

POLICE SERVICES STEERING COMMITTEE

Wednesday, March 5, 2008

4:30 pm-6:00 pm

200 N. Main, Ann Arbor

Members Present:

Jeff Irwin	County Commissioner, Chair of Board
Pat Kelly	Dexter Township
Karen Lovejoy Roe	County Commissioner
William McFarlane	Superior Township
Michael Moran	Ann Arbor Township
Mark Ouimet	County Commissioner
Kenneth Schwartz	County Commissioner

Members Absent: Paul Bunten, Ruth Ann Jannick, Herb Mahony, Daniel Minzey, Brenda Stumbo, Kenneth Unterbrink, Patricia Vaillencourt

Staff Present: Mary O’Hare (Facilitator), David Behen, Scott Patton, Marilyn Webb (Recording Secretary)

Sheriff Leadership Present: Lt. Jim Anuszkiewicz, Lt. Brian Filipiak, Lt. Dieter Heren

Others Present: Rolland Sizemore (County Commissioner), Michael Radzik

1. Call to Order

The *PSSC* meeting was called to order by Facilitator O’Hare, 4:35 pm, at the Washtenaw County Building, 200 North Main, lower level conference room.

2. Approval of Minutes

Irwin moved for approval of the February 6, 2008, Police Services Steering Committee meeting minutes; all in favor.

Ouimet moved for approval of the February 25, 2008, Police Services Steering Committee meeting minutes; all in favor.

McFarlane moved for approval of the March 4, 2008, Police Services Steering Committee meeting minutes; all in favor.

3. Citizen Participation

None.

McFarlane made a comment in regards to the policy, with concerns for the County. He believes that all of the allocated overtime will be depleted, with the application of this policy. According to McFarlane, “the policy is right and this is what should have been occurring January 1st but it didn’t”. His concern is that it has taken until March 5th to find a solution and he thinks that it will continue on to the latter part of the year, when much of the \$500K in allocated funds have been used. He also

wanted to note that it was March 5th and there was still time to make a correction to utilize the general fund deputies instead of recruit deputies, which would have been less expensive for the County.

O'Hare stated that they have had 2 to 3 meetings devoted to this and that the comment was similar to what has come up in the past. She mentioned that this was also a concern of Mahony (that this will use up a large portion of the funds).

McFarlane suggested that they could do another shift bid and that they could go back to the union to see what they proposed for the coming problem.

O'Hare stated that there is a complication with the POAM contract in terms of honoring that, with the way it is set up. Her understanding was that going back to the union was not necessarily a supported option for Mahony.

Heren stated that it is more than just redoing a shift bid, because now people have already taken vacations in certain areas.

Schwartz inquired about the 48% of the overtime budget and if this included January 1st – March 2nd and if 48% was really the total fix on the monetary side for the recruit issue.

Patton stated that the scenario they were given was effective March 2nd and related to the trained deputies who would come out of training by July 31st and the number is \$246K (this does not include the January 1st – March 2nd).

Sizemore questioned if they are out of money in the middle of the year, if the County board has to come up with more money to fill these positions.

Heren stated that the \$500K was to do the backfilling and all the other things that were promised to do, and that it is being used for things that they didn't plan on using it for.

Irwin stated that he agrees with the proposal that is being put out there and if this committee can offer flexibility to the Sheriff's Department in terms of saying that those general fund deputies can be used in that fashion, he would support that.

Irwin said that it seemed to him that at the Feb 25th meeting, when they were talking about the policy and Mahony made the first motion about the policy (that was verbal not written) that Mahony was waiting for this to get approved in a policy sense, so that afterward he could go to his deputies and the union and ask if there was any flexibility that they can offer him. Irwin anticipated that Mahony was going to do this after the group approved the policy.

Kelly explained that there was a second piece that needs to be passed or recommended by the *PSSC* for him to go further. She asked how long are the general fund deputies going to be used and do the contract entities in particular think that this will be a different violation of their contract.

4. Policy Approach

O'Hare explained how this actually moves into taking a policy approach for this last issue around the vacancies. She asked what other types of things they should create policies that would help to provide the parameters needed for Mahony to plan.

Patton recalled how there were two things that had been identified by Mahony at the last meeting, one of which was the general fund deputies and the second was standardizing/putting in writing the trainings. Patton's thought was that this committee could identify other issues so that they could begin the drafting and take care of the concerns before they become bigger issues.

O'Hare stated that at the time they talked about using the general fund deputies, the shift bid had already been done and there was not general consensus that this would be the best way to go. Consensus could have been pushed for but there were some that felt that those positions should stay as general fund deputies and not be used to backfill.

Kelly said that if we start thinking about ways to accommodate recruits in the future, there just is not another good way that she can think of doing this or has been presented so far.

