



Minutes
Committee #2
Labor Negotiations, Personnel Policy & Administration
June 29, 2012

Committee #2 met on Friday, June 29, 2012 at 7:30 AM in the Council Chambers, City Hall, 30 West Central Street, Chippewa Falls, WI.

Attendees: CW King, Brian Flynn, Chuck Hull, George Adrian, Mayor Greg Hoffman, Finance Manager/Treasurer Lynne Bauer, Fire Chief Tom Larson, Fire Inspector John Bowe, Dr. Erik Dickson.

Call to Order: 7:30 AM

Items of business to be discussed or acted upon at this meeting are shown on the attached agenda below:

1. Discuss Fire Department organizational structure. Possible recommendations to the Council.

Fire Chief Tom Larson presented options for restructuring personnel in the Fire Department. (see attached).

The first option involves restructuring the Battalion Chiefs to Senior Officers and assigning them specific duties such as Operations, Tactics & Budgeting; Haz Mat Response & Special Rescue; and EMS & Training. This option would leave staffing levels at 8 per shift with an acceptable span of control. This also provides options for promotions to the Fire Chief and could eliminate the need to search for an outside replacement for the Fire Chief.

The second option involves eliminating the mid-rank promotional level of Motor Pump Operator (MPO) through attrition. The increase is approximately \$2,500 from Journeyman to MPO and there are currently six MPOs. This option leaves staffing levels at 8 per shift with an acceptable span of control and would eventually save \$15,000 for all six positions.

The third option involves taking the Fire Chief off shift rotation and reinstating the 3rd Senior Fire Officer position that was eliminated in 2007. This proposal would increase staff by 1 position but would return the Chief to a "normal" work week and allow him more time to handle the administrative duties of the department.

The fourth option was to leave the organizational structure as it currently is. With this option there would be savings of approximately \$11,200 due to the difference in pay between the current Battalion Chief and the newly promoted Battalion Chief.

The Committee discussed these options as well as the proposal to eliminate the Battalion Chief positions and have the Lieutenants assume that role. In addition, there was discussion on service to areas outside the City and whether or not the City was being adequately compensated.

Motion by Flynn/Hull to recommend the Council leave the current Fire Department structure in place. All present voting aye except King who voted nay. Motion carried.

2. Discuss permission to hire Firefighter/Paramedic replacement due to a department retirement. Possible recommendations to the Council.

Based on discussion regarding the organizational structure of the Fire Department in Item #1, there was a **motion by Hull/Flynn** to recommend the Council approve the hiring of a Firefighter/Paramedic replacement due to a department retirement. **All present voting aye, except King who voted nay. Motion carried.**

3. Adjournment

Motion by Flynn/Hull to adjourn at 8:37 AM. **All present voting aye, motion carried.**

**Minutes submitted by,
CW King, Chair**