

# VILLAGE OF ELM GROVE

13600 Juneau Boulevard  
Elm Grove, WI 53122

PUBLIC SAFETY COMMITTEE  
Monday, July 19, 2021 \* 6:30PM \* Parkview Room

## AGENDA

1. **Call meeting to order.**
2. **Review and approve minutes from September 10, 2020.**  
  
Documents:  
  
[\*psc 091020md.pdf\*](#)
3. **Informational review of how the police department responds to traffic complaints and the authority of the Public Safety Committee to assist in those efforts.**
4. **Discuss Fire Department and Emergency Medical Services marketing and personnel recruitment needs and take possible action.**  
  
Documents:  
  
[\*ems recruitment historical efforts.pdf\*](#)
5. **Other Business**
6. **Adjournment.**

Any person who has a qualifying disability as defined by the Americans with Disabilities Act who requires that the meeting or materials for the meeting has to be in an accessible location or format must contact the Village Clerk, Michelle Luedtke, at 262-782-6700 or 13600 Juneau Boulevard by 3:00 PM Friday prior to the meeting so that any necessary arrangements can be made to accommodate your request.

NOTICE: It is possible that members of, and possibly a quorum of, other governmental bodies of the Village 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 in the above notice



## **PUBLIC SAFETY COMMITTEE MEETING MINUTES**

**THURSDAY, September 10, 2020 at 6:00PM**

**Present:** Chair Trustee Katy Cornell, Trustee Kim Irwin (arrived at 6:57p.m.), President Neil Palmer, Committee Members, Mr. John Schindler, Mr. DJ Richlen, Mr. John Oliveri and Ms. Barbara Decker.

**Members Excused:** None.

**Also Present:** Village Manager David De Angelis and Police Chief Jim Gage.

### **1. Call the meeting to order**

The meeting was called to order, at 6:06p.m., by Trustee Cornell.

### **2. Review and approve minutes from August 13, 2020.**

Trustee Cornell entertained a motion for approval. President Palmer made a motion for approval of the minutes, Mr. Oliveri seconded. Motion passed unanimously.

### **3. Review stop sign request for east and west Gremoor at Fairhaven Blvd.**

Trustee Cornell asked Chief Gage to summarize the request. Chief Gage indicated that Mr. Schwai, of 1665 Legion Drive, requests the Committee to review the safety of the intersection, due to his experience of nearly being involved in two accidents at that location over the past few months. Chief Gage indicates that there had been one accident at that location, since 2007, in 2013. Chief Gage went on to say that the accident occurred as a result of a driver failing to yield from a stop sign.

Mr. Schwai appeared in person and stated he had concerns about the safety of the intersection, since he had most recently, in August, nearly been struck by a driver disregarding a stop sign at that location. He suggested that the Committee consider either making the intersection a four way stop or eliminating all stop signs at that location.

Mr. Oliveri indicated that he had surveyed some of the neighbors in the area and learned that the major concern of residents in the area is drivers rolling through the existing stop signs.

The general consensus of the Committee was to have the police department monitor the situation for stop sign violations and not take any action at this time.

#### **4. Update on railway safety options for Watertown Plank Rd. railway crossing.**

Chief Gage provided an overview of steps taken to inform the public of railway safety issues, given the recent video that was circulated showing pedestrians and a bicyclist nearly being struck by an Amtrak Train at the Watertown Plank crossing.

Chief Gage indicated that he has reached out to the CP Rail Police Department and has spoken with CP Rail engineers concerning upgrade options and educational opportunities to better protect bicyclists and pedestrians. Chief Gage mentioned that the cost to install pedestrian gates could be as high as \$500,000.00 per intersection, since all signals would need to be replaced due to age and the ability to integrate new technology with the existing gates. Chief Gage indicated that the police department did make a Facebook post, with the video, advising the public of the railway safety concerns. He indicated that the post was picked up by local media and that it has been view approximately 9,000 times. Additionally, he plans to post a link on the department's page to CP Rail's "Operation Life Saver" educational programs. Chief Gage also indicated that he may consider directed enforcement of pedestrian violations at the crossing, after making a public appeal for people to comply with the crossing signals. Lastly, he mentioned that he planned to check with neighboring communities regarding recent changes made to their crossings in response to accidents in their communities. Chief Gage mentioned that any changes made, will require approval from the Federal Railway Administration, the State's Rail Commission and CP Rail.

