

BOARD OF DIRECTORS MEETING
HELD AT BAYSIDE VILLAGE HALL
9075 N. REGENT RDL, BAYSIDE, WISCONSIN

August 16, 2011

1. CALL TO ORDER

Mr. Tepper called the meeting to order at 8:31 a.m.

Present: Sam Dickman, representing Bayside,
Carl Krueger, representing Brown Deer
Mike West, representing Fox Point
Jerry Tepper, representing Glendale
Bob Brunner, representing River Hills
Guy Johnson, representing Shorewood
Julie Siegel, representing Whitefish Bay

Also Present: Robert Whitaker, Fire Chief
Andrew Harris, Deputy Chief
Lynn Burton, Business Manager
Kerry Wenzel, Confidential Secretary
Andy Pederson, Bayside Village Manager
Russ Van Gompel, Brown Deer Village Manager
Dick Maslowski, Glendale City Administrator
Tom Tollaksen, River Hills Village Manager
Patrick DeGrave, Whitefish Bay Village Manager
Nick Padway, Fire Commission Chairman
Mary Buckley, CNI Newspaper

2. PERSONS DESIRING TO BE HEARD

3. CONSIDERATION OF MINUTES

It was moved by Mr. Krueger and seconded by Mr. West to approve the July 12, 2011 Board of Directors Minutes. Motion carried unanimously.

It was moved by Mr. Dickman and seconded by Ms. Siegel to approve the August 2, 2011 Personnel Committee Minutes. Motion carried unanimously.

4. FIRE CHIEF'S REPORT ON DEPARTMENT ACTIVITIES RELATING TO DEPARTMENT CALLS, STAFFING, APPOINTMENT/PROMOTION NEEDS, TRAINING, FIRE PREVENTION ACTIVITIES, AND UPCOMING EVENTS

Chief Whitaker outlined his written report.

5. FIRE COMMISSION CHAIRPERSON'S REPORT

Chairman Padway indicated the Commission is running two promotional processes. There are nine applicants in the Fire Lieutenant process and six applicants in the Battalion Chief process. Chairman Padway commented that the Captain position is valuable to the Department structure and would improve delivery of service.

6. COMMITTEE REPORTS**A. FINANCE COMMITTEE**

Mr. Dickman stated the Committee met and received a monthly financial report and began discussions on the 2012 budget.

B. PERSONNEL COMMITTEE

Mr. Dickman stated the committee met and has recommendations to approve the non-represented wage adjustment and the adoption of the Personnel Manual.

7. CONSIDERATION OF WAGE ADJUSTMENT FOR NON-REPRESENTED EMPLOYEES

It was moved by Mr. Dickman and seconded by Ms. Siegel to approve the wage adjustment for non-represented positions effective July 1, 2011.

Mr. Tollaksen commented that employees in River Hills are not getting raises and the benefit levels of Department employees are not in line with municipalities. He suggested the Department adopt those standards. Chief Whitaker stated pay compressions issues have become tighter and are a serious issue within the Department. Mr. DeGrave stated the increase seems premature and suggested tabling the matter until 2012 becomes clear. Chief Whitaker clarified that the increase is included in all 2012 budget scenarios. Mr. Johnson asked if all non-rep employees are exempt from the recent legislation. Chief Whitaker stated that non-sworn employees have begun contributions to their pension this month.

Motion carried unanimously.

8. CONSIDERATION OF ADOPTION OF PERSONNEL MANUAL

Chief Whitaker outlined the manual and noted it also includes a grievance procedure as required by state law.

It was moved by Mr. West and seconded by Mr. Brunner to adopt the Personnel Manual.

Mr. VanGompel suggested adding language to Step 4 of the grievance procedure to indicate "no new testimony may be offered at this time."

It was moved by Mr. West and seconded by Mr. Brunner to amend the motion to adopt the Personnel Manual pending attorney approval of the added language to the Grievance Procedure. Motion carried unanimously.

9. ANNOUNCEMENTS**10. DATE AND LOCATION FOR NEXT MEETING**

The next Board meeting is set for Tuesday, September 13th at Brown Deer Village Hall and a Special Meeting on Monday, September 26th at 7:00 a.m. at Fox Point Police Department.

It was moved by Mr. Johnson and seconded by Mr. Krueger to include the special meeting on the upcoming calendar. Motion carried unanimously.

11. ADJOURNMENT

It was moved by Mr. West and seconded by Mr. Johnson to adjourn. Motion carried unanimously at 8:52 a.m.

Carl Krueger
Secretary/Treasurer
NSFD Board of Directors