

OFFICE OF THE COUNCIL



33000 CIVIC CENTER DRIVE
LIVONIA, MICHIGAN 48154-3097
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OFFICE OF THE COUNCIL

ELECTRONIC AGENDA PACKET FOR THE PUBLIC SAFETY, HEALTH AND ENVIRONMENT COMMITTEE MEETING MONDAY, JULY 19, 2021 7:00 P.M.

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City Council Public Safety, Health & Environment Committee Meeting
Monday, July 19, 2021
7:00 PM

Location:

Livonia City Hall
Council Chambers, 2nd floor
33000 Civic Center Drive
Livonia, MI 48154

Members:

Laura Toy, Chair
Brandon McCullough, Vice Chair
Rob Donovan, Member

AGENDA ITEM:

1. [CR 42-20 Subject matter of urban environment concerns.](#)
2. [CR 111-18 The subject matter of measures to retain employees within the Police and Fire Divisions of the Department of Public Safety.](#)

THE FOLLOWING HAVE BEEN NOTIFIED AND ARE REQUESTED TO ATTEND:

Mayor Maureen Miller Brosnan
Police Chief, Curtis Caid
Fire Chief, David Heavener
City Attorney, Paul Bernier
Director of Public Works, Don Rohraff
Assistant Director of Public Works, Doug Moore
Director of Communications, Josh Sabo
Director of Government Affairs, Lashawn Thomas

THE FOLLOWING HAVE ALSO BEEN INVITED TO ATTEND:

Jim Baringhaus, Chairman Greenleaf Commission
Betsy Calhoun, Greenleaf Commission
Terry Cullum, Greenleaf Commission
John Grzebik, Greenleaf Commission
Nicole Mehlich, Greenleaf Commission
Katherine Mulett, Greenleaf Commission
Michael Shesterkin, Greenleaf Commission
Sam Caramango, GFL General Manager

THIS IS AN OPEN MEETING AND ALL INTERESTED PARTIES ARE WELCOME TO ATTEND.

Minutes of this meeting will be available for public inspection in the City Clerk's Office
not more than eight business days following the date of the meeting.

SUSAN M. NASH, CITY CLERK

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LETTER TO THE LIVONIA CITY COUNCIL

1.

Council Office
July 9, 2021

MEETING DATE

July 19, 2021

PREPARED BY

Sara Kasprowicz, Council Office Manager

AGENDA ITEM

CR 42-20 Subject matter of urban environment concerns to the Public Safety, Health and Environment Committee.

BACKGROUND

To continue discussion of the subject matter of urban environment concerns.

RECOMMENDATION

Report and Recommendation from Council

FISCAL CONSIDERATION

N/A

ATTACHMENTS

1. R021020 Subject matter urban environment concerns CR 42-20 TO REMAIN IN COMMITTEE

APPROVED BY

1. CR 42-20 Subject matter of urban environment concerns to the Public Safety, Health and Environment Committee.

Discussion took place regarding forestry concerns in the City. Ideas were presented to repurpose wood and to use urban wood waste and mill. This would include assistance from adult residents and students, which could expose them to careers in natural resources and forestry.

Climate change has shifted the use of materials. More wood has been incorporated in to building structures as a substitute for more carbon intensive materials.

Michigan State has a forestry program to involve students in the process of using cross-laminated timber panels and the use sustainable waste.

Discussion on the City's weekly recycle program took place and a suggestion was made to remind and educate residents of what can and cannot be recycled.

An invitation was given to tour the STEM Teaching and Learning Facility at Michigan State University.

The Committee recommends:

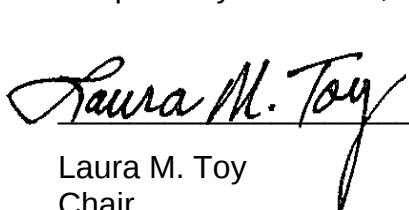
Receiving updates regarding environmental concerns as needed.