Chief Gage will update the Committee on his progress at future meetings.

#### **5. Review pathway rankings and future pathway options.**

President Palmer provided an update of the pathway progression and history, referring to the 1989 study and other documents related to this topic. He also recognizes the desire of the community to increase Elm Grove's walkability. He explained that while pathways have been the topic of a great deal of conversation, the village is attempting to incorporate pathways into a very tight roadway budget, expressing that current roadway projects are underfunded as we approach this budget cycle. He mentioned that while the Board is accepting of a comprehensive pathway system, they are attempting to add or improve paths in conjunction with roadway projects in an attempt to keep costs down.

Trustee Cornell reviewed the last discussion of path ranking with the Committee of the Whole, indicating that that last ranking indicated the Hollyhock pathway as the first ranking

path, but that the Gebhardt path may be done first since Gebhardt Road is scheduled to be resurfaced and doing both projects together may be more cost effective.

Trustee Cornell recognized that there were members of the public to speak on pathway concerns, related to Juneau Blvd. east from Legion to Watertown Plank. President Palmer recognized that this pathway was a part of older plans, but that the Village did not have proper right of way needed to complete the pathway. He indicated that the Village would need to discuss right of way easement with St. Mary's Church, in order to move the project forward.

Ms. Theresa Kapke, of 13405 Juneau Blvd.; Amy Mager, of 1185 Church Street, and Maureen Polczynski, of 1180 Legion Drive, all spoke in favor of a pathway on Juneau Blvd. outlining their co-signed letter presented to the Village Board and Public Safety Committee. In addition to the points outlined in the letter, the Committee discussed lane delineators and markings to help better define on-road pathways.

Trustee Kim Irwin joined the meeting at 6:57PM.

President Palmer directed staff to begin discussions with St. Mary's regarding right of way and to ask DPW to review a ball park cost of completing a Juneau pathway and also to research lane delineators and markings to help better define existing pathways.

Ms. Natalie Schneider, of 14450 Club Drive, asked about the progress in constructing a pathway on Highland Drive, citing an inability to safety walk and access areas to the west of Highland Drive and access to the Middle School.

President Palmer agreed that Highland Drive would benefit from a pathway; however the cost in building a pathway on Highland is very high. He did indicate that a pathway is anticipated to be added to Gebhardt Road, when Gebhardt is resurfaced, but again acknowledged that the lack of a pathway on Highland Drive does not solve Ms. Schneider's concerns. President Palmer also brought up plans for a path along the east side of Pilgrim Park middle School, referred to as the Berkshire pathway that would parallel Highland Drive, from Gebhardt Road to Watertown Plank Road, but again this path does not help subdivisions north of Gebhardt. Trustee Irwin asked if the Committee could get updated project numbers for a Highland Drive pathway so the Committee knows what the true expense is when trying to make a decision. Staff was directed to obtain updated budget numbers for future discussion.

## **6. Other Business.**

Mr. Schindler brought up a concern regarding lines of sight at the intersection of Fairhaven and Elmhurst. Chief Gage agreed to meet with Mr. Schindler to see if it was an issue that could be handled by the Department of Public Works, or if it needs to be brought back to the Committee for formal action.

Ms. Mary Inden, of 14745 Watertown Plank Road, asked if the Committee would consider a speed feedback sign for eastbound traffic on Watertown Plank Road, near her home. She explained that she felt the existing signs, on other roadways, are very effective and that speeding is prevalent on Watertown Plank Road. Chief Gage informed Ms. Inden that a sign was approved at the August 13, 2020 meeting and that it is awaiting approval through the budget process.

