

SAFETY COMMITTEE MINUTES

November 10, 2010

The Safety Committee meeting was held on November 10, 2010 at North Royalton City Hall, 13834 Ridge Road. The meeting was called to order at 6:30 p.m.

PRESENT: Committee Members: Chair Dan Kasaris, Vice Chair Gary Petrusky, Larry Antoskiewicz; Council: Vince Gentile; Administration: Mayor Robert Stefanik, Police Chief Paul Bican, Fire Chief Michael Fabish, Safety Director Bruce Campbell; Others: Nick Cinquepalmi.

APPROVAL OF MINUTES

Moved by Mr. Petrusky, seconded by Mr. Antoskiewicz to **approve the September 20, 2010 Special Safety Committee minutes.** Yeas: 3. Nays: 0. **Motion carried.**

Moved by Mr. Antoskiewicz, seconded by Mr. Petrusky to **approve the October 12, 2010 Safety Committee minutes.** Yeas: 3. Nays: 0. **Motion carried.**

Mr. Kasaris asked to begin the meeting by discussing the item under New Business.

UNFINISHED BUSINESS

1. Staffing in the Police and Fire departments

Chief Fabish said his department is currently down four firefighters. He said he placed three hires in his budget for 2011. He said usually he would not count new hires in his staffing because they are not seasoned firefighters. He said they usually have a two year probation period. Chief Fabish said because of where he is at with staffing he is going to try to get them through the State Fire Academy as quickly as possible so there will be more people on staff. Chief Fabish said he is currently short two firefighters on one shift and one on the other two shifts. He said he needs one firefighter for each shift.

Mr. Kasaris asked Chief Fabish how hiring three additional firefighters would affect the department's overtime. Chief Fabish said it will reduce overtime through the heavy vacation periods which occur in the summer. He said it will not eliminate overtime but it will reduce it. Mr. Kasaris asked how three new hires would affect his bottom line. Chief Fabish said he estimated in his budget that three new hires would cost \$275,000 which includes salary and benefits. He said as we retire people the salary money should be available for new hires. He said if we are not able to hire new people that number will probably be close to \$400,000 for overtime.

Mr. Gentile said another item we can look at is the funding of insurance for part time employees. He said there are some part-time employees who have full medical benefits. He said if we start liquidating some of this insurance from part-timers that would be enough money to hire a patrolman.

Mr. Kasaris asked Chief Bican if there are any other retirements in the Police Department in 2012 other than his own. Chief Bican said he believes he is the only one.

Mr. Gentile said at some point we are going to have to create a fund that we can manage to control the cost of the buyouts.

Mr. Antoskiewicz said he agrees that we need to hire more police officers, but said he does not feel we should hire them all at one time to avoid them all being eligible for retirement at the same time.

Chief Fabish said it does not take a calamity to come through to create a huge crisis in the community in a short amount of time. He said in the 1970's there were two police officers that were shot. He said we need to make a commitment to restore the members of the safety force we have lost.

Mr. Petrusky said he and Mrs. Fegan are pushing to have the 2011 budget to Council by the end of January.

Mr. Petrusky asked what the ratio is in hiring a police officer. Chief Bican said it is one in ten.

Chief Fabish said he has two men that are at the top of his list to hire and he is getting anxious to hire them.

2. Retirement Planning in the Police and Fire departments

This was discussed above.

NEW BUSINESS

1. Hiring 3 police officers in 2011

Mr. Kasaris asked Chief Bican how many patrolmen are eligible to retire in the Police Department. Chief Bican said there are currently 10. Chief Fabish said there are four that are currently eligible in the Fire Department. Mr. Kasaris asked Chief Bican how many of the 10 in the Police Department are in the Drop Program. Chief Bican said all 10 are in the Drop Program. Mr. Antoskiewicz asked how many years an officer can stay after they enter the Drop Program. Chief Bican said they can stay a maximum of eight years then they have to retire.

Mayor Stefanik said included in the temporary budget that will be before Council are two police officers to be hired early next year. He said the plan then is to hire two more the following year followed by two additional officers the following year. Mayor Stefanik said this is all budget driven. He said we will have to look at the May numbers to see where we stand. Chief Bican said because he gave up the Captain position he was hoping for four new officers next year. Mr. Kasaris said he agrees with Chief Bican. Mr. Antoskiewicz said we have a lot of payouts that are part of the retirements in the Police Department. He said some of the money we are saving should be put aside for future payouts. Chief Bican said the Police Department has been down patrolmen for six years.

Mr. Gentile said we do have other opportunities by borrowing from other capital accounts then paying it back. He said his goal is to replace the patrolmen that we are losing. He said the two patrolmen that are proposed in the temporary budget is great but he believes there should be two more. He said he agrees with Chief Bican that by giving up the Captain's position, he should get additional patrolmen. Mr. Gentile said we need to look at reprioritization of dollars.

Mayor Stefanik said his goal when he took office was to get the Police Department back to where it should be. He said he hired two patrolmen immediately when he took office and since then there has been one retirement which means there is one additional patrolman since he took office and we are planning to bring on two more, but said we will be losing two to retirement. Mayor Stefanik said we will take a look at the budget in 2011 not only for the Police Department, but for all departments.

2. Miscellaneous

Chief Fabish said he is going to be ordering a 2011 rescue squad. He said the reason it took so long is that GMC canceled making the chassis that they wanted and they had to order a similar from another company called International. He said they will not start manufacturing this model until September. Chief Fabish said they discovered that Ford makes an F-650 chassis that they like and are actually \$15,000 cheaper than the International chassis. He said they are ready to place the order and would like to order this soon.

Chief Fabish said he placed an additional squad in his 2011 budget. He said they were supposed to purchase a fire engine but that was based on building a third station which has since been placed on hold. He said that money is still in his budget. Chief Fabish said he is asking permission to order next year's squad at the same time he is ordering this squad. He said the squad company will give the city an automatic \$6,000 savings by ordering the second squad now in addition to \$2,000 on top of that because next year's prices will increase. Chief Fabish said the first squad will cost approximately \$205,000 and the second squad will cost \$199,000.

Mr. Antoskiewicz asked what we do with the old squads. Chief Fabish said we usually sell them at the auction. He said if the Police Department needs one for a S.W.A.T. mobile, they will be passed on to them.

Moved by Mr. Kasaris, seconded by Mr. Petrusky **to recommend to Council approval for the Fire Department to purchase two squads from the Capital Improvement Fund.** Yeas: 3. Nays: 0.
Motion carried.

ADJOURNMENT

Moved by Mr. Petrusky, seconded by Mr. Antoskiewicz **to adjourn the meeting.** Yeas: 3. Nays: 0. **Motion carried.** Meeting adjourned at 7:22 p.m.