

**VILLAGE OF NORTH PRAIRIE
PUBLIC SAFETY AND PROTECTIVE SERVICES
JANUARY 5, 2023 MINUTES**

1. **Call to Order 7:06 p.m.**
2. **Roll Call. Present: Gary Nickerson, Dave Stellpflug, Deborah Hall and John Heintz Taylor. Also present: Chief Tamez.**
3. **Approval of December 1, 2022 Public Safety & Protective Services:**
Minutes to be approved at the next meeting.
4. **Discussion, action as necessary, Beginning discussions on being able to supply proper Police Services for residents in North Prairie starting in 2024**
5. **Discussion, action as necessary, Child Safe Zone**

Before we go to the discussion, everyone should state their name as the meeting is being recorded. All meetings from now on going forward, you will state your name whenever you speak. give your name so it's easily transcribed by whoever's going to do it. Also, as the item 3 will be tabled, which is a motion to approve the December minutes, but they were not distributed. Nobody seems to have them, so we'll check on them tomorrow. So, number 4 discussion actually just sharing and then discussion and some possible ideas to provide police coverage. And current budget levels are greater for 2024 and beyond. And what I'll do is this Gary, for discussion with County in October if we go with their coverage – 2 officers one per shift, which is 1/3 less than what we have now. So we're budgeted for there would be \$550,000 that came from the guy that. So you probably know his name. I remember Jim Gum. We approached the town or village of Eagle, at that time they were getting a new police chief and we're not interested in talking about it at that time. We approached the town of Mukwonago to see what they were going to do and they were putting a referendum in place to try and get more officers because at that time they didn't know they could give us coverage. And so at that time it was explained to me by a representative from the town of Eagle, that sheriff's department had told them that because of budget cuts in January of this year, which we're now in, there were cutting from 9 hours per shift to three cars per shift for the entire county. So they basically told the people of the town of Eagle residents, good luck because that was their sole source of protection.. Well, I was told last weekend that the sheriff's department had found more money and they were going to go back to the nine cars. I'm so sorry, communication with people all the way up to the captains. It definitely was false information given to me. So they are still three cars for the entire

County. So what was false information that there were going back to nine cars that they found money to be able to do that? I mean, so here's this is what I struggle with quite a bit, is there's a lot of hearsay. I don't have anything in writing from anybody other than what you're telling us, Gary. And so I personally would prefer that we approach this as. What is going to be right for the village of North Prairie? And how do we get there? And don't disagree. I'm just bringing you a history into the minutes. So that's what we did before. So that's true. That's what we're here to do. So that's where we were on checking out before. Logically, I know that the price won't change from the county, and they offered to give that to me in writing whenever I wanted it. But I wasn't going to waste their time having to do that if we were going to consider that. So there's no sense having that. As you know, they have their times, too. So with that, as far as funding your options. 2024 we wouldn't have any if we needed to go to a referendum because we can't do it on the fall election. So I don't know. We have to have a plan. The only time we could call a referendum again. Or to try to skirt. Mr. President. Right. Correct. Correct. Describe what my interpretation of are. Go ahead. Because going to. I've reviewed the options of referendums in odd years it's spring elections, even years it's fall elections. So if not spring April of 2023, then by statute, the next opportunity would be a referendum in the fall of 2024. Right. Yeah. So there is no option for 2024 of any kind. Right. The other option we do have, which again may or may not be something we want to address, but it is a legal option that we don't have to have a referendum. Oh, we can do what the town of Ottawa just did with their fire budget because they decided to remain with Dousman for another period as opposed to going out and looking for another service and pulled it out of their budget and now having a fee line on the tax bill. So that is a way to get around the referendum. I checked with our accountant because from what I've understood from my conversations on the outside, we may need \$100,000 more than were budgeted this year to run it. That would equate to, according to Howard, to 32 cent a \$1,000 per home, which would equal out on a quarter million dollar house would be about \$80 a year. To go to a full-time department with part time positions. Therefore, it means there's an extra \$100,000. So that's what I found out so far. So that is tough to put into conversations. So all the shorter conversations. All right do you care if I talk, y I kind of did a little something for everybody here. I kind of want to just kind of go down the row here. You. So the email thing, I kind of agree with them. You got to watch. I don't believe the intent of that email, but to say that we are providing poor service. I don't believe that at all. I just think it wasn't worded properly. We it's not poor service that we are giving our lack of service. It's the ability to fill the hours that we do have. That's in question. Not it's a way that it

reads it. It makes it sound like or somebody could interpret it. On the agenda here, the spirit of change. Yes, I know. And I did respond, but but it did. I would agree with like that. We weren't giving probably or giving proper service. And I don't I'm just saying that. And then I responded, Yeah. And this is Gary speaking when I talked to people. What your words coming back is inflammatory. According to the English people. It's not okay and they're deported. And my response, Gary, just real quick, was, as a layperson, as you read one line, given the emotion and passion around the police department situation, and regardless if it's proper English, it could be construed as somebody, including myself. Looking at that is that we're not providing proper and we know. And so I don't want to get too in the weeds about everybody here knows what my intent what I do and you. And this is Chief Tamez. I really did want to turn this into an argument. Then let's try to talk over one another. The whole thing was I. I agreed the way it was, the way I read it. It could have been taken as I wasn't giving proper service. Right. And I don't feel that North Prairie Police Department gives poor service. I feel that we may not give the type of coverage I think the village deserves. I would like to get staffing so that we can provide better coverage with the hours that we have. But I think the service that the village is getting is excellent. So that was the whole difference. I don't feel that there was any malice in that sentence or that it was meant to be taken that way. I just know that in today's world, a word, a phrase can mean so many different things to different people. So I know it wasn't your intent or mean that we were giving the village poor service, but a person could have read it that way and taken it away. So I would agree it just needed to be changed. And I appreciate the fact that you did that. That was all I have on that. All right. And the next one I had was the child safety Zones. We have a map of that. And sorry, this printer doesn't do color. And I tried to do one on my printer with black and white, and then you can't see what's in the zones are. So I was reviewing the. The map and on the map number three. And you can all take a look at that is no longer there. The church is not there. So it shouldn't be a protected area anymore or an area that doesn't know allow for someone to live in that zone. So I don't know who does our mapping or if it's worth changing it now or just noting it somewhere on the map that that is no longer in that restricted zone. So this is Debbie. Is this really like relative to the or the sex offender or. No. Yes. So my only comment with this is that at the moment the church isn't utilized by children. But if there is ever a business that comes into the church that would be utilized by children, then then we will get from there one until. So I know that there is a proposed agenda item to rezone that to residential, but until that's done, I don't think we should take it out of that. Okay this is Chief Tamez. No, just. And I get what you're saying. You don't

want to necessarily just jump on it right away. But if we don't and somebody wants. Still live in that area. Now we do tell them they can't. It really is not restricted anymore because that church is closed. Whether it turns into a church again and it goes back in place or a business turned into a business that caters to children. Okay. But even ZaZing doesn't fall under that protective zone because you come there, you purchase and you leave. Or what is that, do you know? This is Debbie what does the state statute or our ordinance say? If a zone you we would have to I'm sorry, but you would have to look at our ordinance, not statute, because we put in an ordinance which can supersede statute. You can be more aggressive, but you can't be less. So go to our ordinance and see if there's anything on there that would say, hey, we have to change it by whatever time. Is that something you can do, though? So I can take a look at it. Sure. Yeah. But I'm not the one that would be the one that changes any of that. That would be. That would be you guys. I'm. I'm just letting you when I reviewed this, it shows that number three really wouldn't fall in that category anymore. John, Trustee Hall, serving on the Personnel Committee and reviewing the position that Francis is in. I am familiar and having a reason to know the child safe zones for my own business operations. I have reviewed the ordinance and I do not recall seeing a deadline by which we have to change that. Okay, It is based on the use and we can ask Chief Tamez as if you you know, you can take the time to reconfirm that. But I'm assuring you that from what I read within the past year and I know of no changes to that ordinance in the past year, the way it read about a year ago, there is no deadline by which we have to change. It is based on how the property is being used. Okay. Chief Tame, as I would agree, it's just that I would end up having to call legal or somebody that would know more about that stuff than I do. I most certainly can try calling, you know, the Department of Justice and seeing if somebody could give me an answer to that. But I think it's basically going to go with the ordinance. If it's not being used for that, then how do you keep it? Is that I understand what you're saying. So I think that's just needs to be a future agenda item. Oh, that's a good question, This Gary, John. And there are certain restraint. The zones in the ordinance are one, two, three. If there's somewhere to, they're relocated. That's me. No, no, no. Oh, different staff stays in the ordinance, so there's not an exchange. You just, you know, and it was not, it was not stated in the ordinance. So there's not an ordinance change meter. Right. I went through three things just so you guys could see, you know, if it were those areas that were that that was not all me. The public hearing of votes goes on Thursday it could be gone. Right. Well, it's already gone. This is John. It's zoned currently zoned B1 if it doesn't or two, two, one or two does not matter to request is going to R! . Yeah, but it's not necessarily based on the

zoning, it's based on the usage because somebody could have R1 and run a babysitting facility out of their home, home based babysitting. As long as we don't know about a problem with the avenue. Right. So so I don't I don't I'm not saying neither. I just so it's really based on the usage, not the zoning of the property. And our code does not specify any date by which, you know, a change it maybe it goes back to a child usage and it doesn't specify in this map you go back to where it was. Right. And that's really why I'm bringing it to your attention right now. It is not being used for that. So if somebody were to say, I'd like to move there, there's really nothing that says that we could by ordinance say, well, you can't. This is John in response to the work right there. Mr. President, should we be keeping a running list of items that should be addressed by our, you know, well, legal, but the village engineer. That would be in a different committee. Yes. Okay. Every new policy for sale or that would. I'm looking at our ordinance right now where I don't think that map is supposed to be updated on an annual basis. And with this, with the signature of the president, which has never been I mean, even before, Gary, I don't know that I've served under any president who has signed off on legal village maps. But, I think at some point they may move around. So I think what we've done is we've jumped to number five. Okay. Okay. So we've taken care of child safety zone stuff. Just kind of tabling that for now so you guys can figure out what you want to do with it. And I will make a couple phone calls. Okay, the fee schedule, I'm reviewing that and updating it as we can. My thought behind that is to compare with the municipalities that are local here and just see where everybody else is. Basically, it would be a comparison on ordinance violations, not necessarily criminal or traffic stuff because that the state dictates as to what those fines will be. But ordinances and let's say somebody somebody didn't get the permit they needed for a fire or something like that. And you know, we charged 30 bucks where Mukwonago and Eagle charged \$100 each. So are we behind the times? Maybe we should catch up. I think it probably would be best if we can all agree and I will talk to the other chiefs than just say, hey, you know, if we can all have kind of the same type of fee, isn't the only reason that we didn't do that sooner is because I know that some of those guys have really robbed people. It's like, right, 500 bucks for that. That was just seem to be a little excessive to me. But yeah, I mean I would this is look at it more what's appropriate for our road versus what's around surrounding it just because and I agree I just thought if there are some that are our uniform hey we can go with that if we think this is where I guess if I think this is too expensive, I'll bring it back to the board and say, you know, I Yeah, because I mean, let's face it, it's too expensive. People are going to pull in. So at least if we keep it a little reasonable, we might have a chance. So anyways,

