

**VILLAGE OF ELM GROVE
ADMINISTRATIVE AND PERSONNEL COMMITTEE
September 11, 2017**

Present: Chairperson Michalski, President Palmer, Trustee Domaszek, and Trustees Haas. Trustee Kressin was excused.
Also Present: Village Manager David De Angelis, Fire Chief Bill Selzer, Monica Hughes and Tom Harrigan

1. Call to Order

Chairman Michalski brought the meeting to order at 7:32 a.m.

2. Minutes

President Palmer and Trustee Domaszek moved and seconded to approve the August 14, 2017 minutes. Motion carried.

3. Review and Act on Fire Chief Paid On Call Program change proposal

Chief Selzer reviewed his request to add a \$25 payment for volunteering to cover open positions above the individual's duty company on nights and weekend. Chief Selzer explained how it would work noting that the department continues to struggle with lower volunteer numbers. Evening and weekends are covered with 3 rotating duty companies. Because of lower department numbers and vacation/work commitments the minimum number desired on a company is not guaranteed. This would allow a \$25 payment for individuals signing up for unassigned positions on a voluntary basis. The committee discussed department pay and challenges of a volunteer department. Chief Selzer noted that in the past 10 years only one village resident has joined the department. Chief Selzer is proposing implementing this in the last quarter of 2017 noting that it is estimated that the current year budget for paid on call would be sufficient to fund this change. It was noted that the funding of the program in the future is really the challenge the village is facing. A second item concerning fire pay was the next item on the agenda, so the committee moved on to discuss and understand that request and how both of these would work for the department.

4. Review and act on request to increase fire per call pay.

Chairperson Michalski, a member of the fire department, had proposed at the prior meeting that consideration be given to increasing the amount received for responding to a fire call from \$25 to \$30. It was noted that there has been no increase in the past 20 years to the payment per call. Chairperson Michalski indicated that he believes this would show our current volunteers a commitment by the village to their service. The estimated cost if paid on last year's (2016) call volume would be approximately \$6500.

The committee discussed both proposals, how members are paid, budget constraints, future funding ability, and the challenges to our department. President Palmer moved and Trustee Haas seconded to recommend approval to the Village board of the implementation of Chief Selzer's proposal as soon as scheduling permits and implement the increase in pay per call to \$30 as of January 1, 2018. It was also noted that both proposals in the future a contingent on budget and available funding. Motion carried 4-0.

5. Review and discuss Section 14 of Personnel Manual regarding EMT training.

De Angelis reviewed the requested change regarding compensation of dispatchers when EMT training is scheduled during their regular working hours. Currently, they are required to take vacation or other leave as another dispatcher must be scheduled to take their shift.

Proposed language was submitted and the committee concurred. President Palmer and Trustee Domaszek moved and seconded to recommend change to personnel manual with language as submitted. Motion carried 4-0.

6. **Discussion regarding offering sleeping quarters to emergency personnel**
Dave De Angelis reviewed a request by EMS Director Jon Robinson to offer sleeping quarters in fire department to overnight crew members if they reside outside of our service area. Mr. De Angelis indicated this would only be beds made available and not required. Use of the quarters must be 100% voluntary. Committee supported looking into this in more detail and how it could be done. Staff will look into this further working with department heads and the logistics within our building.
7. **Other Business**
There was no other business
8. **Adjourn**
Trustee Domaszek and President Palmer moved and seconded to adjourn at 8:15 a.m. Motion carried.

Respectfully submitted,

Monica Hughes
Finance Director