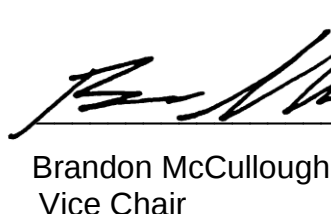
Note: This item will remain in committee for further discussions

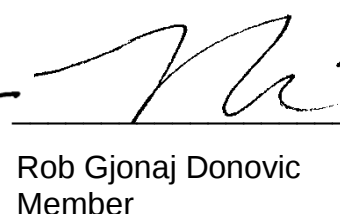
This item is to be placed on the **Regular Meeting Agenda of March 22, 2021**

The meeting was adjourned at 9:42 p.m.

Respectfully submitted,


Laura M. Toy
Chair


Brandon McCullough
Vice Chair


Rob Gjonaj Donovic
Member

cc: City Clerk, City Attorney

Attachment - Attendee Report (Zoom)

Regular Meeting Minutes of February 10, 2020

CITY COUNCIL

Subject matter urban
environment concerns.

**(Refer to the Public
Safety, Health and
Environment Committee)**

#42-20 RESOLVED, that upon the motion by Councilmember Laura Toy, seconded by Council Vice President Scott Bahr, at the Regular Meeting held February 10, 2020, the Council does hereby refer the subject matter of urban environment concerns to the Public Safety, Health and Environment Committee for its report and recommendation.

REGULAR MEETING OF February 10, 2020

Councilmembers Present: Donovic, Jolly, Toy, Bahr, White, McCullough, McIntyre

Councilmember(s) Absent: None

February 10, 2020



LETTER TO THE LIVONIA CITY COUNCIL

2.

Council Office
July 14, 2021

MEETING DATE

July 19, 2021

PREPARED BY

Sara Kasprovicz, Council Office Manager

AGENDA ITEM

CR 111-18 The subject matter of measures to retain employees within the Police and Fire Divisions of the Department of Public Safety.

BACKGROUND

To discuss the subject matter of measures to retain employees within the Police and Fire Divisions of the Department of Public Safety.

RECOMMENDATION

Report and Recommendation from Council.

FISCAL CONSIDERATION

N/A

ATTACHMENTS

1. S031218 Subject of developing a retention program for Public Safety Employees CR 111-18 (POLICE DIV)

APPROVED BY

*Regular Meeting Minutes of June 4, 2018***POLICE DIV**

Subject of
measures to retain
employees within
the Police and Fire
Divisions.
(CR 111-18)
(Will remain in
Committee)

Brian Meakin, as Chair of the Public Safety, Health and Environment Committee, reported out on the meeting of Wednesday, May 16, 2018 regarding the subject of measures to retain employees within the Police and Fire Divisions of the Department of Public Safety. (CR 111-18)

This item will remain in Committee.

REGULAR MEETING OF JUNE 4, 2018

Councilmembers Present: Kritzman, Bahr, White, Meakin, Jolly, and Toy

Councilmember(s) Absent: McIntyre

PUBLIC SAFETY, HEALTH AND ENVIRONMENT COMMITTEE

WEDNESDAY, MAY 16, 2018

A Public Safety, Health and Environment Committee meeting was held on Wednesday, May 16, 2018, in the Second Floor City Council Chambers, Livonia City Hall, 33000 Civic Center Drive, Livonia, MI 48154.

Committee Members Present: Kathleen E. McIntyre, Chair
Brian Meakin, Vice Chair
Cathy White

Committee Members Absent:

City Officials and Others Present: Council President Laura M. Toy
Councilmember Brandon M. Kritzman
Mayor Dennis Wright
City Attorney Paul Bernier
City Treasurer Lynda L. Scheel
City Clerk Susan Nash
Human Resources Director Denise Maier
Finance Director Mike Slater
Director of Admin. Services Dave Varga
Police Chief, Curt Caid
LPOA, Scott Morgan
LPOA, Branden Grysko
LPOA, Mike Arakelian
Fire Chief, Dave Heavener
LFD, Dave Bostater
LFFU, Rob Domenzain
LPD, Sgt. Ronny Warra
David Veselenak, Livonia Observer

See attached Sign-in Sheet

The meeting convened at 7:04 p.m.

