

MINUTES
Public Safety Committee
July 9, 2019 - 6:30 p.m.
Village Hall of Tinley Park – Council Chambers
16250 S. Oak Park Avenue
Tinley Park, IL 60477

Members Present: W. Brennan, Chairman
W. Brady, Village Trustee
M. Glotz, Village Trustee

Members Absent: None

Other Board Members Present: None

Staff Present: D. Niemeyer, Village Manager
P. Carr, Assistant Village Manager
B. Bettenhausen, Village Treasurer
P. Connelly, Village Attorney
F. Reeder, Fire Chief
D. Riordan, Deputy Fire Chief/Fire Prevention
S. Tencza, Patrol Commander
L. Valley, Executive Assistant to the Manager and Trustees
H. Lipman, Management Analyst
C. Mikrut, Intern
L. Carollo, Commission/Committee Secretary

Item #1 - The meeting of the Public Safety Committee was called to order at 7:14 p.m.

Item #2 – CONSIDER APPROVAL OF THE MINUTES OF THE PUBLIC SAFETY COMMITTEE MEETING HELD ON JUNE 11, 2019 – Motion was made by Trustee Brady, seconded by Trustee Glotz, to approve the minutes of the Public Safety Committee meeting held on June 11, 2019. Vote by voice call. Chairman Brennan declared the motion carried.

Item #3 – DISCUSS FIRE PAY PLAN - The Village's initial pay study conducted by NIU in 2006, focused on a pay plan that did not include Fire Suppression; therefore, the issue was revisited following implementation of the updated Village Pay Plan effective October 2018. The Fire Department and Human Resources evaluated the data provided by PayPoint HR in 2018, and also verified current market data collection and analysis. The recommended Fire Pay Plan in accordance with the Village's Strategic Plan was presented to the Village Board in April 2019; however, the plan was tabled due to concerns with the long-term cost and lack of recommendations on how to pay for the plan.

The proposed new Fire Plan is a 5-step paygrade, rather than a 10-step paygrade. The new plan currently includes new paygrade levels for EMT duties to reward staff with the required certification, which is expected to begin in 2021. Certified probationary firefighters would now receive an increase after 60 days with satisfactory performance. Additionally, command staff working at the Hollywood Amphitheater will receive a \$3 hourly acting-up pay.

The total 10-year cost of the new plan, not including market wage adjustments, is estimated to be \$3,150,000. Higher costs will be in later years of the plan as employees reach the top of the pay scale. The total 10-year cost of the previous plan was estimated to be \$4,400,000.

F. Reeder, Fire Chief provided a memo on expenditure reductions and new revenues to offset costs to the revised Fire Plan. When annual costs are under \$300,000 within the first few years, savings from no longer utilizing the Kurtz Emergency Medical Dispatcher will aid in the plan costs. The Village may need to consider raising ambulance fees or implement budget adjustments in later years when costs for the plan will be higher.

A Merit Performance Plan has been developed, which includes categories such as training, fitness, initiatives and communication. Employees will receive a number of points in the evaluation to qualify for a step increase.

The proposed Fire Pay Plan presented to the Village Board in April 2019 incorporated the following:

- Rate increases in the first year for some positions based on market data.
- Merit Pay - Pay increases for Fire Chief, Deputy Chief and Assistant Chief.
- Performance evaluation/merit system has replaced the education stipend program.
- Acting rank pay program changed to provide an incentive for promotional opportunities.
- Non-management Fire Suppression staff with 20 years or more of service will begin on the plan one step higher.

Market data comparison results:

- Firefighter and Engineer pay trends well above market when compared with other similar part-time departments.
- Lieutenant, Captain and Assistant Chief starting pay below market overall and rates were adjusted.
- Challenges included EMT licensure not fully required/utilized in duties, Firefighter and Engineer as separate positions and the limited number of part-time departments overall.

Trustee Glotz requested clarification on various costs and savings within the revised proposed Fire Plan. P. Carr, Assistant Village Manager and F. Reeder, Fire Chief addressed his concerns in further detail. Chairman Brennan asked if the Public Safety Committee had any other questions. No one came forward. Chairman Brennan thanked Mr. Reeder for including the incentive initiative offering promotional opportunities within the Fire Department.