Ms. Inden also complained of trucks from the North Ave project, violating the Village's "no through trucking" ordinance. Chief Gage indicated that they will contact the project manager and advise them of the ordinance.

## **7. Adjournment**

Trustee Cornell entertained motion to adjourn the meeting at 7:31p.m. Mr. Oliveri made a motion to adjourn, seconded by Ms. Decker, and the motion carried unanimously.

Respectfully submitted,

James P Gage  
Chief of Police

## James Gage

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**From:** Kristina Sayas <kristinasayas@gmail.com>  
**Sent:** Wednesday, July 14, 2021 1:08 PM  
**To:** James Gage  
**Subject:** Fwd: Deer/EMS Fire Recruitment Update!

FYI - I reached out to Sue Robinson back in June to get a little insight on how recruitment has gone in the past. I also forwarded the below email to Dave.

K

----- Forwarded message -----

**From:** Susan Robinson <srobinson.ers@gmail.com>  
**Date:** Fri, Jun 4, 2021 at 10:14 PM  
**Subject:** Re: Deer/EMS Fire Recruitment Update!  
**To:** Kristina Sayas <kristinasayas@gmail.com>

Hi Kristina,

EMS and the Fire departments have incorporated recruitment into public events such as the 4th of July, Halloween and Fire Safety week. Events have involved demonstrations of fire and EMS rescues, Halloween distribution of light sticks, presence in the park on 4th of July.

The problem is no one has volunteered through any of the efforts. Pleas for volunteers have been printed in the New Times Independent and in the annual calendar distributed by the Village.

EMS does not have a recruitment budget, I'm not sure about the Fire Department. EMS personnel are stretched thin with current commitments. It has been a long time since anyone has crafted and executed a formal recruitment campaign.

The problem is we are asking people to attend a semester plus 2 weekend educational training course, pass a National registry exam (another weekend) for EMT. Paramedic training requires another 9 months of training plus passing a rigorous National registry exam. Then, we ask that they volunteer for duty from 6 p.m. until 6 a.m. for \$84.00. Day calls are paid at \$25-\$35 per call depending on your level of service. Calls vary in length but average 1-2 hours.

Volunteers must live within a small geographic area since the Village will not allow sleeping quarters. This limits the number of potential volunteers to those living within 5-10 minute, legal driving, response time to the Village.

An appeal to High School Juniors on career days would be one possible source for volunteers. High School Seniors are able to take EMT and Fire Fighter 1 training at WCTC as part of their High School curriculum. Elm Grove can offer real life experience to young people waiting to be hired on a career department. Unfortunately, as they are hired onto full time, career departments, Elm Grove often loses that person as a volunteer. Perhaps an appeal can be made to High School seniors to take the EMT training and volunteer to bolster pre-med program applications. The problem with those folks is a lack of time to volunteer while striving for top grades in college. None of these students would have time to become paramedics.

The best volunteers are adults living in the community who are interested in providing health services to help their neighbor. They need families that are flexible and understanding when Mom/Dad/Spouse abruptly leave home to care for a stranger. Families need to understand the need for continuing education and training. The financial reward is minimal, training hours are long, expectations for accountability and accuracy are high.

I hope this helps. Please feel free to call my cell phone for more details.

Sue Robinson  
262-325-0547

On Fri, Jun 4, 2021 at 2:09 PM Kristina Sayas <[kristinasayas@gmail.com](mailto:kristinasayas@gmail.com)> wrote:  
Hi Sue,

I hope this finds you doing well and that you're enjoying this amazing weather we're having.

During the Plan Commission meeting report at the Board of Trustees meeting in May, Tom Michalski shared with the board that EMS and Fire Dept is becoming increasingly difficult to recruit volunteers and that the EMS department is facing a reality of aging staff along with key personnel may leave the department in the next 5-7 years whether the SSND campus is redeveloped or not.