I'm kind of taking a look at that. Hopefully I'll have more information or getting get it closer to being done totally in this. Do you have an idea of timing on that? So just so the finances and then end of summer so you just said Yeah, because most of these guys aren't even looking at their stuff yet. So then would your proposal be that that's going to be the fee schedule for 2024 while either that or late 2023 if one. Well, we just want to and, and everybody gets an opportunity to take a look at it and then vote on it, but probably more in effect for 2024 than 2023. Yeah. Only because from a finance perspective, we should also then have the other departments and I like that, Dave, because I'm trying to think of like public works so that the Finance Committee can then do it all and then I guess let's go with that then hopefully a projection date of 2024 to have some kind of completion for budget times longer prior to September. Yeah, because then that'll give a month to look at it or to budget. All right. Okay. All right. I kind of got a little nasty gram from Amber about Clark working at home. Oh, know, this Clerk is not working at home. For those for us report. Oh, we can't be here for them. They're all important. Sorry. Hey. Right. All right. Maybe I'll come in. No, no, no. I need you to lock it, said Steve, who is called. Thanks, Steve. Happy New Year. Happy New Year. All right. Anyways, I kind of got a little note from Amber as the work at home thinks I'm the one that that approves that we've been working at. She's been working at home for years and work free, not having a full time department. If somebody makes an arrest on Saturday or Sunday, that leaves that report needs to be done in in the DA's office by early Monday morning. So Mel has always agreed that, hey, if we get something, just call me in and leave me. I got the computer here. The computer is department owned and we follow all the rules. If it's not logged on that computer, it goes right on our hard drive here. She does a report which goes to the DA's office. And this way, it's in the office for lack of courts the next morning. So this is Debbie, because that was. I was a bit surprised by the work from home. I don't disagree with it at all. I mean, stuff comes up and, you know, Mel is a very integral part of that department. My concern revolves around security. Like when she's on the Internet doing stuff, she's not hooked into the village. She's server. Our server, not the village, is the police department. So you guys have and you'll have to just go with my lack of understanding how this works. Is that a secured system? Okay. So it's like an to HTTPS. You're telling me stuff? I have no idea. Right. So this is what I want to make sure with are I keep following all state and federal guidelines as far as what we can use and how we use it. Okay. Even if it's she's even if she's wherever she is from home with that computer, that's the only computer that is linked to her computer to have that kind of access. Okay. So that gives me a lot more comfort. What she's coming across here and how to do it right.

There's a sort of direct connect. It's a you know, we have art world on or. No, of course not so well, but if it's coming out from her computer. But that's why where this stuff coming, she secured her home and it was secured here. That's okay. If she's typing into pancakes one on one. Yeah, it is not secure. Come on. No, I understand what you're saying, but then it is not secured, that is what Debbie is asking, yes it is 100%. So then the next question I would have and this is really I think for the board, is I think we need to have a work from home policy create just because, again, it sets a precedent. We don't, I don't believe, allow other employees really to work on a work from home basis. And so we just need to get something and you guys all call me and I'm hourly so. Yeah. And I know, right. But not in a when I say that, I mean, like, I know you're transmitting secure information via some sort of something. This way. If we didn't have that capability, we could we would be in trouble. So then my next question is, what happens if Mel goes down, who's the backup to do the stuff that she's doing? It's me and Terry. Okay. And she has a folder and notepad and how to how to do the job, because I'm the one who basically taught Mel. But with that being said, it has now been 20 plus years that I haven't had to work at that because a different clerk has, whether it's now or what was what was her name, probably, you know, I had never worked for me that I'm not on a search term on it. Oh, no, no. Well, that skinny gal was a name that used to live up the road. I know. We talked about it. Just a very nice person. She is a very nice person. Yeah, well, that's it. Is that. Yeah. We would all need to game. Didn't really work at home, but she didn't. Didn't have the background or knowledge to do that. She only worked from here. But I want to say Pam. But I don't think her name was Pam. No. Anyways. But her not know what you I think. Yeah, I think. But you know, I can't be doing it without having that capability. We could. We could end up. Not necessarily in trouble legally as much as we'd be in trouble that, hey, this is what's supposed to be at the DA's office. So now we're not charging or or it's your department's, you know, fault. You need to redo everything and then if we can't because. Of evidence or blood draws or whatever. That didn't make it in time. We would then get trouble legally because we didn't have it done so. So it's a necessary function. So if I guess just keep that in mind when you're doing your policy. We're lucky enough that she's able to. Agrees to do it. She gets no extra for it. She doesn't get paid more. She doesn't get extra time if she does it. And if she did it in 3 hours and she'll either not come in 3 hours the next morning or when she comes in, she leave 3 hours early or say, you know what, I got a doctor's appointment Friday. I'm going to take that 3 hours and we keep track of it. And she logged on to her payroll sheet. Appropriately so. This is Debbie again, again, the intent, at least from my perspective, is not to micromanage it.

Whatever works for you guys works. But I do think possibly the communication could be a little more. I don't care personally if she's out 2 hours for a doctor's appointment and work, but it's kind of like this extended thing with a surgery to. To just give that information might be help might help kind of head off the I get that she just didn't want everybody know that she had surgery. Well we don't need to know that right We just need to know that. Hey, Melissa is going to be out. She's going to be, you know, working from home. When he didn't know that, I personally did not. Doesn't mean that, but. And I don't mean to. But it it's my department. I run the department. I knew I don't think every board member needed to know. I if you want to know, I most certainly would call and say, Hey, I'm going to be off for three days. I was off for three days. I had to call them. I didn't come in. I didn't want to get sick. So I took off three days. I didn't think everybody needed to know that, but. True. But this goes to, again, the fact that we don't have a policy in place. So this just creates some things that we now need to address so that we can just, you know, we try not to act like a big, you know, company, but yet we do things that honestly, a lot of big companies only allow to be done. So so just balancing that is all that I'm asking. And so to me now, the next step on this is that we ask the Policy and Personnel Committee to take a look at a work from home policy, because again, remember, we have to answer to other employees as well. So again, it's and I understand it's just that her job is on the act. Yeah, everybody job is unique at this. It is. It is. And I, I don't mean to lessen anybody's anybody's job or responsibility. I'm just I'm just saying that, you know, it's kind of a necessary. Unnecessary evil. Yeah. And if you want to call it that. So, Gary, would you like me to ask for John? You're on x ray. You want to show How do you want to challenge? You have an email regarding that. Just want to. Amber Okay. Help me with one of the other things I told her about anything about two of them. So she's already been advised. Okay, I didn't see it, so. Well, you wouldn't because you're not on the committee. Well, this was something there's no reason not to tell her. I mean, to me, it's just like that. I don't have to ask about it now. Like I told you of. Email one. Yeah, This is John, Chief Tamez. As do you have resources that you could offer for the committee to consider? You know, policy? I do. I can just say yes. Okay, So if you got an answer, I honestly don't have any anything that came from another department, just kind of stuff that we work on. We can all put together one when we figured out, Hey, we need to do this. So guess what? This is how you'll do it. Okay? This computer, I'm offering you a chance. If you have some input as to how something works in the real world. Yeah, because I don't. If you have a copy, could you get me a copy of that? Yeah, I can. Thank you. Thank you. I've kind of an outline in writing it for the entire village. Yeah, because we might as well make it a policy

for. I agree. Yes. I work from home. Policy for All village employees are full time employees, part time employees, part time. That just leave room for any Village employee. Otherwise you'd be right. Yeah. Trustees. Yeah. For village and. He's all right. I think we're covered under this standard of conduct or something. You're right. Okay. Next item would be school crossing and parking issues. We continue to have issues at the school and traffic violations. And our officers have been at the school almost on a daily basis this this month where we're pretty well staffed as far as the day shift goes. So we're there almost every day just to make sure that what's going on is these parents get earlier, go up there earlier than the school opens and don't want to just drop off their kids until the doors are open. They can't just drop him off at the day care because you had to pay for daycare. There's ample parking, but they don't want to park because then they'll get stuck there till they can get a way out. So they stay in line with their kids in the car. So now if you get too many people staying in line now traffic is starting to back up and e going south so busses can't get in, The cars can't get in. The road is getting blocked because the parents don't want to drop off until somebody is there to open the school. The school generally tries to open up at around 815, eight, ten, something like that. But the school actually doesn't start until closer to 830. So they're already getting there early. I spoke with Principal Voss. She's willing to consider trying to start a little early, but that cost them money and volunteers. So. So now we've got the people not intentionally blocking the road, but blocking the road because they're in line to go into the school or even just go straight. Some people are getting fed up and now they're passing on the hill, which is illegal. So now they go in that northbound lane to try and get around everybody so they can get back in route to where they want to go. But there's still people coming northbound waiting to turn into the school. So we've got a line here and a line here. Another parking issue that we have over there and not so much a problem. But these parents, instead of having their kids take the bus, which would be great, because if they took the bus, then this issue wouldn't have as much. But 18% of their students are what they call busable. Not not far enough. Well, not not so much that, but open to new open enrollment. They're 18% of the students are open enrollment. So they don't qualify for that bus unless I believe unless they pay for this day. We did that. You can pay for it if the busses. Of course not. So anyway, I've talked to Principal Voss, I've talked to people from the Department Transport I'm going to go and meet with Principal was probably AC and I'll go out there. We'll review the parking lot to see if there's any kind of things we can brainstorm to get in, to get things running a little more smooth. But you can't use cones because then a bus can't get in. You you're you can't even. The other day, a squad was up there. He was

