

PUBLIC SERVICES COMMITTEE  
SPECIAL MEETING  
JULY 5, 2011

**#1 CALL TO ORDER**

Chairman Steve Nichols called the Special Meeting of the Public Services Committee to order at 5:45 p.m.

Roll Call was answered by Chairman Steve Nichols, Aldermen Lois Cooper, Kevin Davis, April Gilbert, Sharon McMahon, and Tom Stone. Absent was Vice Chairman Steve Foster. A quorum was present. Vice Chairman Foster arrived immediately following Roll Call.

Others Present: Aldermen Bill Black, Jon Cooper, Bill Gilbert, Michael O'Kane, Rick Strebing, and Rickey Williams, Jr., City Clerk Janet Myers, City Engineer David Schnelle, Corporation Counsel Dave Wesner, Human Relations Administrator Sandra Houston, Human Resources Administrator Bill Westphal, Public Development Director John Heckler, Public Safety Director Larry Thomason, Risk Manager Kathy Courson, 5 audience members, and 1 news media.

**#2** Chairman Nichols presented an ordinance amending Chapter 33.27 through 33.34 to include a Lateral Transfer Eligibility List for both Police and Fire Probationary Officers and asked for discussion. Alderman McMahon voiced concern that the only reason for creating the list is for expediency and feels this could discourage local people from applying, especially minorities. She also questioned if replacements for the School Resource Officers would come from this proposed list. Corporation Counsel Wesner stated the list is intended to meet immediate needs of the Community at any given time and that the replacements for the Resource Officers could potentially be hired from this list. With the process for hiring new Officers taking 18 months to complete before someone is ready for duty, there would be a need to hire Police Officers immediately if an agreement with the District is reached. To address other questions, it was stated that the cost of training is about \$5,000.00 minimum per Officer that could be saved with such a list since the Officers would already be trained; that anyone hired from this list would come in as Probationary and would be paid at the same level as all new hires; and that veteran Police Officers would be used for the School Resource Officer positions. It was also stated that the Police Division has been down four Officers for the past couple of years due to disability leave and replacement cannot take place until the conclusion of each case. Human Resources Administrator Westphal explained that the current Probationary List that was compiled and posted in 2009 expires in December 2011. The process for a new Probationary List has begun with applications having been accepted, followed by physical and agility testing on July 23 and 30, written testing in September, and oral interviews in November, with a December 6, 2011, effective date. Schools for both Police and Fire only occur certain times of the year; therefore, it might be several months before training could take place. While some voiced concern with this action being rushed, Director Thomason stated he has been working the past two years on writing the language while other communities are already utilizing such a list. He clarified that the primary focus for using the lateral list will not be for expediency only but for other purposes such as specific needs and the opportunity for diversity. There being no further questions or discussion, the roll call vote being:

Ayes: Aldermen L.Cooper, Davis, Foster, A.Gilbert, McMahon, Stone, Nichols

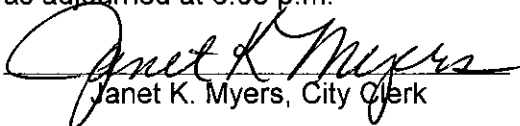
Nays: None

Motion carried 7 to 0.

**#3 ADJOURNMENT**

There being no further items on the agenda, the meeting was adjourned at 6:03 p.m.

Approved: 07/27/11  
Posted Publicly: 07/28/11

  
Janet K. Myers, City Clerk