



Council Agenda Item

Meeting Date: June 17, 2025

Agenda Item: POC Approval for Admin

Staff Contact (name, email, phone): Rachelle Blitch, rblitch@whitewater-wi.gov, 262-473-1380

BACKGROUND

(Enter the who, what when, where, why)

Historically, Paid On Call (POC) compensation has been provided to all non-administrative personnel who respond to department-wide all-call pages. This pay structure has served as a recognition of the time, commitment, and responsiveness required of field staff outside of their scheduled shifts. However, over the years, we've seen a significant decline in responses to these pages, which has impacted the department's operational readiness and emergency response capacity. This trend is one of the primary drivers behind the decision to increase staffing levels within the department—both through internal reallocation of resources and the additional funding approved by the recent referendum. These efforts aim to enhance coverage and reduce reliance on unpredictable response patterns for critical calls.

Given this shift in operational expectations and staffing structure, we believe it is appropriate to extend POC compensation to the department's Chiefs as well. The Chiefs are routinely expected to remain available, often during off-hours, to support emergency calls, oversee critical incidents, and provide leadership in dynamic and high-pressure situations. Unlike hourly staff, the Chiefs' ability to flex time is often limited due to the nature and demands of their roles, which regularly extend beyond the standard workweek.

Recognizing Chiefs with POC compensation is a practical and equitable step that reflects the evolving needs of the department, acknowledges their ongoing availability and leadership responsibilities, and aligns with the broader changes being implemented to strengthen our public safety infrastructure. It also helps ensure retention and morale among leadership by reinforcing that the additional time and demands placed upon them are both visible and valued.

PREVIOUS ACTIONS – COMMITTEE RECOMMENDATIONS

(Dates, committees, action taken)

FINANCIAL IMPACT

(If none, state N/A)

Between January and June 8th, the Chief and Assistant Chief collectively logged 152.75 hours responding to after-hours all-call incidents. The total cost for this time amounts to \$4,582.50. This expense is already accounted for within the department's existing budget, and no additional funding would be required to extend Paid On Call compensation to include these roles.

STAFF RECOMMENDATION

Staff recommends approval to extend Paid On Call (POC) compensation to the Chief and Assistant Chief in recognition of the significant time they dedicate to after-hours all-call responses. This extension reflects the demands of their roles, supports equitable compensation practices, and aligns with the department's broader staffing strategy.

ATTACHMENT(S) INCLUDED

(If none, state N/A)