and add the highest union gun allowance to the Police Department Command Staff's base wages, to be paid by each respective Department's 2021 budget.

ACA Gagin reported this action is related to prior discussions on Police and Fire Department wage compression. Further, Gagin advised that City Attorney Melissa Karls opined it was appropriate for the Committee to take this action without adjusting the salary ordinance since this additional compensation is to be paid from each respective Departments' 2021 budget which was already adopted by the Common Council.

*Ald. Duchniak made a motion to approve the adjustment of Police Department and Fire Department Command Staff's wages to match their respective union's wage increases for 2021 and add the highest union gun allowance to the Police Department Command Staff's base wages, to be paid by each respective Department's 2021 Budget, seconded by Ald. Gehl. All aye, the motion carried.*

Item 5. Review and discuss 2022 Personnel request by the following Departments:

- Police
- Fire

ACA Gagin provided an overview of the draft 2022 budget as of August 30, 2021. CA Vickers also provided input on the draft 2022 budget and challenges we face this year.

The Fire Department, led by Chief Kressuk, explained their request for an additional Firefighter/Paramedic is part of a two-year plan put in motion last year. This additional position would be housed at Fire Station 1 and would allow the Department to have the same number of personnel on each of its three shifts. Alderman Duchniak asked about how the Department handles current days when shorthanded staff. Kressuk informed the Committee there is a system in place.

The Police Department, led by Chief Anderson, had two personnel requests for the Committee's consideration. First, Chief Anderson requested the part-time crime analyst position be reclassified to a full-time status. The individual in the part-time Crime Analyst position has been a great asset to the Department and has helped efficiently station officers through the City through data analysis. Vickers stated this personnel request was his top priority for incorporation into the 2022 budget.

Next, Chief Anderson presented the Department's 2022-2027 Personnel Plan that calls for the addition of 15 Police Officers over the next five years. Chief Anderson explained the City just does not have enough officers based on current crime stats, and informed the Committee that he is running out of strategies to make up for the lack of officers. Chief Anderson also told the Committee that the Department requires one new vehicle for every three new officers and that the City highest officer-to-car ratio of his provided comparable communities. The Committee asked Vickers and Gagin to provide them with budgetary solutions and options.

#### Item 6. Adjournment

*Ald. Toman made a motion to adjourn at 1:40 P.M., seconded by Ald. Gehl. All aye; motion carried.*

#### Public Notice

Upon reasonable notice, a good faith effort will be made to accommodate the needs of disabled individuals through sign language interpreters or other auxiliary aid at no cost to the individual to participate in public meetings. Due to the difficulty in finding interpreters, requests should be made as far in advance as possible, preferably a minimum of 48 hours. For additional information or to request this service, contact the Oak Creek City Clerk at 766-7000, fax at 766-7976, or write to the ADA Coordinator at the Oak Creek Health Department, 8040 S. 6<sup>th</sup> Street, Oak Creek, Wisconsin 53154.

It is possible that members of and possibly a quorum of members of other governmental bodies of the municipality may be in attendance at the above-stated meeting to gather information; no action will be taken by any governmental body at the above-stated meeting other than the governmental body specifically referred to above in this notice.