

COUNCIL PRESIDENT-JENNIFER WASILK
COUNCIL AT LARGE-DAVID JANIK
COUNCIL AT LARGE-MARTIN HEBERLING
COUNCIL AT LARGE-CJUCK WINIARSKI

COUNCIL WARD ONE-BRIAN DEMBINSKI
COUNCIL WARD TWO-ED COWGER
COUNCIL WARD THREE-JAKE WACHHOLZ
COUNCIL WARD FOUR-STE[ANIE SMITH

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THIS MEETING WAS HELD IN HYBRID FORM (Council members and visitors in Chambers and all others REMOTELY VIA ZOOM

Minutes of the Police and Fire Committees Meeting held January 18, 2022 at 7:25 P.M. Present in Council Chambers were Chairman Winiarski, Mr. Dembinski, Mr. Heberling, Mr. Wachholz, Mr. Janik, Mr. Cowger, President Wasilk and Mayor Costilow. Present via ZOOM were Auditor Pittak, Assistant Law Director Ward, Treasurer Ramsey, Law Director Pecora. Ms. Smith was present via ZOOM so does not participate in voting and had a letter on file. Safety/Service Director Jeffreys and Auditor Pittak were absent and had letters on file. Those absent were excused in an earlier meeting.

A-22-04 Create special committee to look into performance reviews

Mr. Winiarski explained his request for this Committee. He and Mr. Janik would be co-chairs of this committee.

Mr. Janik noted that as we dealt with recent events with our former police chief, he spoke to the Mayor about possibly creating an evaluation tool or instrument that we use on a yearly basis. We would look into Fire and Police Departments to launch or use this evaluation tool so that those supervisors would sit down with the employees, talk about the goals that they set that that year and whether they attained those goals, talk about professional development opportunities, and talk about their strengths and areas they need improvement. He feels this should be documented. He spoke further.

Mr. Cowger did not feel this was a duty of council, and we are more legislative. He felt this is a duty of the Administration. He did not feel another committee should be set up. This should be addressed by the present teams already set up.

A discussion ensued. Mr. Pecora cautioned about the legislative team getting involved in this. Mayor Costilow said there are performance plans already in place. There's meetings, there's grievances, and they typically end up in a performance review and a self-improvement plan. He spoke further.

Discussion continued. Mayor Costilow felt this may be premature.

Mr. Cowger motioned to kill this item. Seconded by Mr. Heberling. Roll call vote 4-2 to kill with Mr. Janik and Chair Winiarski voting no. The item is killed.

Mr. Cowger motioned to adjourn, seconded by Mr. Dembinski. Voice vote 6-0 to adjourn.

The meeting adjourned at 7:55 P. M.

Chuck Winiarski, Chairman
Police and Fire Committee