

# VILLAGE OF ELM GROVE

13600 Juneau Boulevard  
Elm Grove, WI 53122

## FIRE & EMS FUTURES STUDY COMMITTEE

Wednesday, October 12, 2022 \* 5:00 PM \* Park View Room

### AGENDA

1. Roll call
2. Approval of Minutes - September 8, 2022, September 21, 2022, September 28, 2022

*Documents:*

*ems fire study cmtc 9-8-22md.pdf*  
*ems fire study cmtc 9-21-22md.pdf*  
*ems fire study cmtc 9-28-22md.pdf*

3. Evaluation of the existing and future operations of the Elm Grove Fire & EMS Departments, with possible recommendation to the Board of Trustees; discussion with Ed Henschel regarding potential processes moving forward.
4. Other business
5. Adjournment

Any person who has a qualifying disability as defined by the Americans with Disabilities Act who requires that the meeting or materials for the meeting has to be in an accessible location or format must contact the Village Clerk at 262-782-6700 or 13600 Juneau Boulevard by 3:00 PM Friday prior to the meeting so that any necessary arrangements can be made to accommodate your request.

NOTICE: It is possible that members of, and possibly a quorum of, other governmental bodies of the Village may be in attendance at the above stated meeting to gather information. No action will be taken by any governmental body at the above stated meeting other than the governmental body specifically referred to in the above notice.

**VILLAGE OF ELM GROVE  
FIRE AND EMS STUDY COMMITTEE  
SEPTEMBER 8TH, 2022 \* 5:00m**

Present: Chairperson John Schindler, Trustees Michalski, David Irwin, Wes Parkin, Richard Edwards.  
Also Present: President Palmer, Village Manager David De Angelis, Police Chief Jason Kubiak, Fire Chief David Kastenholz, EMS Director, Jon Robinson, Sue Robinson, Curt Waddell.

1. Call to Order

Chairman Schindler brought the meeting to order at 5 p.m.

2. Evaluation of the existing and future operations of the Elm Grove Fire & EMS Departments, with possible recommendation to the Board of Trustees.

President Palmer briefly addressed the Committee to discuss the scope and purpose of the Committee as related in the previously sent purpose statement. After answering a few questions Mr. Palmer left the meeting.

Chairman Schindler proceeded by asking the Fire and Police Chiefs and the Medical Director to give a background on both Fire and EMS services and answer any questions. The main focus of the discussion was regarding the ability to sustain the services and the current state of affairs in each department regarding staffing challenges and deficiencies.

Mr. De Angelis discussed the various options for long term continuation of service through the initiating of fulltime, part time or shared or joined services with adjacent departments.

After some discussion the Committee requested the Fire Chief and the EMS Director develop specific problem statements for the committee to review at the next meeting.

The Committee then determined it should meet on an every other week basis for the remainder of the year or until such time as they were willing to make a recommendation to the Village Board of Trustees. The Committee decided on Wednesdays at 5pm as their preferred meeting dates. Next meeting was scheduled for September 21<sup>st</sup> to allow for sufficient time for the preparation of the materials.

3. Other Business

4. Adjourn

Trustee Michalski moved and Mr. Parkin seconded to adjourn at 6:35 pm.

Respectfully submitted,

David De Angelis  
Village Manager

**VILLAGE OF ELM GROVE  
FIRE AND EMS STUDY COMMITTEE  
SEPTEMBER 21<sup>st</sup>, 2022 \* 5:00m**

Present: Chairperson John Schindler, Trustees Michalski, David Irwin, Wes Parkin, Richard Edwards.

Also Present: President Palmer, Village Manager David De Angelis, Police Chief Jason Kubiak, Fire Chief David Kastenholz, EMS Director, Jon Robinson, Sue Robinson, Curt Waddell and other audience members.

1. Call to Order

Chairman Schindler brought the meeting to order at 5 p.m.

2. Approval of Minutes. There were no draft minutes to approve.

3. Evaluation of the existing and future operations of the Elm Grove Fire & EMS Departments, with possible recommendation to the Board of Trustees.

Dr. Robinson and Chief Kastenholz reviewed the submitted materials regarding the main issues for both short term and long term sustainability. The following major options discussed:

- Adding police as paramedics
- Paramedic intercept program
- Outside independent EMS service
- Changing pay structure and frequency
- Additional marketing
- Reviving Fire citizen fire academy

The Committee then discussed both the duration of short and long term goals and what the time periods should be for them. 18 month for short term and 5 to 10 years for long term.

Discussion then centered funding of short term changes to the pay system in an effort to get relief for specifically EMS staff but also fire duty companies.

The Committee requested there be formal proposals for changes to the pay schedule to be reviewed at the next meeting for possible recommendation for inclusion in the 2023 budget.

Next meeting was scheduled for September 28<sup>th</sup>.

4. Other Business

None

5. Adjourn

Trustee Michalski moved and Mr. Parkin seconded to adjourn at 6:05 pm.

Respectfully submitted,

David De Angelis  
Village Manager

**VILLAGE OF ELM GROVE  
FIRE AND EMS STUDY COMMITTEE  
SEPTEMBER 28<sup>th</sup>, 2022 \* 5:00m**

Present: Chairperson John Schindler, Trustees Michalski, David Irwin, Wes Parkin, Richard Edwards.

Also Present: President Palmer, Village Manager David De Angelis, Fire Chief David Kastenholz, EMS Director, Jon Robinson, Sue Robinson, Curt Waddell and other audience members.

1. Call to Order

Chairman Schindler brought the meeting to order at 5 p.m.

2. Approval of Minutes. There were no draft minutes to approve.

3. Evaluation of the existing and future operations of the Elm Grove Fire & EMS Departments, with possible recommendation to the Board of Trustees.

Dr. Robinson and Chief Kastenholz reviewed the previously provided materials along with 4 additional options presented by Dr. Robinson.

Chief Kastenholz discussed the desire to increase duty company pay as demonstrated on the chart to be \$3000 per firefighter. He indicated he would prefer to do a slightly model than the one submitted that would allow for some differentiation between officers and line firefighters. It was discussed by the committee and it was felt that going to a flat \$2000 increase for duty company pay on top of the existing schedule would still allow for that differentiation.

Dr. Robinson then presented his provide four options regarding changes in pay. The main focus being establishing daytime crew pay of \$84 per shift and some additional staffing being paid at market rate to staff one or two days, preferably weekends. There was discussion regarding the implementation of such a program regarding timing and whether it could actually be staffed. There was also discussion regarding the practicality of having two different classes of crew.

The Committee then discussed the overall impact on the Village's finances and what that would look like in the coming budget. Mr. De Angelis explained the Village has the ability to raise the tax levy only \$50,000 for next year but the Committee should make its recommendation to the Administrative and Personnel Committee so if approved it can be reviewed by the Finance Committee during the upcoming budget review.

Chairman Schindler moved and Mr. Edwards seconded the motion to recommend Option 3 as presented by Dr. Robinson which included daytime shift pay and the addition of 24 hours of paid coverage at a market rate of \$30 per hour on a day or 2 days as determined by the Director. Motion passed unanimously.

Next meeting was scheduled for October 12<sup>th</sup>. Mr. De Angelis indicated that it was recommended Mr. Ed Henschel by invited to talk to the Committee regarding his experience doing these types of evaluations thought out his career. Mr. Henschel is a former Elm Grove Village Manager.

4. Other Business

None

5. Adjourn

Trustee Michalski moved and Mr. Parkin seconded to adjourn at 6:29 pm.

Respectfully submitted,

David De Angelis  
Village Manager