- 
1. **CR 111-18** The subject of measures to retain employees within the Police and Fire Divisions of the Department of Public Safety to committee for its report and recommendation.

Chairperson stated that while the issue of "retention" was put into Committee, the issue really goes to the staffing of our departments. Also, as Council does not negotiate contracts, that is solely the purview of the Administration, purpose of meeting is to increase understanding of staffing challenges.

The Committee asked Police Chief Caid and Fire Chief David Heavener to provide an overview of where the departments are today:

Police Chief Caid

- We just had a Police Academy graduation and promoted 8 PSAs to Police Officers (POs)
- We are budgeted for 107 POs and are at 104
- We have 10 dispatchers (budgeted for 12), 10 PSAs (budgeted at 12), 15 Civilian employees (budgeted at 16)
- The new POs won't count in our numbers until they complete training; department generally loses about 20% of POs, PSAs and Dispatchers between the time they are hired and the time they are ready to start their duties (post-training).
- Currently we are at in the best staffing position in my tenure as Chief
- We anticipate 3 retirements this year and have 10 who have enough time to retire
- Anticipate 8 retirements in 2019 and have 20-23 who are retirement-eligible over the next 2 – 2 ½ years.
- LPD retention was addressed with a proposal in 2012, it was controversial and not approved by Council due to lack of support by community.
- In 2012 we were 40 POs below the budgeted level with retirements looming
- There is concern when we start looking down the road and have addressed concerns with Mayor Wright and Finance Director Slater
- If LPD had best salary and benefits we would have larger pool of applicants, so maybe we can look at what we offer new hires
- There has been a huge decrease in PD applicants; not just in Livonia, but across Michigan and U.S.
- In the past we would have 200-300 applicants for Police Cadet program, now we will have 20 applicants, 5-6 will be qualified and receive offers, after further vetting number will be down to 2.
- Every PD is hiring so there is lots of competition
- Some of our officers may leave because other departments offer Defined Benefit (DB) retirement plans, but you will always have officers who leave and go to other departments.

Fire Chief Heavener

- We are budgeted for 78 fire suppression personnel, 3 prevention, 1 training, 2 admin, 2 mechanics, 1 deputy chief, 1 chief
- We train aggressively so that personnel can be promoted and ready to fill open positions
- We will not lower our hiring standards, which makes it difficult to fill open positions
- We have the same challenges as police department: smaller qualified applicant pool
- The streamlined hiring process has helped, we are always looking for ways to make it even more streamlined
- Very competitive to get the best candidates, we lose them to other communities and to other professions

Questions from Council and subsequent discussion regarding hiring

- Civil Service has worked closely with Police and Fire to streamline the hiring process, there is still room for improvement to be able to get the cream of the crop.
- As soon as Civil Service receives enough applicants, they proceed with the process and hire within approximately two months.

- Working to shorten our hiring process, we still lose some people during the hiring process (and you will always lose some during the process even if it is a very short cycle time).
- LPD waives the 2-year college requirement for candidates who have had active military service, we attend veteran hiring events and have a strong social media presence on sites targeting veterans, but LPD has not been highly successful with hiring veterans (they seem to prefer other careers and opportunities).
- People don't come out of military with qualifications for fire; usually lacking paramedic license.
- LFD relationship with Schoolcraft Fire Academy is good, but enrollment is down. Need to do more front-end recruiting to get people interested and enrolled in Fire Academy.
- Not all Fire Academy graduates have paramedic license, LFD has changed policy that required license at time of hiring and will consider qualified applicants who don't yet have Paramedic license but are in the process of obtaining it (it is two-year process to earn it).
- Tattoo and piercing policy was brought up and both Chiefs stated that it is not an issue. Tattoos are not forbidden: visible ones must be covered. No indication that this policy hurts our ability to hire good candidates. (Piercings are a safety hazard and thus not allowed.)

