

\*APPROVED CITY COUNCIL MINUTES FROM UNNOTICED MEETING

\*\*AUDITOR GAST WAS NOT NOTIFIED TO PROVIDE NOTICE TO THE PUBLIC

\*\*\*THE FOLLOWING IS SUBMITTED BY MAYOR ERDMANN

November 28, 2022

Monday evening officer Liz Kapp and Police Committee members Neil Fandrich and Chase Pederson took a picture with Scott Fetch the owner of the Five Spot Bar, reflecting his significant donation of \$3,000.00 to our local Shop with Cop program.

After that event at 5:30 PM, Police Committee Chairman Al Trader, Police committee members Neil Fandrich and Chase Pederson and Mayor Tom Erdmann met at the Police station to discuss the ongoing need for an additional police officer since we need 5 full time officers to man our Police schedule of providing manned service 24 hours a day, 7 days a week. We presently have 4 full time officers and have been getting some part time help from the Foster County Sheriff Justin Johnson. Johnson has indicated he will help out if needed but would like to phase out of providing the part time help.

As of this date we have not received any applications for the open Police Officer position. The present staff has been working some over time or extra hours to cover for individuals using PTO or trying to take off their awarded holiday leave which according to our personnel manual which states:

All full time police officers scheduled to work on an official recognized holiday observed by the City, will receive pay at the rate of one and one half times his/her regular hourly rate of pay for actual hours worked. All full-time police officers not scheduled to work on an official recognized holiday observed by the City, will receive another day off. The additional day off must be used within thirty (30) days providing departmental scheduling allows, adequate notice is received, and approval by his/her department head is given.

There was discussion about how to deal with our 24 hour/7 days schedule. With 5 full time employee this existing schedule flows just fine with officers being allowed to use their PTO or their designated holiday time. The lack of 5 officers causes potential officer and Chief burn out, along with extra over time hours. Chief Bittman was not at the meeting but had emailed Al Trader and Mayor Erdmann of his concerns, asking if the committee would consider paying him over time as the strain to PD schedule comes when an officer takes PTO, Holiday time or calls in sick. His request for potential overtime would only be an issue if the department continues to be understaffed.

At this meeting there was discussion concerning the Police Chief with actual hours being worked now and into the future, about potential overtime compensation, discussion on a stipend per pay period rather than over time, another method of dealing with the time off for holidays, allowing officers to sell back more than the allowed by PTO policy, actually going directly to the Police academy schools to solicit recruits, going to high school career day events to solicit recruits, utilizing the scholarship programs provided by the state and our local Economic Development to encourage more students going into law enforcement.

No decisions were made at this information brain storming meeting and everyone left knowing any changes will need to be presented to Finance and Legal Committee and/or the full City Council.

Meeting adjourned at 6:30 PM.