helping in the parking lot or somebody trying to pass it. And on the left, well, he said he didn't see it, but by that time, if you tried to stop somebody, now you're blocking the whole road and you just made that congestion even worse. So you try to get a plate as a guide for everybody so you can do something about it. But he's dealing with something else in the in the lot. So this is Debbie there is so I know. Have you had any conversations of how Mukwonago handles their different situation but the grade school that's on a quarter of an island, I mean, they only allow people to go in and out. There is no cross traffic. You go in and you figure it out. They have the same that is not a two lane highway over there. So I'd be curious. They have parking people that are standing there saying, you go in this way, you go out that way. I, I already and I'm sorry. This is Chief Tamez again. I've already suggested that to the school. Hey, have we thought about making this a right turn? Only when you leave, you got to turn right. Right. So you can't go back Cross traffic. Got to turn right. You can. Only entrance is if you're coming in South side. Not the north side. Just the south side. Well, you still have to have people there to enforce all around the school won't or can't do it. We may or may not have the staffing to do it. I don't know that one person could do it alone. No. But do they even have anybody directing traffic? No, they don't. So that that would be my question. When you meet with the principal, what are you know, I understand that this is a problem. I would like to know what or how does Mukwonago handle it with having people actually there. And I don't they are not police officers. They do not have police uniforms on. Right. So are those people. Volunteers are the people that get paid 20 bucks by the school to come and do this, Because to me, we're talking about a flow of traffic. And how do you control for traffic? You tell. People where they can go. And this isn't to me unreasonable for I don't disagree agree with you. I guess we also have to check with the county and see if we can put those kind of restrictions on that road because it is a county road. Well, so is NN, so I again, I'm not saying there's something there doing. We may have to we might have to just check with the county and see if that's even a possibility or more likely, just put the signs up and wait till somebody complains and. Right. I mean, because again, we're not there is no real solution to that issue. The school could most certainly put something on their property that said return only, but that's not necessarily enforceable. Right. But then again, it goes to. So could we get some more information as to what is the school prepared to do other than opening up early or closing later? Why aren't they willing to? I'm going to meet with Principal Voss and we I will ask those questions. Okay. We can also talk to the county and just see what the likelihood of putting signs there that say, you know. Right. Are getting a couple of people. Again, I don't know. I just know

that the school they do this in Mukwonago and they have just as much traffic if not more on NN. And then at rush hour or five on off there, I just I honestly don't and I honestly don't know what their traffic control thing is like. I used to work in that area, but I don't remember them ever controlling and saying, yeah, it's pretty crazy. I mean, it gets backed up. We, I go over there a lot, but as far as middle schoolers or middle schoolers, that there is a grade school you're talking about the one that right across from that little Gillette gas station that used to be Gillette's gas station. Now I'm talking and it's across from Pickens. They have no parking. Oh, okay. All right. Goes more than what you have in your restaurant. For one thing, you've got three entrances and exits. Yeah. Yeah, This is the one I'm sorry you're talking about. Okay. I know, but I don't. Yeah. And then they get the one off of them. I would say there's just a lot going on, and. And. And, you know, parking lot. Yeah. Yeah. And don't get me wrong, the school put more parking there. The because, you know, she says, you know, there's ample parking and people would park. They just don't want to park. They want to wait in line until the school open so they can get up and go, you know, So it's like, well. So anyways, that's where we are. With that, I'm going to talk to the principal. I'll ask a few questions, see what we can find out. We can only help as much as we can help. So. Next item is chickens at large. I've had three complaints so far. Somebody on Crooked Stick in the Broad Land subdivision that's complaining about a rooster who has been in the area. Nobody seems to know who owns it or where it belongs, what property it belongs to. But you don't want to admit to it because you're not supposed to have a rooster. So. So I was hoping that I was looking at the ordinance here. And as much as it says, you know that. There's action that can be taken. It doesn't say anything about fines for your chicken running that large or you violating the ordinance, or if you lose the ability to have chickens at home, who takes them away from you and where do they go? Yeah, so an animal can just call HAWS. And if they choose to come and get them, they may sometime not look at the ordinance. Yeah, you can make a couple. So have you confirmed the rooster at large is actually very well, actually at large. Like I've had three different homeowners call and complain that there's a rooster roaming around in their backyard. Sometimes it's in the patio, sometimes it's by the retaining wall. Nobody. One lady went said that she went to the farm closest to them to see if maybe they have a rooster. They missing and they said, No, we don't have chickens. So I'm guessing that belongs to somebody in the area. I did have Mark drive by there. He didn't see a chicken or a rooster, but that doesn't mean it wasn't there. To me, this is John, Sal. Why are you laughing at me? Because I heard you say something funny. Or do you hear smart? One thing, brilliant another. Do you have a track ID pamphlet available? Because right

now there's fresh snow and they can go out tracking chickens. Right. Chaining chickens and tracking them to see where this chicken is roosting. Yeah. Oh, turned out to be wrong anyways. So do you know, did you check to see if anybody actually pulled a permit? People are supposed to have a permit to have chickens, which by Friday, if I knew where the chicken was supposed to be. We have when I talked to Rhoda about it, she said there was one person that had a permit for chickens, but that was it. Right. That's what I just want to know. Yeah. So and I know I'm just asking because I'm going to go with 99% of people don't vote for my permit. I'm sure you're you're absolutely right. But maybe jump in. Kind of mentioned that they had chickens, but he didn't have a permit, so. I know. I don't know. Yeah. Yeah. Or is it? So what are you looking for? On a serious note? This is John on a serious note. It has any, I guess, Debbie asked. And I guess I'm asking because I wasn't clear on the answer. Has anybody confirmed that there is, in fact, a chicken or. Or a just three complaints? Okay. So nobody from the police, nobody from the police department has seen an actual chicken that chickens could say, Yes, I saw a chicken there. You seem to be running around without a leash. Okay. And that was roosters. A rooster isn't supposed to have roosters. Right. So, first of all, one noisy. And second of all, they have the one gentleman said that he did. It was crowing in the morning. Okay. So he's pretty sure it's a rooster, but he has only seen it in his backyard. It was next to his retaining wall when he called. So next time, next time they see it, you know, maybe they can suggest that chicken soup is awful good this time of year. But isn't that chilly? I've come to. Then I did say, you know, I'm joking. I didn't think so. Are you? I'm saying that you give me direction. Whatever you guys do. You want to review this and see if there's you want to put fine amongst this stuff. If there is violations, I think. Well, this is John. Yes. I think there should be a fine amount. That's a good. Debbie has brought some good points of of cleaning up some of this stuff. And I think you're bringing up some good points. Clean it up the fine and fee and enforcement of of it I think is lacking. And so Gary what would that would be for the fine and fee committee or finance committee what would be fine is for a fee. But David, to doing some kind of stuff for this. I don't I don't think we ever came up with any. So the order that we takes it over to penalties. Well, no, we can open part of our work if they can keep a lock on being removed by by whom? The Village was? The bill says we're here because remember, Scout had problems with that. Yeah, well, I'm going to just. This guy's not going to want to do it. Or he was going to run after a stupid chicken to try and catch it. Ever. Yeah, well, obviously, if they were in the cage, we wouldn't have this issue. Well, I'm all for just shooting it and being done, but yeah, you know, but I could also see somebody complaining that, hey, he shot my chickens and

discharged firearms in the village somehow. Well, that doesn't count. Employer shot. So we really need to do two things. We're going to fees schedule for finding a schedule and then maybe just get paid on the police schedule. Yeah. And, and then removal and at what point and maybe we just call it maybe they said, yeah, if we have somebody over there in. Eh? So I was talking about nature. Oh, excuse me. This is John. Friend of nature. I don't know that they would do check. Well, I'm not not friends of nature, but there is a We called them on and on. Our wounded read to the wildlife. Wildlife in need. Yeah. Thank you. Wildlife. And they may catch rogue fowl. I don't know. I'm. I'm guessing not. It's not wild night. I don't think so. Oh, yeah, they're not. They don't deal with domestic animals. Okay. Now, that's not to say that getting more of your uncle. And while you're can save time and time. Hey, Tom, would you like another checking for all your chickens? Okay, well, I think this falls under the weed commissioner. He doesn't want. He doesn't want the roosters responsible. I don't blame him. Well, I mean, he would just butcher it anyway. Yeah, you know, and I. I don't want to deal with the, the. All I'm saying is maybe we need to look at the ordinance just to clean it up a little bit. Can I take this copy? No, I'd rather be me that this morning. You. So this is w So the two things you're asking us to look into are what is the fee schedule? Yep. Or we need to create creative schedules or chicken related offenses, God forbid, if they're okay or if they're not keeping up their their thing. It all says stuff like that. Hey, you have to do this. They have to be within a pen. Right. And it says that there will be consequences for it, but it doesn't say whether. Okay, so how do we know if it's even owned by anybody? Well, that's the thing. Well, you don't I don't know how chickens work. Yeah, they're not the same area where the food is and they don't it's not a wild animal. So, you know, it belonged to somebody. Well, I mean, we got a feral cat problem, too, but we're not going to allow it that. Well, you know, I'm not I don't know how you can shoot feral cats. I believe that's still the law. Right? I know, but. But again, you can't just shoot, you know, somebody pet. Yeah, This is John. I think another facet to this. Ah, I. I think if I heard Sal correctly, he's looking for direction and the fee for chicken violations and catching rogue fowl and by whom are all good points, I, I think. Does that solve your daily question about how to respond to this on a daily basis? I mean, what would you ask the people to take a look at today? Show you what you're looking for? Sure. And if they call back, I'll be to to their homeowner's association, too. Okay. I can't believe that the Broadlands actually allows chickens that I could be. Ah and and I don't know. I don't know. I, I can't believe that they don't disallow chickens. Yeah, well I'm, I'm here. We don't want I'm sure nobody wants the roosters in the air because they grow on them so and they tell I get all that they do they, they can be.

When I was a kid we had. Honest and and they can play and they can hurt. It went through this court and left a bruise on my shoulder. All right so anyways but daily daily so you know you wake up tomorrow and marks on patrol and he gets this rogue, rogue rooster report. I'll have him run up there and see if he can find out if he can find it better. And I guess ask the complainant if they have a picture. So you know what you're looking for? Yeah. Is it a red rooster? Black, white? Well, if Mark and if Mark can see if he can take a picture of it. We've got a, we've got a squad camera, it's got a squad phone that has a camera. I hate to see Mark trying to chase it, but, but I. But either way, if we can get a picture of it, we'll get a picture of it just to confirm that there actually is a chicken and it's not a ghost that people this is this is John. And then once he gets a picture, please have him submit it to Melissa, have her run copies and wanted with a reward. I don't think we're going to do that. And the file must be save for a minimum of 21 years anyways. You do realize this will be in the minutes. Yeah. So anyways, let's get you back to getting back to this point record as to which side of the fence. Yeah. Getting back to it, I'm just looking for a little bit of road to where action as far as fees for violations of the the rules in having chickens and then I guess we have going a little bit too as to whom we will try to get to remove is if we'd ever get to that situation where the homeowner loses the ability to have chickens because that is in the ordinance. Also that you can be you can mean that that can be taken away and that the chickens would be removed. Okay. All right. The other one. I, I kind of opened up a can of worms and I kind of apologize for that. But with my staffing issues, I had kind of said something to John, and he allowed me to go to one of the court meetings, and I presented to the court committee the fact that the court really should be the one responsible for paying for a person to be there for court. It wasn't necessarily North Prairie's responsibility to have some there all the time. In we we've had somebody help to the court since before I started here when Alice was the judge. We currently usually do it. If we can't, I called the Town of Mukwonago and if they have somebody they'll send somebody. Eagle usually send somebody. But Eagle does his own thing. They don't help with anything else. They just do Eagle's. When I presented this stuff to the committee, everybody in the committee seemed to agree, Yes, it's not North Prairie Police Department's responsibility to pay for that and the court should pay for that. And the committee quietly told me, well, these ideas, as nice as they may be, you are out of it. That's totally the judge's decision. Whether he will hire a bailiff, whether it's a policeman or whether it's a civilian, what hours or whatever. That's totally up to the judge. But thank you. So if I'm out of here, am I really out of it? Do I have to supply somebody now that the court clerk seems to think that it's the law that we have to supply somebody? I look all

