FIRE & POLICE COMMISSION MEETING –Minutes
January 27, 2020

Village of Hales Corners, WI
5635 S. New Berlin Road

Pres. I. Thomson called the meeting to order at 6:45 p.m.

1.0 ROLL CALL – Present: Pres. I Thomson, Commissioners: E. Leonard and T. Smyczek. Commissioners S. Sannes and M. Dzick absent and excused. Village Board: Pres. D. Besson, Trustees: M. Bennett, L. Bergan, R. Brinkmeier, K. Meleski, D. Schwartz and M. Stahl. Also present: Chief P. Jaskulski HCFD and Administrator S. Kulik. Audience (6)

2.0 GENERAL BUSINESS

2.1 Wisconsin Public Policy Forum "GOT YOUR BACK" presentation – R. Henken addressed the Commission and the Village Board members regarding the published report. Mr. Henken commented that the primary purpose of this type of study is not to save money but to find potentials for government to work together to provide a higher level of service than they could provide by working on their own. The Forum uses a six step approach to studies such as this: 1) are demands for new technology or equipment or state / federal mandates becoming unaffordable, 2) are key staff heading into retirement or other organizational developmental issues on the horizon, 3) are there areas of clear cut cost inefficiencies or redundancies between neighboring municipalities that could yield cost savings, 4) could sharing services change the level of services provided, 5) is one municipality providing a service that is benefiting entire region without added financial support, and 6) are existing capital asset needs to intensive and costly. This study looked at these criterion and 3 or 4 were met. The study took elements of the 2012 study and revisited those elements as well. This study was undertaken by Greenfield and Franklin. Hales Corners expressed support as well and it made sense to include Greendale so the entirety of the Zone D communities was included. Calls for service have increased demand zone wide with Hales Corners having the largest increase in demand of 40%. Meetings and data used for the analysis was provided by all the Zone D chiefs and administrators. The forum reviewed opportunities for enhanced services, to operational changes that could be made for more efficient services short of a consolidation and finally a consolidated department. At the earliest level service level sharing would be beneficial for joint training as well as enhanced EMS oversight and case management. Greenfield has already filled this position and it was reviewed for joint service elements. The financial impact of sharing training and case management was approximately $14,000 for each of those positions. Another sharing element is the use of Battalion Chiefs from Franklin or Greenfield who come into Hales Corners and Greendale for major incidents, typically fire. P. Jaskulski commented that they are only here when requested and not on every incident. R. Henken commented on the correction and stated therefore when requested. Franklin is seeing an increase for demand and under resourced and their ability to respond is coming into question for the future. R. Henken indicated that some type of formal agreement is an option for cost sharing arrangement. Operational changes were reviewed and closest unit response was explored. This model has 4 separate departments but would require a change to dispatch services. This would allow for dispatch to tone out services based upon the closest and most appropriate unit responding and increasing response times. Under the full consolidation model, there would be staffing adjustments and with shared resources the overall cost savings would be approximately $239,000 which would include changes to where assets are deployed. The Hales Corners station would be staffed with fulltime paramedic firefighters and would be covering parts of Greenfield and would provide higher ALS level response to the entire community. R. Henken commented he understood that

there is no desire to go towards that model at this time as the model we have is working and that the Village has far less per capita cost of providing these services. This level of service under a consolidation would definitely cost more money. The added cost is not an element of consolidation, it is due to more resources being deployed in the southern zone and changing the Hales Corners model to a fulltime career department. There is a net increase expense to convert to a fulltime career department for Hales Corners of a little over $1 million dollars, estimated, less the savings of a consolidated command structure which results in an estimated cost increase of approximately $814,000. Dividing that cost between the departments most in need, Franklin needs increased resources and Hales Corners would need a fulltime department so the cost increase per municipality would be shared at $407,000 to each. This is compared to the $1 million for Hales Corners to do it on their own. Franklin would get two firefighter/paramedics 24/7 at its southernmost station for $407,000 and it is estimated that for them to do this on their own would be $850,000. Greendale would see enhanced service levels under the closest unit response and Greenfield would see improvements in providing services in a more seamless manner as people could be moved between the departments. This is true under the consolidation model as resources could be moved throughout the 4 municipalities to cover stations without incurring overtime when staff is off on paid time or leave situations. Further, reductions in needed apparatus from 25 to 20 could be realized as well through shared resources. In closing, R. Henken commented that it will continue to be a challenge for the Village to operate a paid on premise model as the economic conditions continue to put pressure on this model. There is opportunity to enhance services at a lesser cost than going it alone and this study provides informational estimates on what could be done under shared service models whenever the Village may feel ready to move forward.

