

DRAFT

POLICE AND FIRE COMMISSION

Date/Time: Tuesday, November 18, 2014 at 8:30 a.m.
Location: Fire Station #2, 510 South 32nd Avenue, Wausau
Members Present: C. Bahr (C), W. Graef, D. Huntimer, L. Jorstad
Member Absent: T. Paterson
Others Present: Mayor Tipple, B. Bliven, P. Czarapata, J. Hardel, M. Hite, A. Jacobson, J. Kannenberg, T. Kujawa, M. Tulisaari

In accordance with Chapter 19, Wisconsin State Statutes, notice of this meeting was posted at Wausau City Hall and the Public Safety Building, and emailed to the Wausau Daily Herald and City Pages in the proper manner.

Tour Fire Station #2.

Lieutenant Tulisaari provided a tour of Fire Station #2 to all present.

Call to Order/Roll Call.

The Police and Fire Commission meeting was called to order. Roll call was taken of present Police and Fire Commission members to include Bahr, Jorstad, Huntimer, and Graef.

Approval of the minutes of 10/21/2014 meeting.

Motion made by Jorstad to approve the minutes of the 10/21/2014 meeting. Second by Huntimer. Motion passes 4-0. Huntimer thanked Tulisaari for taking the time to show the commission members around.

Fire Department Operations.

- Chief Kujawa referred to the Fire Activity Report and pointed out the suspicious fire on Cleveland Avenue that the PD has helped with. Kujawa also pointed out the saves for the month and mentioned incidents at Grand Avenue and at 3M that PD was first to respond to and provide initial care. No questions were asked about the report.
- Kujawa did not cover the budget update at this time, stating that Fire and Police would discuss the subject together.
- Discussion of Promotional Process and Approval of Promotional List for Positions of Lieutenant and Battalion Chief. Kujawa explained the process that candidates went through for consideration of promotion to lieutenant and battalion chief. The Battalion Chief promotional list is (1) Allyn Antolik, (2) Jeremy Kopp, and (3) Kurt Reil. The Lieutenant promotional list is (1) Jared Thompson, (2) Thomas Hanke, (3) Kraig Kruzan, (4) Steve Robers, and (5) Kurt Riel. There will be 3 retirements in December (Engineer Strouf, Engineer Hicks, and Battalion Chief Beula); Michael Faehling and Mark Tautges will be appointed to Engineer, and Allyn Antolik was selected for the Battalion Chief position. The promotion of Antolik opened up the Lieutenant position, which will be filled by Jared Thompson. BC Krueger will be retiring in March 2015 and will be replaced by Jeremy Kopp, who placed 2nd on the list for the Battalion Chief promotion. In March, another recruitment will have to be conducted to fill Kopp's position. Motion by Jorstad to approve the promotional list for positions of lieutenant and battalion chief. Second by Huntimer. Motion passes 4-0. Bahr asked how the recruitment process changed from past recruitment and Kujawa explained the different steps of the process to the recruitment that candidates had to go through.
- Future Appointment to the Position of Engineer and Upcoming Retirements. Kujawa covered this topic in the prior discussion, and stated that appointment to position of Engineer is by seniority.
- Recent Cardiac Arrest Saves. (Discussed as part of Fire Activity Report.)

- Recognition of Don Ryder as an Honorary Member of the Wausau Fire Department. Kujawa commented on Ryder's ceremony and also indicated that he helped with the BC and Lt promotional recruitments, and is involved with the monthly peer focus group meetings.
- Assistance to Firefighter's Grant. AFG Grant closes December 5th; this is a 90/10 grant and Wausau is writing for a Plymovent System that expends exhaust from diesel vehicles by hooking up to the vehicle and vents the exhaust out of the buildings. They are writing a grant request for a system for each station; the cost to the City would be \$20,000. Kujawa said that Wausau is one of the only career fire departments that doesn't have a Plymovent System. Discussion took place of how the request would have to be approved by the Finance Department; the City would be receiving a \$200,000 safety product for a \$20,000 investment.
- Contracting with CVTC for Future Hires. The Wausau Fire Department will be contracting with Chippewa Valley Technical College for firefighter/paramedic recruitments beginning in 2015. Jorstad asked if there was a similar program in the Fox Valley area. Kujawa said that the Fox Valley also has a group.
- Update on New Recruits. Item is on Finance Committee agenda to approve hiring of 4 candidates. Status of recruitment will be known after the meeting. Kujawa would like to hire the candidates at the beginning of 2015.