over and I don't see that anywhere that says, Hey, it's the law that you have to supply somebody, especially now that it doesn't say North Prairies court, it says Joint Municipal Court. There is no department that is on there. It just says joint municipal court. Here's the downside to that, because we've been supplying somebody for such a long period of time. There's deliberate indifference. It's kind of like if you know that something could go wrong. A court can be a area that people come to and they're not happy. You know, they could have been fined for something. They could be found guilty and become angry, whether it is domestic or whatever. So we know that there's a possibility that something would go wrong. Knowing that and not supplying that help when we have in the past, we could be liable for it. So, again, do we I if I have somebody available, I put them in there, this court and I, I wasn't going to and then I just thought it'd be my luck that something went wrong. So I put them in the system. Just do the court if we can. Like I said, I would want to go and go send somebody. I said something to Holly because she was here for court and I said, You know what? The committee all agreed. It's not my responsibility. Judge said, He's going to do this, so may ask is therevery, very simple solution to start with. We just and I'm assuming you track the officers, ours, that are acting in that capacity. Of course, I say that the committee authorize a bill to be sent to the Joint Municipal Court for the what is it, 5 hours a month? That's further. Okay. Just to kind of cut to the chase, because we're not going to get more than I think from the court until the court has the opportunity to consider how they want to handle this or get direction from the judge. And he's all he is aware, but I call them personally so and so. I just want I mean, I'm understanding the situation and I think we all do. I think and I'm sorry, I'm speaking I'm not intending to speak for others here, but I feel that we all think it's not North Prairie's sole responsibility. Then what is the solution for North Prairie Police Department to not have to cover those personnel costs in our budget? And to me, that solution is okay. this is what it costs you a month. Here is a bill knowing that it probably will go unpaid, but at least I feel that might start some movement and discussion over the next few months so that it can be addressed by the joint court once the next budget cycle starts. And I don't have a problem with that. I if you remember, I suggested all that I, I gave them several to the courts because this is our I mean, what is our committees asked for what they said. I I'm, I have no problem saying, hey you know what they're going to get a separate just like we on our payslips now there'll be a separate one for whenever that person does court whether it's Kim or Justin or whomever, we'll do a separate one. I guess, and this obviously isn't your problem. It's going to be the courts problem, but we pay less than Mukwonago and we pay less than Eagle. We pay less than each of those. So

the court could get three different kinds of bills. It is what it is. Right. So I guess what I was what I was going to say is and again, it's not our our issue, but I can say, well. For when she's there, it's \$30 an hour. So you're saying flat fee is. Yeah. flat fee. Okay. I don't think anything and I could be wrong, but maybe my Mukwonago \$31, \$32. Whatever there is, is whatever the highest one is, that's what it should be. A flat fee. I get \$30. That's what we're charging. \$30 are if she's there 6 hours, six times 30 there you go. Here's your bill for that month. I like that idea. So if everybody's okay with that, I will build them accordingly. May I?, this is John. And I have made no secret of the. Of what? You know, this is. This is kind of an interesting position for a person like me to be in. Okay? Because I am the court liaison on behalf of the Joint Municipal Court Committee made up of a trustee from each of the member municipalities is board. Boards. And what Chief Tamez, as has said, is absolutely 100% true. He brought a concern before the Joint Municipal Court Committee for Bailiffing. And personally, I have heard nothing directly from the joint municipal court system and I have begged them to please call me. I hear rumors. I don't like being blindsided by this stuff. I have not received any attempt. No one attempt to reach me either by the judge or by Holly or by an assistant. And so every time I hear about court, it's usually news to me. But the committee unanimously voted to provide common bailiffing services, common not assigned to one particular entity. Some entities don't have police. The town of Eagle doesn't have a police officer, so they can't send anybody. Village of Vernon has a an extremely part timer law enforcement official. So I don't know is he would they if would be available that night court night and then as Sal said Eagle the Village of Eagle and town of Mukwonago, send them when they are available. But they usually go for a beeline to their specific room and only handle bailiff thing in their courtroom. They don't. That's just you can move on. The will probably will forever. Kim does the Town guy will do okay but he just does their own just does are okay so we don't. Yeah right. Okay. That's the spirit of working together. There you go. Yeah. Yeah. Individualism, as I'm sure Gary has experienced with other committees involving them, but. Sal and I spoke a week or so ago regarding this topic and from a Village of North Prairie Trustee, I am fully on board and understand that we have staffing problems. Period. Yes. And yet the court has this money available to them to hire somebody. But my personal opinion is that they don't have the desire to advertise, interview and hire their own bailiff. They'd rather find a law that they're very good at doing and and then accusing somebody of abandonment or whatever you said it was your Sal it so that we provide them with the staffing that they themselves should have been looking for in the first place. And I, as a trustee representing the Village of North Prairie. And on the Police

Protective Services Committee involving the police department. If we only have so many hours of staffing. Then those hours should be spent patrolling or responding or being visible to the village of North Prairie residents. They're the one paying the taxes that pay for police protection patrol. So I am not in favor of the Village police department exchanging patrol hours for bailiff hours. That's not our responsibility. The Village of North Prairie is not in the agreement, nor is it in the operational document. The Village of North Prairie is not responsible for providing bailiff services. Period. So in other words, to put this in real life, if we only have one officer and I'm going to pick on Kim because she's the one that is there could be that other gal, dark haired gal, there could be another guy or whatever else, but Kim normally shows up. So in other words, if Kim is available Wednesday nights. From a village standpoint, I'd like to see him in a patrol car answering the citizens of North Prairie's concerns rather than inside doing bailiffing. That's the court's job. Now, if the court wants to solicit police officers and Kim says, You know what? The court's going to pay me \$30 an hour for 4 hours once a month. And the village of North Prairie is only going to pay me \$27 an hour for that same 4 hours a month. I'm going to work for \$30 an hour so I'm not available Sal to do patrol for the village in North Prairie. But the court has not taken that initiative. So it's a conundrum, but I certainly would not give the court any deals for two reasons. Number one, if we're the low price leader, it's not up to us to save court money. And number two, whatever we pay this individual, whatever, whatever. Excuse me, whatever the joint base of court pays this bailiff. We're really only paying 12% of it, approximately. So, you know, we're talking about we're talking about \$3.25 an hour exactly out of our pocket. And then it's up to the town of Mukwonago, who's a 42% member and the village of Eagle, that's a 46% member fluctuating plus or minus, be the same more or less to squawk about, you know, whatever it is as far as the other. So they're fighting for all of their portion. Sure. Right. So Sal, John, is your recommendation that I do agree with our police people should be out patrolling. But in the alternative, are you saying that we should build a court at whatever that flat rate is? For bailiffing service. I mean, I guess I'm trying to put it like I understand your question. Yeah. Unless you have more to it. No. Okay. Trustee Hall I am extremely leery of moving off of dead center. My focus is to protect patrol hours for the village of North Prairie. And I guess I'm taking a hard line at that. If we only have so many patrol hours and it's reduced, we don't go ahead. If we are billing them, there's no longer patrol hours, right? Is that right? That's right. Revenue coming in, right? Yes. I understand what you're saying. So you could have one patrolling and one patrol. Do we typically have two? We never have to. Well, that's what I thought. So I just wanted to confirm. Okay. So I don't want to.

And I just misspoke because from time to time we do have two on court night and I can normally does coordinate. Now, if somebody said, hey, I'm available Wednesday night, then they do patrol and Kim does court. And what I told Sal, that wouldn't be coming out of patrol hours. Yeah, I get that. And what, it's not taking away from patrol. And this is John, what I was telling you or discussing with Sal. I don't like talking to Sal. I like talking with Sal. Speaking with Sal about a week ago is that in my mind and I expressed this to Sal. I said the priority is to fill patrol hours first and then if there is a second person who says, hey, you know, I'm free next week, Wednesday night, okay. Then that second person can do bailiffing that way we're not giving up patrol hours. Now, you asked me a question. If. If you know, I was suggesting whatever. I'm. I'm hard line on protecting our patrol hours because we don't have a lot of them left. And that's the way I was protecting it. Patrol hours take priority. If we have another person coming in, it's the same night as court night. Then the second person gets or I don't. I don't want to run your department, whomever. I understand. But you still have two years there. Then we can we can fill that, right? You are saying that whatever officer we have on Wednesday evenings will cover patrol hours and priority. First priority. And the court will not have a bailiff. Right. North Prairie? Yeah. Okay. I just like. And then. So I am. I am just as Debbie personally. Fine. Either way, I feel this committee needs to give the Chief the direction of a either. Stop having a North Prairie police officer act as a bailiff for the Joint Municipal Court starting immediately, and then we revisit in a few months when the court realizes they don't have a bailiff. Or are we suggesting that, hey, you have two months or, you know, whatever to figure this out? And as of March court date, you will no longer be provided a North Prairie bailiff or a bailiff by North Prairie, nor will our chief be organizing and coordinate coordinating, getting you one. I just want Sal to walk away tonight. I think. I think clear direction. I think this is Trustee Hall. I think I would error on this side of caution and and be in favor of your second proposal. Give them, because then that takes away their complaint about what you say, your conscious and reckless disregard of the consequences of one's acts or omissions. Then we can give him fair warning. We're giving you our 60 day notice. We're out of here and we've got responsibility for January is there's a one day, one day a month. The first one is going to take you up on your March example. I think that is very apropos. And it would take take this sentence off the table. Okay. But I still hard line on recommending highly recommending that our Chief consider patrol hours priority. Yeah I agree and I don't have a problem with that like like I told you before, I, I have no problem with that. But knowing knowing like I said, those hours are no longer patrol hours or they're going to be build to him. We're going to send him a bill this month because and