FPC Commissioner E. Leonard asked why the paid on premise staffing model is being considered harder to maintain than the fulltime model which appears to be challenging the other communities. R. Henken commented that the chief would be better to address this question however the constant turnover as the part time staff is trained then moves onto fulltime positions and the available pool of individuals willing to work in the part time department based upon economic conditions as they exist today as well as carry less personal risk. P. Jaskulski commented that there is much conjecture about the paid on premise (POP) model. Fire Departments are steeped in tradition and that thinking causes some of the issues. He reported that three departments using a similar POP model have asked to see what is being done now at Hales Corners. He stated that the other departments are not looking for POP personnel. The Fire Departments join the service website has had over 1,000 hits, 50 surveys filled out and nine new hires in a short period of time. The Village has trained over 240 firefighters and EMS personnel who went to fulltime positions in the past 39 years and still maintained services. He does not feel the POP is an issue. He is able to train without being bound by other departmental contractual challenges as he can train at night where there contracts do not allow it. D. Besson commented that he felt the short report came across as negative towards the Hales Corners POP model and appeared preconceived, that he agreed with the closest unit response and he would like to have the Forum go on record as agreeing that New Berlin should be allowed to respond in Hales Corners as currently Milwaukee County Office of Emergency Management will not allow it. Further he agrees that Greenfield should be and will be hopefully soon responding into Hales Corners. Also, the Village does not view the POP training as anything other than a plus as it keeps the training at the highest level and always renews. He commented that the report indicated that Hales Corners fire department personnel are not receiving benefits and that it is not correct

as all receive social security benefits, some are in the Wisconsin Retirement System. The Franklin staffing model is reported as sparse and Greenfield's is robust and that is the issue for those individual municipalities but the financial burden for the plans presented appears to be on Hales Corners for issues not within Hales Corners. We are working towards returning to paramedic services. We have a shared dispatch service and a shared ladder truck with Greendale. R. Henken responded that he is not attempting to get the Village to do anything that they feel they don't want to, but that he would reply that if you were going to design and fire/ems framework from scratch, it would not be as Zone D currently operates. D. Schwartz asked Chief Jaskulski what improvements in terms of service have been achieved from 2015 to 2020. P. Jaskulski commented that Franklin is taxed in responding within its own boundaries and they have been the primary paramedic responder which is not becoming difficult for them responding in a timely manner. The Village had been operating a paramedic service that was dropped before he came on as chief. He felt is should never have been dropped and it was mismanaged by the person in charge at the department at that time. He did not put that person in charge and he is working to fix it right now. He is working with Milwaukee County OEM on a proposal to return to that level of service. He agrees with closest most available unit coverage however he feels that area should not be restricted by county boundary lines. He should be able to use New Berlin but his currently not allowed to. He is still pursuing this option. D. Schwartz reported on a personal issue and felt that service should be better as we are not equipped to serve people based upon his own experience. P. Jaskulski disagreed. D. Schwartz stated he is likely the only person on the board in favor of the study as it should be more about service and saving lives and that it may cost more in the short term but is a long term gain. P. Jaskulski commented that a shared service requires a deeper look and a look at the rippling effect of how this is handled and they are attempting to move towards it. Commission E. Leonard commented on Franklin losing a referendum to add fire personnel and that what happens with command structure, i.e. wages and benefits, would be decided by outside the Village without any input from the elected bodies. R. Henken responded that Franklin pulled the referendum; it did not fail, as they felt the public support was not there. It becomes a Hales Corners problem as it is for all others in Zone D. As to the second point regarding the allocation formula, it can be done as long as the will is there for it to be done. The North Shore Department governing body is made up of all the communities and that is the likely make up in the event that Zone D were to ever consolidate.

3.0 Adjournment – Motion (Leonard, Smyczek) to adjourn. Commission adjourned at 7:42 p.m.

Prepared by: Sandra M. Kulik, Administrator