Discussion regarding the Police Command Staff

Police Chief Caïd

- We have a succession plan.
- I am comfortable that the LPD command staff could replace me. The Mayor makes the Chief's hiring decision, but we have members of the command staff who are trained and ready to fill the Chief's position
- Many are eligible for Captain, but often older Lieutenants don't want it. Captains have an increased workload and because they are salaried they are not eligible for overtime (Lieutenants are O/T eligible).
- The three Captains would be hard to replace, could replace one.
- All five of the command staff (Chief, Deputy Chief and 3 Captains) won't walk out the door at the same time.

Discussion about workload, public perception and general challenges

Police Chief Caïd

- Media indicates that public hates cops, but the true story is, people understand how important law enforcement is and respect it. We have strong support from Livonia community.
- Livonia does a lot of creative things – equipment; training are second to none. There are good Police Departments around us but not as good as we are.
- Officers receive a bonus after 5 years on the job
- If we had the best salary, retirement, healthcare, we would have a deeper pool of recruits, but Livonia is competitive.
- We have been lucky to have excellent rapport with unions even through challenging times.

Fire Chief Heavener

- Five years ago, the Fire Department had 4600 runs and today we have 11,600 runs. We need at some point to look at threshold for additional staffing.
- We have additional demands without showing increase in residents. Nursing homes and college dorms are inspected by the State not by the City, but City is responsible for all the emergency medical and fire (and public safety) needs
- This is a dangerous profession and we have more runs without increasing our staffing levels.
- At the recent state convention, it was clear that recruiting and retention are challenges for almost every department

Concerns from LFFU, LPOA and LSA and subsequent discussion with Council

- #1 problem for firefighter retention is contracted benefits
- Firefighters receive training and skills from premier department [Livonia] then are hired away by other departments who want highly-skilled personnel and can offer better benefits
- When fire and police personnel are eligible to retire they can get hired by places like Schoolcraft where the stress level and job demands are much lower
- Need to be able to offer personnel a carrot to stay beyond time when they are eligible to retire
- Since 2012 only 67% of PSAs and POs hired are still working for LPD
- Good PSA program is the key to PO staffing; LPD pays for 2 years of college and police academy for PSAs
- LPD is at risk of losing a lot of experienced officers, 55% of POs have fewer than 5 years of experience.
- Having new, young LPD supervisors overseeing inexperienced POs is a recipe for disaster, need ways to retain experienced, supervisory level personnel
- Lose a lot of officers because of better benefits at other departments
- Other departments (Northville Township) and Michigan State Police have DROP [programs] to incentivize retirement-eligible officers to stay longer
- Discussed possibility of City hiring officers after they have retired. Currently the Civil Service rules do not allow retired POs to work for the LPD, those that have retired and then hired by the City have returned to civilian positions [very limited number of people have been rehired, done to retain needed, specific skill sets]

The Committee recommends:

- To remain in committee for further discussion.

NOTE: Item will remain in committee

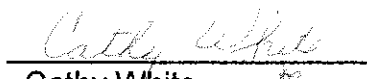
This item is to be placed on the **Regular Meeting Agenda of June 4, 2018**

The meeting adjourned at 8:43 pm

Respectfully submitted,


Kathleen E. McIntyre
Chair


Brian Meakin
Vice Chair


Cathy White

cc: City Clerk
City Attorney

Attachment - Sign-In Sheet

PLEASE RECORD YOUR ATTENDANCE AT THIS MEETING

BY PRINTING YOUR NAME BELOW

MEETING: PUBLIC SAFETY, HEALTH AND ENVIRONMENT COMMITTEE

DATE: WEDNESDAY, MAY 16, 2018

TIME: 7:00 PM

PLEASE PRINT NAME

ADDRESS

Paul BERNIER	LAW
Synda Scheel	Treasurer
Debbie Maurer	HR Dept.
Scott Morgan	LPOA
Brandon Crysko	LPOA
Mike ARAMANN	LPOA
CURT CAID	LPOD
Mike Slater	Fin Dir
Susan Nash	Clerk
Dave Bostater	LFD
Rob Downer	LFFU
Daniel Veseljak	29725 Hudson Dr, Van
Dave Varga	City
James W. West	ALCOA
Sgt. Ramsey	L.P.D.