and I don't care if we send them something for when I first when I first brought it to the attention of the committee and they all said yes. So from October, November, December, January, you know, here they meet the meeting was August 25th. Okay. So the court had September, October, November, December, put out an application, solicit and hire. And they have failed to do that. And now they're trying to make it our responsibility by walking away from it. The committee approved extra form during the second quarter. Commission approved the funds and they are budgeted that they are okay. Who approves the bills that gets sent to the courts, the actual court, or does it go through the committee? See, we send it. Through the committee looking for ways to the court. Court, How is your focus? Right. Yes. Okay. So can I leave it up to then? It's up to Rhoda to say, well, you know, okay, yeah. Divided up. Yeah, correct. But I mean, he doesn't approve the builder getting like we can't committee of now approval. Well, that is Holly. Just one of them. Yeah. So can I lay this out? And if I'm just this is w trying to summarize what we're going to ourselves or implement on behalf of the village of North Prairie. So for the months of going with the 60 day notice, the months of February and March, the North Prairie Police Department will provide bailiff services effective April North Prairie Police Department will not provide any further bailiff services and we will be. the village of North Prairie will be filling the courts from and let's leave that blank from now until March for North Prairie Police Department personnel that was provided. Are we in agreement with that? So we have the 60 day notice. General, generally, but could I offer some suggestions for consideration? By saying it that this is John, by saying it the way you said it. We are binding our police department to provide services on court night, whether or not they can or not, if available. So I would suggest. Yes, available. Yeah. The other the other thing that I normally like to have in in contracts is a firm deadline. You have to say for the months of February and March. Does that mean March 1st? will give you the date, Court date what What's scheduled for Wednesday? I think generally a calendar on Wednesday is February 1st and February 1st. So February we will provide, if available, February 1st and March 1st. I don't know if that you know, I am looking at it right now. Yeah, marginally. March is the same as February. I know. That's crazy. And check that out. So February 1st and March 1st court dates only. Yes. And then as of April 5th, going forward, there will be no bailiff services provided by well, still no guarantee of bailiff services provided by the village of North Prairie Police Department. We're not going to guarantee that we'll have staff available and we're going to offer. Then the next question, going back to when are we going to just build them? He said this meeting Sal is that is that wording. I see your furrowed forehead and I'm not sure that I could if if a committee is open to

that the North go to north for will not be providing bailiffing services unless contracted by the courts to do so and agree to my aspect of that. So would you be okay? I think only if we have officers available to do so. Right. We should actually put this in writing. Yeah. Yes. So how do you want to craft a letter first, take a quick look at certainly and then we can kind of all agree on the language and not picking apart again. My my feelings are hurt on this one because, you know, my responsibilities as far as being on the civil court system committee have been fulfilled. And that is simply by providing the funds which were approved. And. But now I'm acting as a village of North Prairie trustee and protecting our patrol hours because those are dwindling and we're short on them anyway. And as much as you tried to push that through, they were all there. They all agreed. And nobody, nobody did anything. Not the court, not any other committee to say, hey, you're right, we're doing this. So when Holly was here the other day to say, you know, and they said, and that me, there's a thank you for all your all your stuff, but you're out here. You know, we don't in fact, you're free, Representative. Here's how we move as far, right? Yes. And and this is this is John. But just as an aside to follow up. Holly herself bragged in that meeting. She said, well, my grandson. Brother in law is officer for Waterford. That's fine, but I don't care. Go hire him. You know, I don't care who you put in there. So then the next question is when do you so did it has this history has north three provide provided bailiffing services for October, November, December January or were any of the other? I think Mukwonago did maybe one of those. Okay. We do about 95%, maybe even higher. You know, over the years, we generally provide more, right? No, no, I understand. So for purposes of billing them for this time, I look through our our stuff and see what days rate didn't drop. But do we as a committee want it to go back to October since this was discussed in August, or do we just start fresh in January and say January starting June? I think January. Okay. And that's when the board meetings. Is that they do have money for this. Okay. So the blank that I put. January is January of 2023. And now at what rate? Because this is going to set a precedent, it doesn't matter to me. We only use 12% of it. But I know it's only costing us 12%. But it's going to set a precedent as to what what they have been billed before. In the past year, that was 35 bucks. I, i my personal authority is. Whatever the highest paid person that goes court from time to time. That's what we should pay that person. I agree. And I will leave it to that. If they want \$37 an hour, if it's wrong gets \$35 an hour, then chemistry is over. But she's while she's working as if you get that kind of money. Yeah. So if you can. Yeah, I agree. And so just to keep me in the loop from a court perspective, would you let me know what you and what's going on that. Yeah. Can you see all of us? Yeah. Um, yeah, because. Right, we're going to go. I know it's just a

letter and a draft. A letter. And you guys are going to read. You know, you're into writing your introduction. Well, I can't go. Quite honestly, I did all that stuff. I gave him three different proposals and how I can do it. And I said, if you don't, you should know that you if you don't care about the bill, Bill, in that court rate, I have the understanding of how to do it. I'll do it if you want me to hire somebody. Your employee and say, this is the kind of training this person needs to have, he can run through this. You pay for everything. I would help you and do that. They told me. Thanks, but no thanks. That's right. And I agree with that. So you do it. Okay. But you're not paid by North Prairie. I just want you to know that we offered The village did need help with this. We would have. We should. I would even go as far as. And I don't know about the other committee members feelings, but I would even go so far as trying to go back on your time to to help the court. Within reason, Don't go back, you know, five years, but just go back, whatever, five months, six months, whatever, or April or August 25th. And that time that you spent on court matters, if it's if you haven't been paid. You know, the village. I probably. I don't know. That's none of my business. But I would put all that in for, for advising the bailiffing. Yeah. Thing if, if it's all right with you. You know what? I did this as part of my job as the chief. I didn't say, Well, I'm sectioned. Each thing I do is kind of sectioned off for everything. My job is to kind of support the village as a whole. That's what I try and do. So if it means I'm helping the cause, if it means I'm helping whomever, it's all part of it. Okay. If I were going to do something specific, like you said, now they say, Hey, we could use your help. Now, I agree. Let's bill them. Let's go on for whatever time. And I won't say that that time is not first time. I'll say, Hey, I can do this off of my work hours here. I'll do it for you for this course, unless you want me to do it, you know, And we know it's a court matter, I feel very strongly anti village personnel doing work on behalf of the court is paid by the court. Where the work is not done is not our responsibility. Just because the court is held here, I guess I just look at it as that is. I'm it's we're all the village so I guess I look at. Yeah. So obviously we have staffing issues we have and I know budgeting issues, I understand that and I'm okay with all that. Right. I mean, know I understand and I know if anything have good neighbor, but we have to when we say putting the village first, it is also on a monitor. We struggle every year to come up with dollars to pay. And so that's just it. So we just need to be a little bit more cognizant of how much time we spend for a benefit for approximately 12%. Sure. And whether or not it's even a solution that we remain part of that, you know, that kind of thing. But that's a whole other thing. Okay. All right. Last but not least, the 2023 and beyond recruitment plan, This is what we submitted to most police officers. If they're looking for the job, go through Wiley. That is the state owned website

that is only open for law enforcement. They would go there and look for a job, say I'm looking for a full-time job. Every department that's looking for personnel puts it inside wiley.net, this is ours. You all have a copy of that and then the back half of that breaks down and we're looking for a part time starting salary. Minimum is \$26.50. We usually start at \$26.50 because then we raise that we did with the \$27, but we'll start to add \$26.50 to make sure you complete a probationary program. And then I still have time to get rid of. Yeah. And then because one year probation or six months probation, depending on what kind of experience you have. So if I start at \$27 and you're starting and finish in \$27. Yes. I mean, there's no there's no there's no kind of incentive there. There's no nothing. At least if I start at \$26 or \$26.50 and say, hey, if you complete the probationary period, the \$27. It's nothing but it. Yeah. You're starting at \$27. You're done in \$27. Yeah, but I thought it's a study that we give individual raises beyond \$27. Well, once we made the base rate \$27 a hour to try to attract people to come here, we do an annual review, an annual valuation. And then I generally go to the board and say, Hey, everybody has worked great. I would like to give them all a 2% raise or 3% raise. I know the village hates that every police department operates that way only because it causes a rift between patrolmen. If why is he making \$0.75 more than me? And I can't. When you're not when everybody's part-time and you're able to work for me three days a week. He can only work for me two days a month. John works one day. A month. Gary works eight days a month. I can't base you. I'm all the same way because you're not all there the same one time. But when he's there, he does his job the way he's supposed to. If there's a ticket to write, he writes it. If there's reports to be done, he does them. He shows up on time. He does his job well. How do you give him a bad evaluation? He's done everything we wanted to do. So let me ask you a question. And I try and like everybody. Yeah, but I'm not saying that based on how many hours you work for a certain. Right? I don't, but. But what? I'm trying. I mean, maybe I just misunderstood. When you say they start at \$27, they finish at \$27. When you say finish, what is finish mean? That means you're top wage. The bottom wage in the top, you get to the exact same. This is they don't finish at \$27. They have the ability to get raises every year. If the village approves raises all rate cherishing at \$27. Let me explain something to you. True. And I can only do the sheriff department like I explained the past because that's my experience. But the \$27 be sure from his step raises. I stop here before. Okay. And then after this much time, you move to this and you move to this. And by the end of this many years, you're at this. We don't have that. We have the possibility of a raise. If I come to the board and say, Hey, all my guys have been doing great work, we all have great evaluations. I'd like to give them 2% raises across the

board, our 3% raises across. But whatever it is, that percentage rate. And then I have to say, well, everybody says, what? Where are we getting that money from? Well, I don't know. I don't own the village. You bet your responsibility, not my body. But that's how they get a raise is strictly. We have given raises. Yes. So I just one I am struggling with. When you say the finishing wage is \$27, but it's not a finishing wage, that just this is not how do I say you give them a raise every year when the board approves your 4% raise. Yeah. Yeah. Which we would have to go back and check. But I'm 99% sure it's been pretty regular. That raises are given and so there are raises given out every year and I'm not saying that but how do you how do you put that in here that, oh, you're going to get a raise every year because you're doing that well? Well, that wasn't my question. So this is just All right. I've been listening and I think that some very good points have been raised. And again, this is John. When I first saw this, Debbie, I was a little confused as well. And I'm wondering in my mind, I had to substitute a word words when Sal has typed out here salary minimum, really, that's the probationary wage. And when Sal typed out salary maximum to me, my brain had to translate that into base wage because salary maximum indicates that that's the most you're going to make. There are no raises when in fact we know that if the board approves it, there is money available for raises. So that really would supersede the maximum \$27. Then they'd be making \$27 and a quarter \$27. Exactly. So I'm wondering if maybe just a simple not on here. On here, what does this mean? This is nothing more than a computer generated form that we fill in. Okay. It gives you max - minimum when they come to talk to us. And that's all. And so what I will get to eventually, then we say, Hey, look, this is what we have to offer. This is a nice, quiet community. We are very flexible in in scheduling if you come in so I can work for you, but I can't start. Okay, You are from six, 10 to 11 every night. So what does this represent? So. Right. So all this is, is a computer generated form that we fill out for wiley.net that oh, that when somebody is looking because their form is their form, this is not something I created. Right? So many question So when when they come to me though I can say, hey, you'll start at \$26.50 from the probationary period. You've been working full time for five years, only six month probationary period. You've only got two years experience. It's a year probationary period because I got to make sure that you can make it here without a lot of help. Okay. Now in that I also, like I said, that's where that's where I can butter them up, this is a beautiful community to work in. Very peaceful nice, not a high crime rate. You know, we're flexible in in your scheduling you have the potential of a 2 to 3% raise almost annually we will get 2 to 3% increases. So I can give all that stuff then I can't put it on here because it is a computer generated. Right. So may I ask the question? So

