

MINUTES OF THE FINANCE AND HUMAN RESOURCES COMMITTEE MEETING HELD AT THE GREENFIELD CITY HALL ON WEDNESDAY, APRIL 25, 2018.

1. The meeting was called to order by Ald. Saryan at 6:30 P.M.

|            |              |         |
|------------|--------------|---------|
| Roll Call: | Ald. Saryan  | Present |
|            | Ald. Kastner | Present |
|            | Ald. Bailey  | Present |

Also Present: Paula Schafer, Finance Director  
Mayor Neitzke  
Brad Wentlandt, Police Chief

2. Approval of the April 11, 2018 Finance and Human Resources Committee minutes Approve 4/11/18 minutes

It was moved by Ald. Bailey, seconded by Ald. Kastner to approve the April 11, 2018 Finance and Human Resources Committee minutes, as presented. The motion carried unanimously.

- 2a. Election of Chairperson and Vice-Chairperson of the Finance and Human Resources Committee

It was moved by Ald. Bailey, seconded by Ald. Kasnter, for Ald. Saryan as Chairperson and Ald. Bailey as Vice-Chairperson of the Committee. The motion carried unanimously.

3. Update on status of public safety enhancement revenue and expenditure Investigation (Mayor Neitzke)

Mayor Neitzke stated that everyone received a handout via email from Chief Wentlandt, who is in attendance to give a presentation with regard to statistics relative to calls, crime and staffing.

Chief Wentlandt reported that there is a need to expand the sworn officers staffing at the police department. Chief Wentlandt indicated that the presentation will provide insight and a visual representation of how severe the problem is, particularly in the calls for service. Traditionally the agency ran approximately from 29,000 – 30,000 calls for service per year. The calls for service does not capture the calls that require more than one officer. In the last five years, the call volume has gone up 20%, which is 5,000 calls per service. This is a dramatic increase and not seen in the history of the agency. Chief Wentlandt also stated that there are certain calls that are not responded to anymore due to the lack of resources, such as gas drive-offs, retail thefts not in progress. These reduced the calls by 1,000 per year and without those changes the numbers would be significantly higher. Chief Wentlandt indicated that the agency runs approximately \$200,000 - \$300,000 over budget every year in overtime consistently.

Chief Wentlandt reported that the violent crime trend continues to be up largely due to robberies and aggravated assaults. The next two are auto thefts and pursuits. There are dramatic increases and an important note is the violent crime, auto thefts and auto pursuits are activities that demand a tremendous amount of time on the part of the officers and are anywhere from one to five officer calls, including investigative efforts after the incident has occurred.

Ald. Saryan asked if the violent crime calls were included in the calls for service and the answer is yes they are included. Ald. Saryan asked if there was another contributing factor to the increase in calls. Chief Wentlandt indicated that the additional development over the past two to three years with the retail thefts and thefts from autos affects the agency. Chief Wentlandt stated that in the summary page of the presentation that development is very important for the health of the City going forward; however, we also have to understand that when we trade 74 homes for a significant amount of retail, restaurants and 280 homes it causes a load shift for the calls for services.

Chief Wentlandt reported that we continue to be last in staffing both within Milwaukee County and communities of similar size around the State. It was also reported that the agency spends less on police services per capita than almost anyone else. The increases in calls for service, crime, auto theft, pursuits, occurred well after the agency had Community Service Officers (CSOs). The agency has approximately eight to ten CSOs, who use about 6,000 hours of time. This equals less than three full-time people. The CSOs cannot respond to any emergency calls; they only respond to vehicle lock-out, motorist assist, disabled vehicles and parking.

Chief Wentlandt reported on the historical staffing. The agency has gone from approximately 85 employees in 1998 to 75 full-time employees in 2017, which is approximately 17% of the total staff lost.

The question was asked, what was the population in the City when the police department was created in 1962, it was 8,000. Chief Wentlandt reported that the population has been fairly stable at 35,000 – 38,000 since he started, which is 28 years ago. The department used 60 sworn officers and 26 civilians and at this time it is 57 sworn officers and 18 civilians. Mayor Neitzke stated that with some of the civilian count, technology has helped tremendously. Chief Wentlandt explained that even though there are 57, there are employees who are unable to work due to various reasons (light-duty, FMLA, vacation, desk duty).

