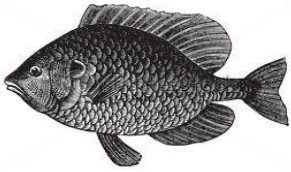


FULL BOARD SPECIAL MEETING MINUTES

Monday – April 2, 2018 @ 6:00 p.m.
7505 Main Street West, Webster, WI



VILLAGE OF WEBSTER

- I. **CALL TO ORDER** – Village President, Jeff Roberts called the meeting to order at 6:00 p.m.
- II. **ROLL CALL** – Village President, Jeff Roberts; Trustees: Sarah Casady; Kelsey Gustafson; Tim Maloney; Charlie Weis; and Greg Widiker. Others present: Siren Chief of Police, Chris Sybers, Inter-County Leader Newspaper Reporter, Becky Strabel, Lori Ingalls, David Ingalls, Daniel Ingalls, Ervin Pardun, Becky O'Brien, Joe Connor, Chris Hueber, Police Officer, Bridget Getts, Steve Getts, Bob & Lori Moritz, and Cliff Casady.
- III. **APPROVE PART TIME POLICE DEPARTMENT ADMINISTRATIVE ASSISTANT:** Motion was made by Trustee, Maloney to approve Linda Luhman as Part Time Police Department Administrative Assistant; seconded by Trustee, Weis. **Motion carried 6-0.**
- IV. **APPROVE CHRIS SYBERS AS INTERIM CHIEF OF POLICE:** Village President, Roberts presented a letter, which was drafted by Judicial Chair, Weis and reviewed by the Village Attorney. This letter states that Chief, Michael Spafford retired; which leaves the position open while the Village conducts a search for a new Chief and the Village will temporarily appoint Siren Chief of Police, Chris Sybers as the acting Chief of Police for Webster. Sybers will assume all duties as Acting Chief of Police. Actions regarding time off, illnesses and work schedule will be the duty of the Village Board. Pending approval tonight, this will be reported to the Department of Justice tomorrow. At the time the Village appoints and swears in a new Chief of Police, Chris Sybers will cease to be the acting Chief of the Village of Webster. At that time, the Department of Justice will be notified. Motion was made by Trustee, Weis to approve Chris Sybers as Interim Chief of Police, until which time a new Chief for the Village of Webster is hired; seconded by Trustee, Casady. A visitor asked why Chief Sybers. Trustee, Casady stated that Chief Sybers will be working closely with the new chief for Webster so it makes sense that he helps in the interim period. A visitor stated that he isn't from Webster and shouldn't it be someone from Webster helping. Trustee, Casady asked if that person has someone in mind. The visitor responded with Bridget and gave examples as of why. President, Roberts stated the Chief, Sybers isn't going to be in Webster; he will be if needed. For example, a high-speed chase. President, Roberts added that he feels Bridget has enough on her plate right now –she is our full-time officer and will be working days and still working in the school. She does a ton of stuff already and the board doesn't want her to stop doing it. President, Roberts reiterated that the board is not making Chris Sybers the Chief of Police; this is a temporary solution to a temporary problem. Trustee, Weis informed the visitors that there are policies in place that state that under certain circumstance; a Chief of Police must make decisions. Trustee, Casady also stated that the Village Board, as civilians, do not have the authority. A visitor questioned if Bridget has the authority. Trustee, Casady stated that Bridget has the authority, in certain circumstances. Bridget has expressed concerned that she has a very full plate and the board is trying to make her job easier. Trustee, Maloney interjected that the Village Counsel advised the Board to install an officer in charge, with experience running a police department. If an incident ever came to a defensible case in court; it would easier to defend the action taken by someone with police supervisory experience. Officer, Getts stated that she

