

# VILLAGE OF BROOKLYN HEIGHTS

## MINUTES OF A MEETING

### Safety Committee

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A meeting of the **Safety Committee** of the Village of Brooklyn Heights, Ohio was held on *Zoom* **April 14, 2020 at 6:30 P.M.** with Councilwoman Jennifer Presot presiding.

Present at roll call:	Councilmen:	Lahiff, Blados, Lasky, Presot, Walsh
	Mayor:	Procuk
	Clerk/Treasurer:	Frank
	Police Chief:	Meade
	Law Director:	Dowling

Clerk Treasurer called the roll of the Zoom Meeting and there were 9 in attendance.

Councilwoman Presot called the Safety committee meeting to order to discuss the possibility of adding a 4 Sergeant Position and Jerry Dowling, Law Director stated that this would need a resolution.

Chief Meade has been considering going to 12 hours shift schedule and Jennifer Presot is in favor of this shift change. With this change there would need to be a promotion to cover the Officer in charge for the new scheduling process.

Chief Meade explained that the need for the promoting. The target date is January 1, 2021. The original date was October 2020 but because of COVID there is no way of holding a test right now. As of April 24, 2020 the Sergeant list expires. Chief Meade explained that it cost \$5300.00 for a new test and it takes about 2 month for the testing process. With promoting the Sergeant now, the department doesn't have to test. The amount the department would be paying for the Sergeant won't cost as much as it would to hold the test. This gives Chief Meade some flexibility if a Sergeant falls ill another Sergeant could be put in place and save on OIC pays.

Chief Meade stated that he would open it up for discussion that he has all the numbers if council is interested.

Councilman Lasky asked for clarification of wages between the OIC and Sergeant. Chief Meade proceeded to discuss the wage differences and the amount of time it would take to spend the amount.

*The figures will be attached to the minutes.*

Chief Meade explained the reason the department needs the sergeants is because they are the road supervisors. We want them making the calls with the patrolman since the new guys are on with less than a year of experience.

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Chief Meade stated that he has bigger plans for Larry. The department's policy and procedure manual is outdated and is from 2002-03. For legal reasons this needs to get done very soon. The department has been very shorthanded that is why this has not been done. This will take between 1-2 years to complete. Larry would be an administrative Lieutenant and assist with getting these brought up to date. Then Larry would be the substitute supervisor when one goes on vacation. Also, serve as back up to the detective when doing search warrants

Councilman Lahiff has concerned that the going to 12 hour shifts were going to be a memorandum of understanding and once negotiations are opened that could change a lot of things. The Union attorneys' letter stated this could take some time. Chief Meade explained that this is a mutual thing between the FOP and the village. The FOP benefits because it's a 2 week schedule working 7 out of 14 days. It's a MOU to switch from a 40 hour work week and change to an 80 hour work week. Councilman Lahiff still had concerns based on the letter from Attorney Delano. Chief Meade stated he is ready to go forward with implementing this and if there is a problem Delano is the village's attorney. Chief Meade is ready to get the test ready for when COVID lifts he can begin the process. He doesn't for see there being any problems.

Councilman Lasky feels that promoting the 4th Sergeant at a later time. Chief Meade explained that would then begin in September and the cost of \$5300.00 for another Sergeant test. It's a 2-3 month process to be ready hire January 1, 2021.

Councilman Blados asked if the department was going to go to the 12hr shifts and Chief Meade stated that the FOP 100% behind it and council because there would be no OIC shifts and 3 guys per shift. The only hold up right now is that Chief needs to hire and train guys.

Councilman Lahiff feels we shouldn't be promoting before we need them. He votes to promote 2 not 3.

Councilman Walsh disagreed and feels we should be proactive and move forward.

Councilman Lasky stated that this decision will have to be explained to residents and trying to say we are promoting and moving to 12 hrs shifts and hoping it works out. He doesn't feel comfortable with that.

Councilman Walsh disagrees and we aren't throwing anyone in and the FOP feels strongly that they are going to the 12 hours shifts and he would have no problem telling anyone in this village how he made his decision.

Councilman Blados feels we would look silly if we waited spent the money if we already had Sergeants in line. We would have paid the OIC pays and the money for the testing. Feels that we would be saving money the way Chief Meade has this savings.

Councilwoman Presot explained that she has thought about that as well. Weighing the pro's and con's.

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Councilman Blados explains that it does seem that we may be putting the kart before the horse but this is for the department heads to restructure for benefit the department and the village.

Councilman Walsh feels Chief Meade is the manager and his ideas are good. Thinks we need to be proactive and move forward with the promotions.

Chief Meade stated the police department has 3 eligible officers Alfien, Coyne and Tulciewicz if we gave the test in 5 months, but Tulciewicz stated he would not be interested.

Councilman Blados doesn't see the reason to wait he is for promoting now.

Councilman Walsh feels waiting is best.

Councilman Lahiff feels there are advantages to waiting.

Councilwoman Presot wants to be proactive and promote now because waiting may cause scheduling issues in the police department.

Law Director Jerry Dowling will prepare legislation for the qualified patrolman for Mayor Procuk's decision to promote.

Mr. Frank stated he will emailing all they upcoming Regular council 04-21-2020 Zoom meeting information.

Councilwoman Presot states if there is no further business to come before council that the Safety Committee Meeting is adjourned.

Jennifer Presot  
Safety Committee Chair

*Councilwoman*  
*Jennifer Presot*

One week adding 4<sup>th</sup> Sgt.

Save 2 OIC pays a week

Sgt. makes \$1.52 more than OIC entire shift  
(don't forget veteran leadership)

Sgt. Makes \$38.56 more the Ptl. shift  
entire shift

	\$ 38.56	
	x 3	
5 shifts	<u>115.68</u>	3 shifts
a week	+ 3.04	2 shifts pay OIC anyway
	<u>\$ 118.72</u>	4 <sup>th</sup> a week Sgt more the Ptl.

\$5,300 ÷ 118.72 = ~~44.6 weeks~~ 45 weeks

↑  
Sgt. test

April 1<sup>st</sup> 2020  
March 2<sup>nd</sup> 2021

Conservative 30 days Sgt took off and no OIC pay

38.56  
- 1.52  
37.04

37.04  
x 30  
1,111.20

↑ VAC, Pers, Sick, Hold

\$ 37.04

\$ 1,111.20 ÷ 118.72 = 9 1/2 weeks

\* Mid May 2021 \*