Mayor Neitzke stated that he sent to all an article in Governing magazine that talks about the easiest way to examine how many police officers we have is to do it on a per capita basis, how many people per 1,000, per 10,000, etc. The substance of the article is that what is needed is a work study analysis whether or not the number of

people requires more service. It is noted in this article that it is not easy to do this analysis and most municipalities don't do this. The article does say for jurisdictions for populations between 50,000 and 100,000 the average 15.9 per 10,000 which is higher than we have. Chief Wentlandt stated that the most common statistic is per 1,000.

Mayor Neitzke stated that there is another problem, which is the opioid epidemic. Chief Wentlandt reported that he had been working over the past few weeks to put together some data, but the opioid crisis does have an impact on patrol officers because the number of overdoses requires a significant amount of resources. A minimum of two officers go to the overdose and administer naran, then sit there with the fire department until the fire department is finished. Most of these calls then lead to further investigations.

Mayor Neitzke stated that West Allis and Wauwatosa are the two communities that most resemble Greenfield with the type of crime. West Allis is about 2.1 officers, Wauwatosa is about 1.96 officers, both are in the 2 officers per 1,000 range, which is probably where we need to be. Mayor Neitzke stated it would be ideal to be over Oak Creek and Franklin based on what Chief Wentlandt previously stated. Milwaukee is at 3.11. It was stated by Ald. Kastner that if Milwaukee was doing a better job with crime, the calls for service for Greenfield would probably be less; the thought is that most of the calls are bordering Milwaukee and not the New Berlin border. Chief Wentlandt stated that this is not necessarily true and that Milwaukee is suffering from the same constraints that Greenfield is.

Mayor Neitzke stated with respect to the opioid crisis, we have been working interdepartmentally with the Health Department, the Fire Department and the Police Department as a suggestion from Police Sergeant DeGlopper. It is being looked at any funding source, grant-funded or other, to fit job responsibilities to the person as opposed to assigning expensive law enforcement to it. This would be over and above any potential police officer.

Chief Wentlandt stated that if you wanted to add one, you would have to add six, since six equals one. Six sworn officers gets one body 24/7. Mayor Neitzke added that the difficulty is that three officers five years from now is \$450,000 added to the levy and six officers is \$900,000 in five years, which is substantial.

Ald. Saryan asked if it were true that we need more police officers and need to keep what we have, or can we get away with less CSO staff? Chief Wentlandt answered no because when looking at historical staffing, those were already cut. A suggestion was made for part-timers, which Chief Wentlandt feels as though is not a good idea. The reason for the suggestion is because there are people who are trying to get full-time in departments and willing to work part-time. Chief Wentlandt feels that in law enforcement there is a hiring crisis. He spoke at an International Association Chief of Police

meeting a few weeks ago about law enforcement and no one can hire officers right now because it is tremendously competitive. If you hire part-time officers, they are right out of school, train them and they are picked up by someone else and you become a training ground for someone else. Many agencies have stopped hiring part-time police officers because it becomes a revolving door and there is more overhead and effort in training the part-time officers than the service you could provide in the first place. Mayor Neitzke stated that this is true in the fire industry as well.

It was stated that any more discussion at this level is probably going to answer questions that aren't actually going to be asked. The important thing to do is create a question that is going to be most important to the voter on what we are trying to do and what will it cost. That would be the next step if we want to move forward with this. Mayor Neitzke stated that what is important for us is to remain neutral, we can show the needs or lack of needs or whether those needs should be addressed anymore or if the service is going to decline or increase. We need to be in a position where we can objectively get that to the public. Moving forward this would require a referendum and putting it on ballot and looking at other communities who are doing the same thing to see what worked or didn't work. Chief Wentlandt suggested hiring a firm, as South Milwaukee did, could help because they can poll the public to see what their comfort level is and what the questions are, so the question is honest.