did run the department for 4-5 months, in the past. Someone asked about criteria for the Chief position and if Bridget is eligible. President, Roberts welcomed Bridget to apply for it; this (Interim Acting Chief Sybers) is just a temporary step of not having a Chief of Police). Trustee, Maloney stated that the application process is open until Friday and Bridget is more than welcomed to apply. Trustee, Casady stated looking specifically for 3-5 years of law enforcement supervisory experience. A visitor asked if Mike had that. The answer was no but that he was installed as Chief 30+ years ago. President, Roberts stated that the rumor of combining the Webster and Siren Police Department is not true. He also said he was very happy with the turnout of visitors tonight; most board meetings no visitors show up. Discussion ensued about the part time positions, wages and clothing allowance. The open part time positions are posted on Wilenet and someone can apply up until June 1st. Trustee, Casady said that Webster is the smallest village around. Someone asked what changed from the March 13th; where today appointing an Interim Chief of Police. Trustee, Casady said that the board recently found out that they needed to have an Officer in Charge/Acting Chief. President, Roberts said this is per DOJ. A visitor said that Bridget did inform the board of this before. Trustee, Casady said DOJ just informed/answered the board. Someone asked how long before a new Chief. President, Roberts answered that applications will be received until the 6th. Someone asked if they looked at any of applications. President, Roberts said he has looked over the three he has received. Hoping that others, including Bridget, apply and they can start setting up interviews next week. His goal is May 1st for filling the Chief's position. A visitor said she heard that a member of the board made a comment that Bridget was not qualified for the Chief position and she was appalled. President, Roberts said none of them said that. The visitor said, the person that said it isn't here tonight. President, Roberts stated that the person she is referring to was asked about that and he told Roberts he said he doesn't know if she is qualified. He probably shouldn't have even said that since she hasn't applied yet. Trustee, Maloney and Casady said there is a lot of rumors going around. President, Roberts reiterated that he is pleased that visitors came tonight as most meetings there isn't any visitors. A visitor asked if Bridget is not qualified for Acting Interim Chief. President, Roberts said she may be qualified. This was a decision made, to appoint Chris Sybers, to not drop more work on Bridget; as she is the only full time police officer and she is a part time officer in the school and full time out patrolling. A visitor stated that this sets some of the rumors straight. A visitor commented that Bridget is doing an awesome job at the school. President, Roberts agreed and said her role at the school has been highly successful. Some other rumors were addressed. In regards to not offering Bridget the Interim position as she has too much on her plate, a visitor asked if Bridget was ever asked. Trustee, Maloney reiterated that for him, the legal counsel advised installing someone with police supervisory experience; as it would be much more defensible if there some type of action/case. President, Roberts said he didn't ask her as he know how much Bridget does but she should have been asked. The visitor is concerned that Bridget might get turned off and the community might lose her. President, Roberts responded that he hopes not and agrees that the situation probably should have been handled differently. A visitor asked about compensation for Chris Sybers. Trustee, Casady stated that he is asking for his hourly wage (payrate at Siren) of \$25.00 and Chris is expecting approximately an hour a day. Someone asked if that is what the prior Chief made. The answer was no due to Webster being a smaller village with smaller tax base and less employees. Trustee, Maloney asked Chief Sybers how many officers Siren has. Chief, Sybers stated that there are three full time officers and five-part time officers. Trustee, Maloney stated Webster has one full time and two-part time. Officer, Getts stated that they also have a full-time secretary. She also said that Webster's call loads are crazy and she works 10 times harder than other street patrol officer because she has to do everything. A village member/visitor who is an experienced supervisor said he doesn't buy that Bridget works 10 times harder. Bridget challenged this and the person replied that his officers work hard and have a lot of productivity/proactivity. Bridget said she also has to do all

the administrative duties, too. Conversation got heated and Village President, Roberts and Trustee, Casady stopped it. Trustee, Maloney did agree that Bridget has a heavy work load but the board is currently working on lightening that. An Administrative Assistance has been hired and looking to hire a new Chief to do the job and that should take a lot away from her. President, Roberts stated that the board is trying to be proactive. And, if paid our police personnel what others pay; the residents would be in complaining about their higher taxes; the board needs to watch a budget. He would love to pay the officers more. He also made the point that when Bridget was first hired, the Village did not offer health insurance. This was added and retirement; the Board is trying but needs to work with constraints. **Motion carried 6-0 (to approve Chris Sybers at Interim Police Chief.)**

V. **ADJOURNMENT.** Motion was made by Trustee, Gustafson; seconded by Trustee, Widiker to adjourn the meeting at 6:25 p.m. **Motion carried 5-0.**

Respectfully submitted,

Jeff Roberts

Jeff Roberts, Village President – April 2, 2018

***These minutes are subject to approval at next month's Regular Meeting.