my this is my understanding is we struggle with recruitment. Yes. If this is what we are putting out there for people to look at, and it's not actually that attractive. So therefore, we are not getting applicants. What can we do to figure out how to make this very simple? You know, it's very black and white here. So let me finish, please. What can we as a committee somehow look at these numbers and give Sal the authority to change them, given that we have been told repeatedly that the salary minimum is already below what the industry and I thought we had bumped that up to \$30 or we bump something up to 30 bucks, didn't we? Oh, no. Okay. Well, we bumped it up to \$27. Yeah. So then why aren't we? I understand your probationary, but then this maximum is not the maximum. Because, again, after a year, you. You have the discretion to give them whatever you want. I don't care. But I don't have that discretion. I think that this is. I feel that. But as much as you like to think you guys don't micromanage. You do. I don't know what you're individual police people make. Okay. And no, never have I had the ability to say, well, guess what? This guy is going to make this. No, I have come to the committee and said, Hey, you know what? The captain are really, you know, he's only getting this much money. He should be closer to me than the troops. I'd like to move on to this. And why you committee micromanaging? How he's giving people raises Because the money's still has to come from somewhere. Well, you're given a lump sum of dollars. You're right. It's your job as a management person. And I understand that. But this much this much money has to do to run the department. This much money has to do with this. This much money is on patrol. That leaves no more money. That's what happens for the raises themselves. I have to ask you guys for the rises. No, I know, but when they're implemented. Okay. Are they not just given? I don't. And again, I'm just trying to figure out the procedure here. You don't come to us to say I'd given Officer Smith because I should have said raise. I don't give them raises until after the budget. And you guys all approve? Yes. Right. You give your people 3% raises. Then starting January one, you get that 3% raise. Right. So what I'm asking is, I mean, just saying I've now given this person this and given that person that I had already raised, I think we're talking the same thing. So what I'm trying to get to again is what if I am just Joe Smith from Ottawa? Yeah. And I'm looking for a part time job and I go to Wiley dot com and I say, Are you sure you know he's only paying \$26.50 but I can maybe get \$27 over there. Right. But that's not really true. We could pay them \$27 starting we could and you could then bump them up to \$27.50 after a year. Maybe. But that's your choice. I'm just saying. But I made a choice. But I also realize that every other community or police enforcement that's doing Wiley Net does the same thing. It is filling in this form essentially the same ways. They don't like Wiley.net Don't think

that's what they that's what the state used. That's what police officers go to to look for a job. So they're looking at Town. Mukwonago, that has something similar to this. Maybe they're already getting interest. We've already got five applicants for this. What do we have before this? So the officer updated. This is this is the updated one with the change in in what we are willing \$27. And what was it before \$23 or \$30? Okay. Got it. So that's good enough. This is one thing we all have to remember is we gave him the ability to raise within the budget that he has. Right. That's going to reduce patrol hours. Because there was certain and everybody, you know, I mean, but I mean, that needs to be remembered. So if we go to \$35 to hire somebody, that's another reduction of the time we can patrol. Anyway, I can make it sound more attractive. Once they come in for an interview, then I can say, You know what? Yeah, I can't pay for that \$31 an hour. But most of those people are not willing to give you the flexibility we are. Right. You start at this time, you and at this time I'm saying, hey, you know, why don't you get off of work at three? Can't make it here to five. Perfect. I'll take you from 5 to 11. I know. I've got somebody to cover. 6 hours here. That's a good shift. You'd rather not starting to go after your feed. Your kids. You'll be here at 530. Perfect. Be here at 530. Work until 1130 or till ten or whatever it is. Is that the benefit section? Is this something that you have the ability to just whatever computer generated box allows you to put in there? So there's nothing that says like flexible hours. We could check. I could tell you do this one so I can look and check and see if there's something that we could we can do to save flexible hours. But my selling point comes when they come to talk to me. But it's more that we make sure that they're coming to talk to you about, Yeah, well, how do we make it attractive? There's been up probably since. I think we put it up in September. It goes for so long, goes down and we put it back up. Once we knew that we were getting the \$27. So can you because I think flexible hours and days I will have to revisit it. And if if we can add some of that stuff, we will. I don't know how you feel about it, but also just bring to light that if you're able to type anything in under benefits because it kind of looks like it's a yes or no, all or nothing benefits. Yes, there's benefits. Okay. Thank you. You know, you don't know what the benefits are, but you got benefits, right? Right. And you have the opportunity to take more than just their free click up to a predetermined wording. And I don't have a problem trying to make it look attractive. Maybe other benefits. I mean, do something. Draw people in here. That looks. That's what I want. Other benefits. This is John. I said that before, but this is John. So I'm suggesting that you consider it. If you have the ability to input anything specific that you say raises upon reviews and you know, whatever else it is. I don't know if the successful review or whatever your words are, but just consider that it might

take, you know, \$27 max. No, I think. No. Yeah. Yeah. So out of his allergies right now for me. So here's because I got worried about should allergies. No, no, no. I need my inhaler every day, but now I know. All right, so anyways, it's on wilrynet that Oh we have something that we, that we utilize once they come in to try to make it seem a little bit more attractive. I most certainly have no problem saying hey you know, typically we annually we get a 2 to 3% raise. Sometimes it's more because it has been more. Okay. I have no problem saying any of that stuff because it's true that you don't tell folks, right? Of course. So like I said, I'm not promising anything. I'm just saying that it is the possibility. The other thing that I guess I would like you to consider and obviously everything it breaks down to money is if the village would be willing to offer some kind of incentive. Hey, this guy, I've got a couple of guys that work three days a week, and every every week he gives me three days, for instance, Paul Weber right now. And I don't know if it will always be voluntary because I know he just applied in Elm Grove and they've already come here and talked to us doing a background. So we might not have Paul for much longer. But anyways, if he decides to take it or not take it, if he doesn't, he doesn't want to work in Eagle anymore. He likes working here. He's willing to give three days a week and he usually does a six or seven hour shift. So that's nice. Mark works for usually two days a week, so I pretty much have the week kind of covered the weekdays, so that's great. So maybe we offer incentives to the guys that work more than this many hours a month or each month for the year. So that is an end of the year bonus. So maybe we give them an additional \$0.50 an hour for all the hours they work at the end of the year. It might add up to \$300. Yeah. If you achieve more than 1200 hours or fill the blank thousand hours, and if you don't like that idea, then maybe offer a 401k something that did that the village would match or whatever that they decided. I'm going to I'm going to put in this month's the go to match it or match up to this amount. There is another option for 401k would be WRS I love WRS. It's great. I know it's expensive, but you don't have to offer WRS. You can do it for a 1k or any other kind of something to help them with a retirement or at least put a little bit of money away for them. So maybe we pay longevity. If you're here after ten years, you get an extra dollar an hour. You know, I think we do actually have some guys that have been here for along time most of our guys, most of our guys, once they start here, they make it past two years. They're usually here for six or seven or eight years. You know, Jason worked for me for years. Terry has been I hired Terry and Mark, I think two years after I made chief. Both of those guys have been here for a long period of time. It's a nice area. It's a it's a great area to work here. Generally, everybody's pretty friendly and it's it's not like it's a high crime area. None of this has ever been about high crime

or because of poor working environment. It's a great working environment. All I ever tried to do is say, Hey, let's just try and get enough coverage that the residents are happy. Well, if you're happy with the hours you have, I have no problem with that. You can stop. Stop looking. We'll just say this is the amount of hours that we're going to do. Right now, it kind of breaks down to two six hour shifts Monday through Friday. And then we have so many hours left for third shift, whether it adds up to 4 hours a week, you know, for the year. But here's the thing. It's hard to fill all those hours. So because it's hard to fill what's going to come in, guess what? This guy can work Saturday from his work on Saturday and all that stuff that comes out of this guy can't come in this afternoon. That guy took Sunday. He felt that. So we're we're still getting the time out for as much as we can. It's just getting people that can do the hours. That's all right. Which this is. And I think one of the things that the committee should be looking at is understanding we have a prime now is out there. I want to say that we have been allocating X amount of hours that we're not filling versus looking at this. Do we need all those hours knowing it? So some of it I and I'm just going put this out. I struggle because A, we're a smaller community that we're trying to work like we're a big community. You know, we have a police department. We're trying to based off of a Waukesha County sheriff department, which that just there's no apples to apples here. Right. So where is that nice compromising middle ground? And maybe it's not looking at we need all these hours covered. What are these key hours that we should be having coverage because we can't cover 24 seven you and we can't cover 12 seven. Right. So that to me is some of the other options we need to be looking at as well. Here's the thing, and this is Chief Tamez again, Donna Samiels was bigger than well, we're just going to tell me, I only want you to work from 330, 630. The traffic is content going. It's like, well, first off, nobody wants that job. Come in here for 2 hours. Yeah, No. And then go home. Yeah, that's not going to happen. I want to be able to find people. Fred, that's not realistic. Next part of the perk is the flexibility of hours. So that's kind of nice that I can say for I'm not saying you need to have 10000000 hours if you guys are okay with, hey, you know, we would like to have somebody here every day, but we don't necessarily think we need somebody here every day. If somebody is here five days out of a seven day week, that's great. If they're here for 8 hours to 4 hours, you know, maybe that's great for you. You're getting maybe you are okay with a four hour block in the morning and a former block at night or right now, we kind of try to make it a six and six. But there are some guys that do do 8 hours. There are some guys that only do 4 hours because they came from their other job and, you know, hey, I showed up for here, so I'm sorry I got a late call there, but I'm here and I'll be here till this time for maybe 4 hours.