McFarlane assumed that the general fund deputies would be the vehicle that the Sheriff's department would use (the position or the control number) to pay for the recruits and training and then would either fill the contract or the general fund position. He added that they would have to have a funding mechanism built in for the sixteen weeks, where they are going to have to pay them outside the scope of the general fund in order to make the general fund deputies whole.

Lovejoy Roe reminded that this is because historically, this is the way it was always done.

O'Hare said that this is why there needs to be parameters placed around it, because it is a new methodology. 2008 started a new way of doing things and she thinks that some of the things that are brought forth from the past are what cause problems.

Lovejoy Roe said that there isn't the same language that ties you up for backfilling and who is going to pay for what for all of the general fund, that together with the historic implication, lead them to believe how this would be handled.

O'Hare asked if this was a policy that they would want to shape moving forward. Lovejoy Roe said that, "We all know that there is going to be a look back and express that to folks, that when this ends up costing much more, to think that they're not going to be the ones and communities are going to be paying to pick up those extra costs... So any of those dollars that can be saved, as an individual deputy that's working - the chances of having more security and more deputies being hired in the next round of contracts are going to be directly related to whether we are going to be able to save dollars by trying to get them to cooperate or to agree to a different kind of way if deploying".

Schwartz asked that if POAM is in negotiations now, what is the expected timeline for a resolution for their contract and when does the current contract expire. O'Hare answered that the contract has been extended.

Moran assumed that one of the issues that the Sheriff's department is going to need to deal with, is exposing the trainees to more urbanized incidents. He thought that was probably why in the past, there had been an arrangement with Ypsilanti Township on how they were handled.

McFarlane thinks that they rotate them around the whole county and that just because the person is a second person in the car, it doesn't mean they are paying for them. Radzik said that they might be paid from another source.

Kelly asked if the Sheriff's department is the body that should bring a recommendation forward for how recruits can be handled through the general fund deputy document policy, since they're the ones who have to make it work.

Patton recommended that, in consideration for the Sheriff's department, the Sheriff's Department should be allowed to make the initial draft for each policy.

Radzik asked about the opportunities the deputies would be allowed with the next shift beginning May 1st.

Ouimet asked that when deputies bid on a certain position/when the bid is accepted do they know what the requirements are? Filipiak explained that when the shift bid is posted there is the opportunity to lock out certain positions. Everyone has the right to bid based on seniority. Then in May through September there is another bid just for Dexter (at this time someone could be bumped within that unit).

O'Hare asked if they should take a policy approach on anything else that would assist Mahony around the County-wide deputies and their deployment.

Lovejoy Roe asked if they could take a look at actually giving the Sheriff's department the right to deploy them or use them to cut the costs, instead of the County paying time and a half.

O'Hare said that this would have to be re-discussed because this was specifically in the methodology and was determined that people wanted to have those deputies for County-wide services, since there was a concern initially that that's all they would be doing rather than being deployed out in the non-contract areas.

Kelly asked for a policy on the Wednesday training issue, when there are extra deputies being pulled.

Irwin said that policy needs to be addressed regarding Court time, what happens when an incident is in one jurisdiction and the Deputy is now going to Court on another jurisdiction's time.

Moran asked if there was something that shows where the general fund deputies are. Dieter said that they could possibly look on a report but wasn't sure if everyone has access to this report.

The benefits of a better system of coordination with the Prosecutor's Office, which could cut down on unnecessary Court Time, was brought up. O'Hare suggested that this may be something that could be referred to *CJCC* for exploration, asking Patton to bring this to the *CJCC* for discussion.

5. 2008 PSSC Workplan

O'Hare asked *PSSC* members to begin 2008 Workplan development, noting that everything on the 2007 Workplan had been accomplished.

- **Regional Law Enforcement**
 - What would it look like to be a true *Regional Police Services* - to deploy without contracts – what would this model of deployment look like, what would be costs and staffing? (minimum/max)
 - Coordination with other jurisdictions
 - Funding structure
- **Planning for 2010/11**
 - *December meeting*
 - Policy on minimum staffing (contracts) – publicize recommended
 - Reports – training on the reports sponsored by *PSSC*
 - Use of reports
 - Quarterly look at County wide services
- **Key Indicators of Success**
 - \$ to/from County
 - Within budget?
 - More or less on overtime

Compare stats with jurisdictions that contract and those that don't

* Dispatch – report backs

 - Approach to service and service levels (information available)
 - *December meeting*
 - Policy on minimum staffing (contracts) – publicize recommended
 - Reports – training on the reports sponsored by committee

6. Committee Check-In

Postponed to April 2, 2008, *PSSC* meeting.

7. Adjournment

The meeting was adjourned by Facilitator O'Hare at 5:59 pm.

Next Meeting:

Wednesday, April 2, 2008

4:30pm – 6:00pm

200 North Main, lower level conference room

Approved by Committee: 2 April 2008