



**Public Safety Committee  
April 26, 2016  
MINUTES**

**Present:** Aldermen Hawkins and Nerbun; Police Chief Graff, Fire Chief Bialk (*left/excused after item 3*), Assistant City Administrator/HR Manager Thyges, Assistant Finance Director Rudychev, Executive Assistant Kowalchuk, press and interested public

**Absent:** Alderman Pukaite

The meeting was called to order at 6:30 p.m.

**1. Elect Committee Chairman**

Moved by Alderman Hawkins, seconded by Alderman Nerbun to nominate Alderman Pukaite for Public Safety Committee Chairman. The motion passed by voice acclamation.

**2. Approve meeting minutes of February 23, 2016**

Moved by Alderman Nerbun, seconded by Alderman Hawkins to approve the meeting minutes of February 23, 2016. The motion passed by voice acclamation.

**3. Protective Services Employee Engagement Survey Results**

It was explained that in the past the mayor had expressed a desire for an employee engagement survey of the Fire Department. As this discussion progressed, the Police Department was added. A consultant was hired to conduct this voluntary survey with the goal being to solicit feedback on organizational practices, leadership effectiveness, communications, effectiveness of daily operations, compensation, benefits, and employee development, recognition, commitment and job satisfaction.

The Police Department did not have a high enough rate of return to create a trend analysis; however, the results for the Fire Department, which had a 70% response rate, were glowing and point to extremely effective leadership and operational practices with the majority of categories coming in well above the norm for positive responses. The only low satisfaction rate came in the areas of pay and benefits which the consultant theorized indicated employees may feel a full time department would be more appropriate. A possible policy discussion on whether or not a full time Fire Department would/could be appropriate for the City of Mequon was also the only consultant suggestion. Chief Bialk interjected that getting one person to help out at this time would be extremely beneficial.

**4. Resolution – Replacement of Squad Video Cameras and Purchase of Body Cameras**

Chief Graff explained the squad video upgrade needs and savings to be recognized if said purchase can be coordinated to the City's purchase of new squads. He additionally explained the request and benefits for body cameras, with the desired brand being that of the same company proposed for the squad cameras. A lease to own funding is proposed at this time

and there is no associated pre-payment fee. Committee members acknowledged the benefits of the proposed cameras and the savings by coordinating the proposed purchases.

Moved by Alderman Nerbun, seconded by Alderman Hawkins to approve the proposed lease option agreement with Digital Ally for the purchase of squad and body worn cameras. The motion passed by voice acclamation.

**5. Adjourn**

Moved by Alderman Nerbun, seconded by Alderman Hawkins to adjourn at 7:00 pm. The motion passed by voice acclamation.

Respectfully Submitted,

*Diane Kowalchuk*

*Executive Assistant*

Minutes approved 05/24/16