Okay. Well, for our 4 hours of coverage that you was able to put here, so we we even at all out to the best that we can, Right? You know, if I can find somebody to work those times, we most certainly do. It. I sometimes. And everybody says, I take this thing too personally. Maybe I do. I look at it as what I'm trying to do as the best for the village. You're not. It's not helping me. I don't get any more or less for it. My job is my job, and I need this much time to do my job. And then I'm okay with being done. I'm okay with not coming in here and doing a little extra rounds in phones or or doing anything else like that. I'm okay with just putting in my time. I'm all right with that. But I guess I look at it as. I try to do what I think is best overall for the village. Not one person, but the entire village, not just the broad land, but, you know, the entire village in the other subdivision. So as far as direction goes, you guys are telling me how many hours you want to have if you're okay with five or 6 hours every day and you think that's great for the village. But then then if you're because you think the constituents are happy with that, I'm happy with that. So would you this is w would you be able to provide and I'm sure you have in the past. What is that? What are the hours that have you been given direction to cover from that? Like, is it 6 a.m. to 6 p.m. and they don't micromanage me. I put in the hours whenever we can feel I feel great, but I want to know what we're trying to fill. Is it 24 seven? No. No. Right. It's never been done before. Seven. Even. Even if I know that. So here's what I'm asking. Yeah. What are they even. Even when we were probably at the best staffing, we never did that. Right. What we tried to do was 72 shows. And that's not even correct. Oh, well, that's what you gave me. So what are you. We work off hours. Hours? This is the money. This is the hourly wage. I can get this many hours out of this amount of money at this wage. It gives me this many hours, 3000 or whatever of hours. And I'm just. That may not be correct. So just know that. So we go out for hours. So then I say, okay, if I have this many hours, that means in a year per week I could do two Monday, Monday through Friday day shift and second shift to six hour shifts and have some hours left over to cover periodic third shifts. And knowing that I'm not going to be able to fill every shift, I will take those shifts that don't get filled on a Saturday, Sunday, Saturday or Sunday, an extra third shift. So I'm I'm juggling the hours. I have a. So when I look at this, this is the budget and I know it's probably not the one that's passed, but I'm trying to understand the hour. Yeah. This is your patrol hours. When you talk about hours and what you do is on a weekly, monthly basis, you take these these hours actually are not correct because the the wages are not correct. So because the wages are incorrect, it throws all the other numbers off. But but yes, it works off of that. This is the wage times. This many hours equals. So would you do this and you divided it by this. It would give you how many hours

you got. Would you be able to tell me what the accurate number is? Not now. I'm just saying. Why not? Oh, I don't know. I thought you didn't have it. That's why. Right here, 3,756. So that's the amount that we've budgeted, 3756 hours out of seven, five, six for 2020. And at \$27 an hour, that comes out to \$86,800 using the additional monies because they don't actually only comes out to \$84,000 something, but that extra other money would then go to third shift for periodic shifts. And then, like I said, whatever isn't covered. And the Monday through Friday to shift goes to different days like Saturday or Sunday. Sunday, we only run one shift. Saturday, we try to do two and we are third shift. We try to do a four hour block because really we want somebody here right around midnight to about 4 a.m. By 4 a.m. most stuff is not happening anymore. People are starting to wake up, get ready for work, go to the gas station, do whatever. So the crime element usually is gone by then. So I try to make sure that the third shift guy goes from midnight to about 4:00 so he doesn't go for a four hour block. So that's how I've tried to break it down. It's all a juggling hours. No? Yeah. Knowing that this guy has had a call in sick from time to time, or you're going to have somebody come and visit from time to time, so. Or I want to take vacation. So I'm not available that month for in the first half hour. So this January, I've got great coverage. I don't know what February will bring until mid-month when everybody submits their time and hey. We did offer them available in February and then again. So there's another schedule for that month to see what what I can get building and understood. So just again, this is Debbie for purposes of committee discussion. When we talk about any type of financing, any type of what how has it how sorry so has in here. We need to not just look at this as a police department and this as an overall village staff situation. In my opinion it would because we can't. I am a firm believer we can't set up just like we don't do. The villages the Broardlands has gets says that, you know, we need to look at this a larger bigger picture and I don't have a problem with that so long as I'm getting the benefits that they're getting also right, because I don't write, I don't get any kind of retirement and I'm getting kind of sick pay. I don't get any kind of I don't get any benefits. I get an hourly rate. And I mean, we go to the whole part time. Normally that doesn't happen, but I think I believe there's some sort of bonus thing program in place per Amber. Yeah, I don't know. There are some formula I remember seeing. So I will ask her about that and, and see if I'm crazy and just misremembering or makes out with my if there were some kind of bonus thing. I was never aware of it. No, sometimes you haven't, but as a sugar quantity. And so I thought that I thought they were triggered once I had broken my way. Am I right? But what I would like to know, Sal, from your perspective, as far as a. Incentive for the police department itself to get officers, do you feel a what do you call that

where you get like a differential pay for whatever third shift I mean an extra if you remember when when when you were president we put a. I thought we did. And so that is no longer. You still do it, okay? It's just that we haven't had it. The guy that was doing our third shift, he left. Okay. Do you feel we need to look at that number and maybe increase it, Not increase? Well, I guess I actually was going to consider lowering it because we were giving them a dollar more. And now I'm. Be offering him \$28, which I'm only paying my assistant chief \$28. And honestly, I don't think Carrie would say boo about it but it is it in the world of hierarchy. It wouldn't be fair to Terry to have the third shift guy make as much as he does just because he's working third shift. When Terry's responsibilities and duties administratively far exceed what a patrolman does. Understanding that I do. But we are. This is the community. There's other reasons you work here. It's not for the glorious dollars that are paid, I'm sure. But if it's something that I understand, it's probably my fault. I probably should have much sooner. Tried to get Terry's a wage up better. But I do. And you really, you know. Terry's not biting at the champing at the bit to get paid more. I'm just trying to convince Terry to stay as long as I stay. That's my vision. That's my. That's my goal. Stay. Stick with me, buddy. So what? What is this? This is John the Sal. Can you just toss out some relatively accurate numbers, but without putting it to the to pencil the paper? What are you suggesting, Terry get? And what does that mean? In total dollars for the number of hours he puts in? Well, in reality, he should be like \$2 or or \$2 below what I am because he's the assistant chief. And then the captain should be a couple of dollars below that. And then a little adorable little that. So now we're already at that \$27 mark, Right? I'm just going to make this year, I'm going to be making 23. I was making \$23 an hour. I'm making \$33. \$33. I was making \$31.95. Okay. Last year. So Terry should have been at \$30. So I went up. So we have no walk in. We have no room now because we don't have a Bible. What? We're going to decrease the patrol by increasing interest. But you know what? I would I would really like to see if I can get the patrolmen in here. Terry's not. Terry's not worried about that. He's happy with what I. What I have built his spot to be. Terry knows he comes in here. He does policy. He does setting up everybody's schooling. He does this. This is Terry shop. He does this. I do this. Terry does this so I don't have to worry about this. So. So he's okay with what he's doing? Not that I. I don't think he should get more, but he's okay with it and doesn't want me to really push it. So I'm not really pushing it. I would really like to see if I can fill the money that we do have with patrol. Because, let's face it, that's. That's what we want for for our constituents what we we want. That's what keeps this place safe. Right? We want. I don't like it when people come in here. Generally, I know them or they know me or know me.

That's a chief, our marketing director. Today you can hear people talking about all that. As the chief, he came to my house one time and that's. That's so that had me around instead. But but it's nice to be in this kind of community where people know they. Oh, I saw one of your officers. He. He drove through our subdivision. I like to know that. I like to know my guys are out there and doing this. Yeah, I like to go down on the corner and Karin and Prairie View, man differently than the other. Anyway, so I'm going to just, you know, and I like to know that the things that I also like the most, things that work that strip from my home of New York look like that guy was awful hard. Yeah. So I want to know that for sure. That's all I can say. Hey, what the hell are you doing? You know, if you're too tired to go home, you know, if you can't make it, you know, And I get that these guys work here, their full shift, and then come here, so I'm tired. Jan, I had to send Jan home. She'd worked two shifts, then got mandatory ten, and then came here to work. And I said, No, you've been working for 18 hours already. Go home. You know, I'm sorry, but. Yeah. Oh, I'm all right. She was like, No, sorry, you know, and you're going to have gone sorry you drove in. I wish you would have called me, but so. So this is Deb a quick question. Do you just have a list of all personnel, chief, down as to what current wages for 2023? Yes. Would you then be able to do some very simple research? Nothing extensive. Or maybe you know this off the top of your head. What is the current average wage in the police community for these same positions? And I'm thinking you probably already done some of this action. It just be easier for me because we get numbers thrown out. Yeah. And honestly, if I don't have a piece of paper, I don't remember. Okay, So. It's easy to do that. I, I get a list. Of every department and what everybody makes. There are not many part time chiefs out there. There just. There just aren't. So you got to remember that there's their salary usually is the sheriff probably used to give you a folder. This is what you make. And I say, Shit, I don't make that much. What you do for this might be your way, right? But this is what you make. Yeah. Oh, yeah, I know. Okay, well, then, you know, they don't actually break it down for you. They just tell you. Here it is. This is what you're making. We. This is. We pay to have you here. So, you know, you should be happy. Oh, yeah. So most of that stuff that I get is just. This is what that person makes. Yep. That's all I can give you that. Okay, That would be perfect. Just only because one thing is that we throw these numbers out and I just lose track. Yeah. No, I get that. So then, So can you tell me what's the goal for hiring patrol people? If we have an ultimate goal, we want to get 42 people in here. No, You said you have five applicants. What's the for your kind of 2023 plan? The plan changes all the time. Right. But to cover these patrol hours for the day, if it's on and it's it's such a juggling act Deb, because. You guys all work for a different department,

but right now you're on second shift, so you're usually available for some day shift hours or on your off days. You could do some. You know, I when I work for the sheriff's department, I work every day, every day. Never I work. The sheriff didn't work after the sheriff or before the sheriff. But like I taught during the before the sheriff when I got into the city. But I knew I wasn't going to get a late hitch there. When I was done at 230 training, I was done and I went to the sheriff's department here. You might be done at 230. You generally are done with 330. But if you've got a drunk driver to run your stay in get your job done, so you don't want to have say, well, I've got to call my primary and to say, hey, I'm stuck over here because now you're going to be in trouble with your primary job. So a lot of guys don't like to work for their shift. They don't mind work. And after if they work day, they'll come after work. They'll come here and work or on off days. Like I said, when I worked for the sheriff, when I worked here every office, every day. So I knew Saturday and Sunday or we had a rotating schedule. So I was every Sunday, so every Sunday and price every Saturday that there are different answers on Friday. And with that throughout the year, I think I'm understand what you're saying. So the juggling part comes in. When you work for Summit, you work for you. You were for the sheriff and he worked for a county or some. It's down to the people we're moving you to to a different shift. You're on third for the next six months or so. And so. Is it sick? She's pregnant. She's going to be off pregnancy for this. You just got moved on to split. Yep. So now what? I thought I had first I just changed. He called. So sorry, Chief, and he just moved me. So I, I my January days, I'm going to have to cancel them like, okay, so, so I do understand what you're saying, but my question was, I guess maybe I didn't throw it out there, but I got him for potential new hires. Yes, there is time that goes into training. You know, I mean, we try to do some we try to do as little training as possible, but there's still. Sure. You know, yes, there is. You still have to know how to fill out our paperwork. You still have to know how to write our reports. Right. So when you're looking so so do you have a goal of hiring X amount of patrol officers for the year and what criteria? So somebody comes to the day, I can work 8 hours a month. I'm not really sure that's somebody worth investing time right now. And if they're only going to work 8 hours a month versus but maybe that's all the applicants we get. I don't know the answer. So so the question I have is, are we looking to fill approximately five pitch bodies? I'm I'm I guess usually what I do is I try to say, hey, look, I will I would like you to work at least. Four shifts a month. That's minimum. And that's how many hours that is. Four times 6. 6 hours is a shift. That's what. Right. So 24 hours. Yeah. Now, don't get me wrong, I'm very flexible with that, too. Yeah. Request or you might work more if I can do 8 hours perfect take it,

