

City of Manitowoc
POLICE AND FIRE COMMISSION
04/10/12 MEETING MINUTES

Present: T. Bare, P. Blashka, K. Beilke, B. Hennessy, K. Reynolds

1. Called to Order at 4:30 by T. Bare
2. P. Blashka made a motion to approve previous minutes of 02/28/12.
Seconded by B. Hennessy. Motion carried unanimously.
3. No Communications
4. No Public input of items germane to the Police and Fire Commission statutory authority
5. Police and Fire Chief Items:

Fire Chief Manis and Police Chief Dick explained the Police and Fire comparisons they provided the Personnel Committee last night. Chief Dick began by stating that there usually is a gap between the Business Manager and Administrative Assistant Non-Reps and the AFSME group however in last 5 years AFSME's wages went up 20%, Patrol's went up 19%, and the Non-Reps only went up 1.5% closing that gap. Also as a result of the Non-Reps wages not increasing at the same rate as the unions have the Captains are making more than the Deputy Chief and thru overtime the Lieutenants also have the ability to make more than the Deputy Chief. Chief Dick also reported that even the Detective Sergeant made more than the Deputy Chief last year and all of these lower positions work 17 days less a year than the Deputy Chief. Chief Manis added that there are also Firefighters that made more than their Deputy Chief's and Captains. The Chief's are concerned because why would anybody want to take on a position with more responsibility for less pay, work more days a year and have to attend night meetings outside of normal work hours? Chief Manis also mentioned that the IRS wants to change retirement age to possibly 55 but probably 62 and if that happens both Fire and Police Depts stand to lose about 15 employees each as these employees would choose to retire now versus working until age 62. Also reported was that the Chief's and Deputy Chief's were moved out of the Police & Fire Health Insurance and that the Personnel Committee had the ability to allow them to remain on the same health as the union but it was a 2 – 2 tie so it failed. Last reported was the need for a performance based raise for Non-Reps.

6. After the reading of the official closed session proclamation by B. Hennessy the motion was made and all voted in favor to go into Closed Session. Entered Closed Session [at 4:55pm](#) for discussion concerning Police Department Personnel.
7. Reconvened in Open Session at 5:20 pm.
8. Meeting Adjourned 5:21 pm

Next meeting May 8, 2012