

**CITY OF ELKHORN**  
**Public Safety Committee Minutes**  
**Common Council Chambers, City Hall, 9 S. Broad St., Elkhorn, Wisconsin**

May 1, 2017

Public Safety Committee was called to order at 5:00 p.m. by Alderman Lechner followed by roll call.

**Roll Call**

Present: Aldermen Bruce Lechner, Michael Kluck, Cathy Bensaid

Also Present: Mayor Howie Reynolds, Deputy Clerk Corrie Daly, Police Chief Joel Christensen

**Updates to Police Department Policies:**

**Oath of Office (#101)**

Lexipol released an update to the Oath of Office policy; which included adding an index term and accreditation tag to the purpose and scope section and adding the policy section for consistency throughout the manual

**Use of Force (#300)**

Lexipol released an update to the Use of Force policy, which the majority of the update was for updating index terms and accreditation tagging. Police Department also took the opportunity to review policy comparing to the International Association of Chiefs of Police, CVMIC, and instructional materials from the Wisconsin Department of Justice Training and Standards. The finalized policy was sent to the City Attorney for review and they had nothing further to add. Michael Kluck questioned the wording of 300.3.1 “may command” doesn’t sit well with Alderman Scott McClory. Chief Christensen said the wording came right out of the state statutes and would like to stay with this wording. Alderman Lechner and Bensaid agreed.

**Promotions and Assignments (#1002)**

The Committee endorsed a revised Promotions and Transfer policy previously but prior to implementation, the Police Officers Association brought up an objection to the policy. The City and Association met and drafted a Memorandum of Understanding that recognized both the Detective and Police School Liaison Officer positions as assignments. The policy may now be implemented and the Police Department is moving forward to staff the open Detective assignment.

**Lactation Breaks (#1018) and Pregnancy (#1032)**

The Police Department is looking to implement two new policies, Lactation Breaks and Pregnancy. The Police Department has not had anything in place if a Police Officer would become pregnant and is unable to perform the essential functions of their position. The City has a very limited light duty program in place but is only for employees that are injured while on the clock. The pregnancy policy will provide an employee an opportunity to take a maternity duty assignment when the employee can no longer perform all the essential functions of their position. Chief Christensen along with Mayor Reynolds and Administrator Tapson think it would be in the best interest of the City to offer the female officers this accommodation. There is work that can be done and good officers much less good female officers are very difficult to find

and keep. If Pregnancy policy is not implemented a female officer may leave for somewhere else that does have one. Mayor Reynolds said he would hate to lose good female officers when we could accommodate them while they are able to do desk duty. Alderperson Bensaid asked if they had two pregnant female officers needing to be on light duty at the same time would they have enough work for both of them. Chief Christensen said they have plenty of things for them to do.

**Motion (Kluck/Bensaid) to recommend approval of Updating the Policies of: Oath of Office (#101), Use of Force (#300), Promotions and Assignments (#1002), Lactation Breaks (#1018), and Pregnancy (#1032). Voice vote, all approved, motion carried.**

### **Adjournment**

Motion (Kluck/Bensaid) to adjourn at 5:13 p.m.

Corrie Daly  
Deputy Clerk