Motion made by Graef to approve the Fire Department Operations report. Second by Huntimer. Motion passes 4-0.

Police Department Operations.

- Police Activity Report. Hardel said that staffing levels have been a struggle with 4 positions open and up to 12 off at a time due to leave for FMLA and Worker's Compensation. The overtime budget is very high due to the shortage of staff.
- Budget Update. Proposal for Police Department is to leave 2 positions open for 6 months from the Finance Committee. This means it could be 9 months before a recruit is fully trained and able to work to the full capacity of the position. Discussion took place of recommendations provided by the Finance Department to cut budget costs for the police and fire departments. Kujawa talked about the proposal to provide service to the Town of Wausau they took to Finance the previous week, leading into a conversation about the relationship that the Wausau department needs with neighboring communities and the need for a MAVIS agreement. Discussion about the departments trying to form relationships with other communities and the difficulties they face took place. The departments feel they have good relationships with other community departments, but politics make it hard to talk about doing things together. Kujawa said that the city of Wausau is very dependent on the police and fire services because of the health care center and other services Wausau provides that are not available elsewhere in the county. Kujawa talked about the inspections that the department does twice a year that bring in 2% dues (or over \$100,000 per year); if these inspections are not completed due to not having the staff, the City would lose that money. Jorstad asked if it is possible to have a joint meeting of the Police & Fire Commission and the City Council. Jacobson said that a joint meeting could be conducted. The commission will keep this as an option dependent upon the outcome of the Finance Meeting. Hardel and Kujawa spoke about the impact cuts can have on their employees if they are continuously under fatigue from too much overtime work due to lack of staff. Due to the nature of their work and being high liability positions, the departments need to operate with full staff performing at their highest level at all time. Any mistakes in judgment due to fatigue can be a matter of life and death and could result in costing the City millions if a lawsuit were to ever happen. Kujawa said that cuts to the Fire Department budget resulting in cuts in service could impact ISO ratings. If Wausau's ISO rating goes down, insurance rates for companies and residences would increase. This would highly impact the amount of money companies pay for insurance and would deter new businesses locating in Wausau.

- Recruitment Update. Eleven candidates will be interviewing tomorrow in the Second Command Interview phase of the recruitment.
- Paradox Update. The department is still pursuing the revocation of their liquor license. They are working with another department in Milwaukee and are awaiting more information to proceed.
- SIU Update. Operations have been suspended at this time. Hardel will put the officers back on the unit once processes and protocols have been changed.
- Captain Bliven Acknowledgement for 20 Under 40 Nomination. Hardel acknowledged Captain Ben Bliven's accomplishments as part of the Police Department leadership team and is happy that the community has also acknowledged Bliven for his role in the community. Bliven thanked the commission and said that he was honored to be included in the nomination.
- Hardel communicated to the commission that he and Kujawa have a meeting with Lori Weyers from NTC on December 1st.

Motion made by Huntimer to approve the Police Department Operations report. Second by Jorstad. Motion passes 4-0.

New Business.

- Meeting Location Schedule. The next meeting will be held at the Public Safety Building.

New Business for Placement on the next Agenda. No items mentioned for the next agenda.

Next Regularly Scheduled Meeting – December 16, 2014 at 8:30 a.m. at Public Safety Building.

Adjourn. Motion made by Graef to adjourn. Second by Patterson. Motion passes 4-0.