LLSA (LPD)

HANDOUT RECEIVED
PSH&E COMMITTEE
051618

	Eligible to retire	Potential Years of Service LOST	Potential Unfilled positions
Total # Supervisors w/Administration (38)			
Total Supervisors eligible to retire next 24 months	16 or 42%	456	
Total Supervisors eligible to retire next 36 months	18 or 50%	506	
Total Supervisors eligible to retire next 48 months	19 or 50%	531	
Total Supervisors eligible to retire next 60 months	23 or 61%	631	
Total number of Current PSA/PO Positions (113)			
Total number of positions currently unfilled (6)			
Total PO's eligible to retire next 24 months	8	208	14
Total PO's eligible to retire next 36 months	10	258	16
Total PO's eligible to retire next 48 months	12	308	18
Total PO's eligible to retire next 60 months	19	483	25
Total # of Employees eligible to retire			
24 Months	24	664	35
36 Months	28	764	39
48 Months	31	839	42
60 Months	42	1,114	53
Hired Since (2012)	118 PO's and PSA's		
PO's Hired	28		
PSA's Hired	90		
Retained (79 employees of 118)	67% Retention rate		
* 55% of Police Officers have less then 5 yrs experience			

Regular Meeting Minutes of March 26, 2018

On a motion by White, supported by McIntyre, and unanimously adopted,

it was:

POLICE DIV

(Councilmember Cathy White)

Subject of measures to retain employees within the Police and Fire Divisions.

(Refer to the Public Safety, Health and Environment Committee for its report and recommendation)

#111-18 RESOLVED, that upon the proposal by Councilmember Cathy White at the Study Meeting held March 12, 2018, the Council does hereby refer to the Public Safety, Health and Environment Committee the subject of measures to retain employees within the Police and Fire Divisions of the Department of Public Safety.

UNFINISHED BUSINESS AGENDA ITEMS (Regular Meeting of March 26, 2018)

Motion by: White
Seconded by: McIntyre

ROLL CALL:

Ayes: Kritzman, Bahr, White, McIntyre, Meakin, Jolly, and Toy

Nays: None

Absent: None

**CITY OF LIVONIA – CITY COUNCIL
MINUTES OF STUDY MEETING HELD MARCH 12, 2018**

Meeting was called to order at 8:17 p.m. by President Toy. Present: Cathy White, Kathleen McIntyre, Brian Meakin, Jim Jolly, Brandon Kritzman, Scott Bahr, and Laura Toy. Absent: None.

Elected and appointed officials present: Don Knapp, City Attorney; Lori L. Miller, Deputy City Clerk; Mark Taormina, Director of Planning and Economic Development; Todd Zilincik, City Engineer; Ted Davis, Superintendent, Parks and Recreation; Linda McCann, Director of Community Resources; Mike Slater, Director of Finance; and Dennis Wright, Mayor.

White offered the resolution referring the subject of police and fire retention of employees incarnate to the Public Safety, Health and Environment Committee for its report and recommendation for the Regular Agenda.

DIRECTION:	REFER SUBJECT OF RETENTION OF POLICE & FIRE EMPLOYEES TO THE PUBLIC SAFETY, HEALTH & ENVIRONMENT COMMITTEE FOR ITS REPORT & RECOMMENDATION	REGULAR
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18.REQUEST TO REFER SUBJECT MATTER OF DEVELOPING A RETENTION PROGRAM FOR PUBLIC SAFETY EMPLOYEES TO THE PUBLIC SAFETY, HEALTH AND ENVIRONMENT COMMITTEE: Councilmember Cathy White, re: to investigate measures to retain employees within the Police and Fire Divisions of Public Safety.

NO BACKGROUND INFORMATION.