At the Board meeting, Neil Palmer asked me to get the Public Safety Committee together to start discussions on marketing/recruitment for both Fire/EMS. I spoke with Gage about this and he doesn't feel this belongs to the Public Safety Committee but to Admin/Personnel and both the EMS/Fire departments. However, just want to make sure that I follow up with all parties so I can communicate best on how to move forward with the Public Safety committee or Neil.

Please see the emails below.

Can you shed some light on this? on how recruitment has happened in the past? Have you had any conversations with the village about the need to recruit new volunteers recently?

Really any information or history you can provide would be extremely helpful.

If it's easier to jump on a call, maybe we can connect early next week?

Thank you so much for your time and I look forward to hearing from you.  
Kristina

----- Forwarded message -----

From: **Kristina Sayas** <[kristinasayas@gmail.com](mailto:kristinasayas@gmail.com)>

Date: Fri, Jun 4, 2021 at 1:48 PM

Subject: Re: Deer/EMS Fire Recruitment Update!

To: neil1385 <[neil1385@gmail.com](mailto:neil1385@gmail.com)>, <[tmichalski@elmgrovetwi.org](mailto:tmichalski@elmgrovetwi.org)>

Neil,



Thank you for the update in regards to the deer, I'll let Gage and DeAngelis know.

Tom - please see the below communication in regards to EMS/Fire volunteer recruitment. Can you share with me what Fire has done in the past? Was there a budget for this and who approved? Have materials already been created from when the department did their last recruitment effort? And who led the charge? Finally, who interviews potential volunteer candidates? I guess I'm just not sure how the Public Safety committee executes this recruitment process unless they've done it in the past and there's documentation somewhere that can provide a little more insight. Any info you can provide into how this was handled in the past, would be greatly appreciated so I can communicate back to the PS Committee.

Thank you so much and have a great weekend,  
Kristina

On Fri, Jun 4, 2021 at 1:20 PM neil1385 <[neil1385@gmail.com](mailto:neil1385@gmail.com)> wrote:

Kristina

Yes we do have mon for the deer count. Following the count we will make the decision on culling.

On EMS: you should contact EMS leadership and find out who is lead on recruitment (Tom Michalski might know). See if they have any existing recruiting materials. Also ask if they have suggestions of what other organizations might be helpful in getting information materials examples. I prefer we keep this effort in Public Safety. Admin Comm. Is policy not action.

Sent from my U.S.Cellular© Smartphone

----- Original message -----

From: Kristina Sayas <[kristinasayas@gmail.com](mailto:kristinasayas@gmail.com)>

Date: 6/4/21 10:41 AM (GMT-06:00)

To: [neil1385@gmail.com](mailto:neil1385@gmail.com)

Subject: Deer/EMS Fire Recruitment Update!

Hi Neal,

I went ahead and dug around a little about the questions you posed to me last Monday at the board meeting.

Deer: Deer counts usually happen after the first snowfall. Based on the count, a decision is made to cull, assuming there are funds budgeted. Depending on the year, it is around 20k to 30k for a full hunt. It's about \$1,000.00 for the deer count only. Based on the feedback you received from Indian Hills, do you believe we would need to do a full hunt? If so, do we have a budget for it?

EMS/Fire Volunteer Recruitment:

After talking with Chief Gage, we feel this needs to start with the Admin/Personnel Committee. Is there a budget for this? Have they

created a recruitment plan in the past? That can be replicated?  
Recommendation is for the Admin/Personnel Committee to take the lead  
and also discuss this with the Fire Chief and EMS Director on their  
needs and timeline. Public Safety doesn't feel that we're the ones  
that should be recruiting personnel, but the Admin/Personnel  
Committee. Should I reach out to Michalski and have him look into  
this or add it to the agenda?

Thank you,  
Kristina

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