

City of Glendale
Police Commission Meeting Minutes
Wednesday, May 30, 2018

Regular meeting of the Police Commission of the City of Glendale held in the Police Department Headquarters, 5909 North Milwaukee River Parkway. This was published per the open meetings laws of Wisconsin.

1. CALL TO ORDER; ROLL CALL

Chairperson Pam Hodermann called the meeting to order at 7pm.

Roll Call-Present: Joseph Zancanaro, Paul Kranz, Eric Zentner, and Mary Viergutz

Absent: None

Others present: Thomas E. Czarnyszka, Chief of Police, Mark Ferguson, Captain (Interim Police Chief 6/1/18), Rachel Reiss, City Administrator and John Fuchs, City Attorney.

2. APPROVAL OF MINUTES OF MAY 21, 2018.

Motion by Paul Kranz to approve the May 21, 2018 minutes. Seconded by Eric Zentner.

Discussion: none

Vote: Ayes: 5 Noes: 0 Absent: 0 Abstain: 0 Motion carried.

3. ELECTION/APPOINTMENT OF COMMISSION MEMBERS

Pam Hodermann as Chairperson appointed Joe Zancanaro as the Vice Chairperson until elections in 2019.

4. DISCUSS ITEMS RELATED TO PROMOTIONS

Discussion occurred regarding the issues related to the differences in benefits between represented and nonrepresented employees that resulted from the city's ordinance and employee handbook changes of Jan. 2014. This issue was recently discovered when a police officer was promoted to Sergeant and declined this promotion due to lower benefits of the new position (reductions in insurance after retirement, sick leave payout, less vacation days, loss of longevity pay along with other benefits reductions), caused by the handbook changes.

The history of these reduced benefits is from the State of Wisconsin Act 10 and 36, which passed in 2011. These laws involved changes to all unions that were public safety resulting in reductions in negotiation with unions. Because of this law, Glendale amended its employee handbook and reduced certain benefits in January 2014. The handbook provision applies to all employees hired after January 1, 2000. It was explained by the city attorney that that date was an arbitrary date used as a means to cover unfunded liability.

There was discussion about the effect of these reduced benefits affecting promotion in the police department including no incentive for officers to seek

promotion and if they do, may be discontent about benefits. If no officers seek promotions, the department will have to hire supervisory positions from the outside. This has problems in that the new supervisors would not have knowledge of the department operations, policies, procedures, etc. and would require longer orientation and training. Probably non-functional for 6-8 months? In addition, there are concerns about the fit of the individual, why the individual is seeking a promotion outside their department, etc., possibly bringing in problem individual. Also the costs involved in hiring and bringing on a new supervisory person.

With having a promotion come with reduced benefits, officers have no incentive to seek advancement and could leave to go elsewhere, therefore there is no retention of talent and skills, no continuity of staff and leaders, not to mention the trust and morale that would be in jeopardy.

It was pointed out that the department could become known as a department with no opportunities for advancement and talent, experience, all the investment in training, etc. could be lost. The idea of always having to look outside the department for supervisors is contrary to the long held philosophy of promoting from within which has served the department well over the years. The department has a stellar record of low citizen and officer complaints, maintains high skill levels through on-going training and officers are very interested in bringing the department forward with new services and technologies.

It was pointed out in the discussion that the Commission has no responsibility for the union bargaining or budget and that our position should stress what's best for the department and what has kept the department successful rather than looking at cost issues.

Motion: Pam Hodermann motioned that Mary Viergutz draft a letter to the Common Council with a summary of the implications of the employee handbook provisions and how it is affecting promotion in the police department. Letter due by noon June 20, 2018 to Rachel Reiss. Pam Hodermann will be the Commission designee to make a presentation at the June 25, 2018 Common Council meeting. Other Commissioners may attend also. Seconded: Joe Zancanaro

Discussion: none Vote: Ayes: 5 Noes: 0 Absent: 0 Abstain: 0 Motion carried.

The second promotion item is the search for a new police chief. A reference guide on Request for Proposals was distributed by Rachel Reiss. Pam Hodermann was also contacted by the Mayor who offered help with the police chief search process. It was discussed that with the other promotion issue and it being summer, that the Commission hold meetings later this fall to discuss the search plan.

Pam Hodermann motioned to table the police chief search until later this fall. Joe Zancanaro seconded. Vote: Ayes: 5 Noes: 0 Absent: 0 Abstain: 0 Motion carried.

5. ESTABLISH SCHEDULE FOR NEXT MEETING

Joe Zancanaro motioned that the next meeting will be June 13, 2018 at 7pm, Wednesday. Seconded by Paul Kranz and all agreed.

6. ADJOURMENT –

It was moved by Pam Hodermann to adjourn the meeting and seconded by Paul Kranz. The motion carried unanimously and the meeting adjourned at 830 PM.

Mary Viergutz
Secretary, Police Commission
City of Glendale