because I know sometime next week that guy's going to be able to do for free. And again, I don't want to get into the weeds of how you schedule people, but that you answer the question you are looking for people that will commit to right now approximately 24 hours a month for us. That's what I'm that's what I was looking for. I like to know that you can at least work for 4 hours this morning, four days. And do any of the applicants that you have meet those criteria? Have you gone through interview process with them? No, we haven't. We haven't even started interviewing anybody. And we're just getting this stuff in. Even if we pick a couple. The process is not like it used to be. You have to jump through so many hoops now. It'll probably be a few months before they're even hireable. So you worry if you work for, again, the sheriff, whoever. Prior years I used to be say, are you sure? For sure. All that stuff's on record. She's hired. She's starting. Why don't you go on? That's up to the state. That's not up to us. That a state statute. Yesterday, they said, Oh, from now on, you can't do that. Can't do What? What of what I told you We used to. You worked for the county already. All your stuff is on file with the feds in the state. Oh, okay. Got it. I usually say that's her. She's right there. She's already got all that stuff. And then. Huh? You still have to go to your employer. You still have to do a background check. You have to resubmit fingerprints. She still has to go for a physical. She still has to do this. All the paperwork that you did at your primary job. You now have to do anyplace that you're going to work for where you used to be. Just easier. The timeframe is just longer. Hi, I'm Deb Hall. She's. She's still. She's still seven. Department of State. We're hiring a Hiroshi and be part time. Okay, great. No problem. So, what is the plan to get these five people in for interviews so that you can then make that decision? Well, first, we. Harry and I will review the applicants, their information period. Start doing background. Find out everything. Everything that's shiny is not gold. Okay, I've got that. Now, what can we do? That's hard. That is a lieutenant that has worked for this place for years. He's way up there. Why is he looking to hire in North Prairie? Cause it's a great community. I don't feel that far away. He's probably getting ousted. I'm thinking you did something stupid. So now we have to do our due diligence in a background check to see just why is this guy interested in us? Now, it could be just that. Hey, you know what? I've been through there. Nice place. I don't mind driving an hour to get there. You'll have it. But chances are that might not be the case. A couple of years ago, we had a couple of great applicants. Oh, my God. We were ready to hire them. I found out later the three applicants were top applicants for us all Worked for the same department. We're sending each other pictures of each other while on work time. And it was like they got fired. Like what? It's like, okay, well, we don't want. We don't want somebody else's dirt. So you just got to do your due

diligence and find out where somebody is coming from. And then, you know, we've got some guy that, hey, I'll be out to recruit school by the time I come to work for you. Well, that's great. But now I've got to put you through all the training that a brand new guy would have. And I just don't have the time or the staffing to do that. Right. So we try to make sure you at least have between three and five years. And one of the things in here that I didn't cover, and we're just going too long, it maybe I dropped down to two years of full time police traffic experience. Not a dear officer who's been in the school for two years and hasn't been in a patrol car since. Whatever, because there's a lot of guys like that. We Jamie Sonnenberg works for the sheriff's department's been there for years. He wasn't patrolling for years, but he's been in the school for ten years now. He don't know how to write any stuff anymore. If you don't use it, you forget it. I used to be able to write, do all that stuff on the computers. If I had to jump in a squad now and try and do that. I'd need a book because everything changed since I've been in there. I've been. I retired in 2013. Track has changed probably four or five different times. And how they do that, how you write tickets on there, how you get information on there. It's not the same as it used to be. So all those guys that are in the courts at the sheriff's department, they come over for you. So yeah, thanks. But, you know, you've been in the court for ten years. I'd have to retrain, you know, and you said, I just want we want to try we're seeing some movement forward. And I, I it is my goal to try and get to cover the shifts that we have the time for. That's my goal. And if that is enough for the village and you're happy with that, ours and that coverage, great. I'm not pushing for it just because I want it. I want more responsibility. I don't need more responsibility. I'm okay with Sal's responsibility now. So but I do want to give you the best coverage for the village. And I think I always have tried to give the best coverage for the village so everybody is okay with what we're doing. Perfect. We'll keep it up. I think you guys get great service. I would love to be able to cover the hours that you have given me available to cover. I would like to be able to fill these gours and at some point you think? Yeah, I think we could use a little more coverage. Great. And we'll do that. You know what we'll say? Hey, you know, and I, like, get used to working nothing less than a six hour shift. You can work six eight. Right now. I don't limit you. I don't think it's worth your time to come in here for 2 hours. I think that's kind of silly. But if you say, hey, I can work 4, come on in. And I give it from time to time. Hey, Paul. Hey. I looked at the schedule last night, and I see no reason I can't. I'm open for 5 hours, Jimmy. Okay, Come on in now. I got somebody. Go check the school. Go check this. Go check that. And I got somebody covered it now. So we're in recovery. Are guys that Curtis turn around and maybe the guys and I'm not I'm not looking for older guys. I really.

I really I'm not. I don't know I haven't turned down I have turned down older guys from the sheriff because I don't want you to come and put your feet up on the dashboard. Okay? And drive around. Yeah. There you go. Yeah, right. Yeah. I'm sure there's other guy like that, which is good. Good. This is my part time job. Yeah. That I'm paying you for dollars for some activity, for you to sit in the squad and put your feet up on the dashboard and run radar. Somebody is going to think, What is that guy doing? And then I'm going to hear it. So, no, I appreciate it. But no, I don't have room for this, John, so I don't know if we're done or not. But yeah, before we get done, could you just answer? Could you just do some running around My back is where you just summarize and throw myself. If the committee already understands that, great. Throw me a bone. Did the board's decision to increase the base rate to \$27 an hour, have you have you noticed any any help that helped the department in any way is to soon to know. Okay. To. All right. I know my current guys are. Oh, that's nice. That'll be that'll be nice. Okay. Nobody has really said I'll be here. You know, I'll give you more time. You guys. It's too soon to know. It really is. Have you, have you noticed with the applicants, did you get as many applicants at \$23.50 and that you are at \$27 or was it or was it advertising in a different spot? They don't react. It's always the same. It's always the same spot. Waiting it is is is kind of the go to okay. It's we're all long for good go to look for a job they all put in when there was this change to \$ 27 on the we found out yes you can so whatever that was October. November was that November. December. Yeah. Number or so. And then once, once it came to the board and everybody said it passed, you know, so it hasn't been that. Well no it hadn't been that long. And like I said, we've got several hurricanes right now. Several, maybe five, probably. But two. I know I'm not even going to answer it. Then one guy and they would come out of recruit school. Yeah, one guy. One guy said, I'm done with my micro training and march. I could be available after March. I'll have my road train complete. Well, that means she just finished probationary if she happens to be from Delavan in Delavan. So she really doesn't have anything under her belt right now. Don't, don't misunderstand, when you come on a road train, you will start driving on your own. But been there, done that. When you're when you're done with road train, you're listening to everybody's traffic. Oh, that's that's how I'm going to call that truck about. Oh, that's how I'm going to do this. You're learning. You're you're still learning. You got to know the process. You still call people, hey, you know, And so, you know, I get I have another slide back up here so I can ask this guy, hey, you know, I did this and this. What else do you think I should do? I'll do this and that. And no can be wrong. We have a friendly we have a good working relationship with the sheriff, with Mukwonago. We don't very often see Eagle, but we have good

relationships with everybody. So I don't have a problem knowing that my guys, if they needed help, they could call somebody now. But they can also call me or Terry or Mark and say, Hey, chief, I'm out on a stop. And they have, you know, hey, what do you think about this? Or, you know, do you want me to come and take this guy in? And I'll say, Yeah, just walk them in. Or at least make sure we get a picture of the fingerprint scan and even a phone number. So let's not keep them overnight. That's just money. I got to pay for work and release him, and then he can appear in his court date whenever. Whenever that is. So do you think March ish would be a good check back in on the whole? Sure. As what outcomes are coming in. Just to John's point, just to see if we're seeing some movement. Yeah, exactly. And those other suggestions, those are for next year. I mean, just just think about if there's if there's incentives to offer and we could afford to do it, that wouldn't be terrible to say, hey, you know what? Where are you guys that have put in at least this much time in a year? We're offering a bonus of you would have been making \$27.50, you know, so that \$0.50. It's not for ours. It's nothing for me, too, because we save payrolls. She's as right now, we save all the payrolls up. So it's nothing for me to go and say, okay, well, this guy meets the criteria. This is how many hours he worked. Bonus \$0.50. You'll get \$300 bonus next year. And that's everybody likes money. Yeah, I know. Not everybody wants a 401k retirement plan. And their primary job is WRS. And they would rather when I worked for four this year, I threw extra money into my debt. Maybe they take their bonus here and away. Or the bonus of it. Yeah, baby, let's go. Yeah, that's going to hold that position. Oh, yeah. Anyways, that's. That's my spiel. I hope you understood everything. If there's any questions, feel free to call me. So when are you. When are we supposed to get that stuff back? I will start that letter in the next day or so. Here I am on a slot, right? Yeah, I'm actually on. I think so. So I'll probably start sometime tomorrow pending. Nothing else gets in my way. Yeah, I think that's really the. Yeah. A good way to do it is to give them a forewarning. Here's your 60 days notice, and then. Then the No more guarantees. Yeah. So. All right, because I watch for it. I'm on vacation the week of the 16th to receive it till I'm around all next week. But if you were able to get it, I will craft. I have tried to send emails on to people. I don't know if you guys are getting them or not. I don't usually get a response. Hey, I got got your email or something. Amber is kind of yelled at me a couple of times that I. I tried some new stuff and she said she keeps on saying that she's not getting them and I need to do it and send all. Yeah I'm only I'm sorry. I'm only so knowledgeable in email stuff. I have a a book, so I type your name. Debbie Hall. Under the book, it pops it up. I think that it goes on the thing I'm sorry, the right one because it had a couple of different so it's email them because I'm

not getting you from you. Oh I'm sorry then. Yeah, maybe I'm not then. Sure you never got all. You know what? If you say I think I am never even send your word out. You don't mind if you send me an email, then at least I have it correct me and I can get rid of the one that I have in there and and paste and save the one you send me. So keep that in mind. If if you send me an email for weeks, it should be dot gov. Yeah. So again yeah they're playing games with there and that's okay. All right what else we get that you may to get rid of them. Can I make a motion and depends on what your motion is, Adjourn So remember I can't read the 924 second John seconds that's for sure. Yeah. Know I think I know I know all the say on those forms. Motion carries. Is there any. I'm sitting and the next meeting or. Well, you said March, so. Yes, I will be and I'll. I'll grab that letter and then if you guys want to do something prior to my send it to here, we'll see where we go. Do you want to you want to wait maybe sometime after sometime mid February or something like that?

Motion by Amber Hall, second by John Heintz Taylor to adjourn the meeting at 9:24 p.m. Motion carried.

Respectfully submitted
Pauline Wigderson