JOPLIN CITY COUNCIL
INFORMAL MEETING MINUTES
JULY 16, 2018
602 S. MAIN ST.
JOPLIN MO 64801

Mayor Shaw called the July 16, 2018 Informal Meeting of the Joplin City Council to order at 5:15 p.m.

In attendance were Council Members: Melodee Colbert-Kean, Doug Lawson, Anthony Monteleone, Diane Reid Adams, Mayor Gary Shaw, Ryan Stanley, Phil Stinnett, and Jim West.

Discussion of 12-hour shifts for the Police Department. /Police Chief Matt Stewart

Police Chief Matt Stewart discussed proposing to go to a 12-hour Pittman schedule due to the current staffing levels at the Police Department. This type of shift is often referred to as a compressed work week type of schedule. The PD has been on a 10-hour shift for many years and there are many benefits to this type of shift schedule. One of the downfalls of a 10-hour shift is that it is inefficient whenever it comes to maximizing staffing.

The proposed 12-hour shift will allow the PD to maximize staffing for better coverage on the street. There are many different types of 12-hour shifts that are available, but in the PD's opinion, the best type of 12-hour shift is the Pittman shift. The basics of this type of shift is that officers are on a two-week rotating schedule. During the two-week period, their days off will rotate and then will repeat every two weeks. This allows for one of the patrol teams (out of five) to have a full weekend off. A true Pittman schedule would still maintain the "team: concept that the PD currently has. The PD is unable to implement a true "team" concept under this proposed schedule and maintain adequate staffing.

The rotation of days for a two-week period will be as follows: 2 days on, 2 days off, 3 days on, 2 days off, 2 days on, 3 days off. This rotation will repeat every two weeks. Officers will work a scheduled 182 days per year as opposed to the current 208 days per year. Also, depending on how their shift schedule falls. An officer could take 24 hours of vacation and end up with 7 days off total.

To maximize resources, the PD will have a total of 4 different shifts which will provide for some overlap during the busier times as well as some overlap during shift change. Also, to maximize coverage, the PD will need to assign Traffic Officers to a shift. There will be times that traffic officers will have to cover a beat, but whenever there is adequate coverage with other officers, they will be able to conduct their assigned traffic enforcement duties as they have done in the past. The four shifts times will be as follows: 6 AM-6PM; 9AM-9PM; 4PM-4AM; 7PM-7AM. These shift times may be adjusted as the schedule is implemented. There will be at least one Sergeant and one Corporal assigned to each shift.

There will be 4 hours of scheduled overtime per two period. There was a 12-hours shift several years ago that was a fixed schedule and tried to do an 8-hour day every two weeks. This did not work out well for several reasons. Many officers ended up working a 10-12-hour day on the day that they were supposed to only work an 8-hour shift. According to the City's policy, the extra four hours per pay period will need to be paid at time and a half. With the number of current vacancies. This will not have an impact on the overall budget. The PD is currently having to hire overtime on a frequent basis to cover open shifts. This schedule should minimize this.

Recruiting efforts are ongoing to retired military personnel. The PD is utilizing the military's transition program.

Mr. Stinnett wants more research on the FSLA laws, and more time to review this proposal to know what the costs are going to be before moving forward.

Chief Stewart stated the proposal was brought to the city council at this time out of necessity to ensure accurate shift coverage.

Mr. Lawson asked what the average officer thinks of the proposal. Chief Stewart replied that many of the employees are in favor of it.

Chief Stewart stated that as of Thursday, July 19, there will be 19 vacancies in the PD.

Mr. Stinnett asked City Manager Anselm about a time frame for having the pay study completed for the council's review. Mr. Anselm replied he needs to meet with Finance for more information and that he's still waiting on a reply from one of the cities in the pay study. Leslie stated her estimated time frame to work on this is 4-6 weeks out due to working on the budget and educating citizens on the Use Tax.

Mr. Stinnett cautioned the council to approach this issue in a sensible and organized manner.

Mr. Stanley stated he is not in favor of mandatory overtime, but it sounds like the 12 hours shifts is the direction the city needs to be heading. The question is, how do we get there?

Mayor Shaw stated the city council is dedicated to getting to where the city needs to be. It's going to take time to get there but we still need to see the costs.

Mr. Stanley suggested scheduling a work session to discuss this proposal further; Sam stated he would look into this and let the council know when it will be scheduled.

Submitted,

Barbara Gollhofer