The next move would be to discuss the financial questions and get some hard numbers for what it would cost for hiring a specific number of officers, looking at not just year one, but future years as well. Mayor Neitzke stated that we will work internally on the financials and that Chief Wentlandt has a good idea point about trying to find somebody to assist process.

4. Approval of schedules of disbursements in the amount of \$391,833.38

It was moved by Ald. Bailey seconded by Ald. Kastner, to approve the following schedules of disbursements:

Approve  
disbursements  
**COUNCIL**

|                     |         |                            |
|---------------------|---------|----------------------------|
| AP CHECKS           | 4/6/18  | \$105,103.46               |
| AP CHECKS #1        | 4/13/18 | \$286,229.92               |
| AP CHECKS #2        | 4/13/18 | <u>\$ 500.00</u>           |
| <b><u>TOTAL</u></b> |         | <b><u>\$391,833.38</u></b> |

The motion carried unanimously.

5. Approval of mileage reimbursements in the amount of \$589.66

It was moved by Ald. Bailey, seconded by Ald. Kastner,  
to approve mileage reimbursements in the amount of \$589.66  
The motion carried unanimously.

Approve mileage  
**COUNCIL**

6. Approval of investments and reinvestments

It was moved by Ald. Kastner, seconded by Ald. Bailey,  
to approve investments and reinvestments as follows:

Investments  
& reinvestments  
**COUNCIL**

LOCAL GOVERNMENT INVESTMENT POOL

March 2018 Statement

|                                |                        |
|--------------------------------|------------------------|
| February Ending Balance        | \$14,820,188.59        |
| 2 Deposits in March            | \$ 4,705,491.46        |
| 1 Withdrawal in March          | \$ 81,792.45           |
| March Interest Earnings @1.55% | \$ 20,206.92           |
| <b>TOTAL</b>                   | <b>\$19,464,094.52</b> |

| Institution                              | Princ Amt<br>Invested  | Investment<br>Date | Maturity<br>Date | Yield | Interest<br>Earned |
|------------------------------------------|------------------------|--------------------|------------------|-------|--------------------|
| Money Mkt/Tri-City Bank                  | \$2,653,583.69         | 12/31/2001         | variable         |       | \$338.06           |
| Money Mkt/BMO Harris Bank                | \$506,544.24           | 6/28/2011          | variable         |       | \$47.27            |
| Ehlers Investment Partners X-2055705     | \$6,160,883.50         | 12/9/2014          | variable         |       |                    |
| Associated Bank Investments              | \$6,062,006.87         | 12/10/2014         | variable         |       |                    |
| TD America Trade TIF # 6 (2015) X-031566 | \$443,317.03           | 10/1/2015          | variable         |       |                    |
| TD America Trade TIF # 6 (2016) X-130060 | \$146,592.45           | 6/29/2016          | varibale         |       |                    |
| TD America Trade TIF # 6 (2016) X-287885 | \$370,339.47           | 11/30/2016         | variable         |       |                    |
| TD America Trade TIF # 6 (2017) X-632136 | \$129,863.19           | 4/1/2017           | variable         |       |                    |
| <b>Totals</b>                            | <b>\$16,473,130.44</b> |                    |                  |       | <b>\$385.33</b>    |

The motion carried unanimously.

7. Other topics for future agendas

Item #3 will continue as an open agenda item.

Discuss HR position on second meeting of May.

8. Committee to go into closed session, pursuant to Wisconsin Statutes, Section 19.85(1)(c)  
at 6:45 p.m. to consider the following:

- a. Discussion of specific personnel problems as related to personnel matters

N/A

9. Adjourn the closed session and reconvene into open session.

N/A

10. Decision of specific personnel problems as related to personnel matters

N/A

Mayor Neitzke announced that Joanne Waite, Human Resources Coordinator, is retiring on April 30, 2018. She has been here since the HR Department originated. He wanted to publicly thank her for her years of service to the City.

11. It was moved by Ald. Bailey, seconded by Ald. Kastner, to adjourn the meeting at 7:30 P.M. The motion carried unanimously.

Adjourn

Respectfully submitted,  
Julie Foley, Human Resources Generalist

Distributed:

*Minutes are not official until formally approved at the next scheduled meeting*