Motion was made by Chairman Brennan, seconded by Trustee Brady, to recommend the Fire Pay Plan be placed on the agenda for the Village Board meeting. Vote by voice. Chairman Brennan declared the motion carried.

Item #4 – DISCUSS FEE STUDY - POLICE DEPARTMENT - A market data comparison of fine schedules of the Village and surrounding communities was completed. Currently, fines for parking and compliance violations are set at \$25 and payment options are by mail or in person. Fines for local ordinance violations are set by a hearing officer with a maximum fine of \$750 and the violator must appear for a court hearing. Fines in other comparable communities were reviewed. Fine payment is a challenge in all communities reviewed, however, communities offering online payment methods reported greater than normal fine payment. After analysis and review, proposed fine schedule recommendations are noted below.

- Increase fines for Parking/Compliance citations to \$50.
- Establish an online payment option.
- Set a fine schedule for Local Ordinance violations and allow payment without a court hearing appearance.
- Review all fines in collections and consider an amnesty program.

- Adopt a Towing of Unlawful Vehicles ordinance to tow vehicles used by persons committing certain defined crimes within the Village and the assessment of a \$500 administrative fee.

Chairman Brennan asked if the Committee had any questions. No one came forward. Trustee Brady stated offering the option of online payments is a great idea. A tracking system to improve violation enforcement within the Village was also discussed.

Item #5 – DISCUSS FEE STUDY - FIRE DEPARTMENT - A recent review and analysis of Fire Department fees was completed. Recommendations to adjust fees relating to fire protection systems, fire alarm systems and personnel costs for special events/fire watch activity were provided.

The proposed fees below were based upon the cost to perform the permit process and a surrounding community assessment for similar permits and services.

- Fire Protection Permit Fee would increase to \$50 plus 50 cents per sprinkler head/nozzle.
- Plan Review Fee for a small fire sprinkler system (20 sprinkler heads) would increase to \$50.
- Plan Review Fee for a large fire sprinkler system (+20 sprinkler heads), fixed extinguishing system, large fire alarm system (more than 10 devices) and new construction plan review would increase to \$100 each.
- Personnel fee would increase to \$50/person/hr. for non-Village sponsored events/fire watch.

The Committee reviewed the Village's current and proposed fees and there was discussion in fee disparity when compared with surrounding communities. D. Niemeyer stated in future fees will be reviewed and updated more frequently. Staff will also follow up on inspection fees to ensure they relate to comparable communities and costs.

Item #6 – DISCUSS MABAS 24 DISPATCH AGREEMENT - Staff requested an amendment to Resolution 2017-R-002 (MABAS 24 Dispatch Agreement) to modify payment terms for dispatch services. In May 2017, the Village entered into a five (5) year agreement with MABAS 24 for dispatch services at a yearly rate of \$5,000 with an 8% escalator yearly beginning in year two (2).

Upon further review of services, the Village negotiated with MABAS 24 to increase the yearly fee to \$25,000, based on call volume, with an 8% escalator in years four (4) and five (5), which will be billed quarterly.

It was noted the requested amendment would be in place for the current agreement. Chairman Brennan asked if the Committee had any questions. No one came forward.

Motion was made by Chairman Brennan, seconded by Trustee Brady, to recommend an Amendment to Resolution 2017-R-002 (MABAS 23 Dispatch Agreement) be brought forward for the Village Board meeting. Vote by voice. Chairman Brennan declared the motion carried.

Item #7 – RECEIVE COMMENTS FROM THE PUBLIC - A resident referred to the Waste & Recycling Contract with Homewood Disposal and stated concerns with the 3.5% escalator in an eight (8) year contract. Mr. Carr stated the Village and Homewood Disposal negotiated the 3.5% escalator, as it was originally proposed at 4%. Homewood Disposal has agreed to the added services they will provide as well as a reduction in monthly cost to residents. As other companies were competitive, overall Homewood Disposal offered more cost savings to the residents.

ADJOURNMENT

Motion was made by Chairman Brennan, seconded by Trustee Brady, to adjourn this meeting of the Public Safety Committee. Vote by voice call. Chairman Brennan declared the motion carried and adjourned the meeting at 8:07 p.m.

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