

Waukesha County Board of Supervisors

**Minutes of the Judiciary & Law Enforcement Committee
Friday, May 13, 2022**

Chair LaFontain called the meeting to order at 8:30 a.m.

Present: Supervisors Jacob LaFontain, Mike Crowley, Tyler Foti, Robert Kolb, Tom Schellinger, Terry Thieme, and Matthew Weil.

Also Present: Legislative Policy Advisor Alex Ignatowski, Chief of Staff Sarah Spaeth, Administrative Specialist Mary Pedersen, Representative Janel Brandtjen, County Board Supervisors Chris Mommaerts and Ted Wysocki, Senior Human Resources Analyst Jane Barwick, Detective Brian Fredericks, Sheriff Eric Severson, Inspector Jim Gumm, Deputy Inspector Patrick Esser, Business Manager Josh Joost, Financial Analyst Cathy Kienast, Administration Director Andy Thelke, Budget Manager Bill Duckwitz, Human Resources Manager Renee Gage, Senior Financial Analysts Alex Klosterman and Michelle Czech, and Budget Management Specialist Stephanie Hall.

Public Comment

Brandtjen and Fredericks spoke in support of Ordinance 177-O-016 (see page 3).

Next Meeting Date

- June 17

Committee Welcome and Opening Remarks of the Chair

LaFontain thanked members for serving on the County Board and this committee. He encouraged members to participate in discussions and be heard. Meetings will be conducted following Roberts Rules of Order and he asked members to raise their hand before speaking. He asked members to inform the County Board Office of any absences or late arrivals/early departures for quorum purposes.

Nomination and Election of Vice-Chair and Secretary

MOTION: Schellinger moved, second by Crowley to elect Foti as Vice Chair and Thieme as Secretary of the Judiciary & Law Enforcement Committee. Motion carried 7-0.

Committee Duties and Responsibilities as Written in the County Code of Ordinances

Ignatowski discussed the duties and responsibilities of this committee as written in the County Code of ordinances.

Overview of the Sheriff's Department

Severson gave an educational overview of the Sheriff's Department including duties and responsibilities, divisions and units, budget, staff, public safety, services, and programming.

Ordinance 177-O-013 Authorize the Waukesha County Sheriff's Department to Contract with the Hamilton School District to Provide School Resource Officer Services

Severson, Joost, and Gumm discussed this ordinance which authorizes the Sheriff's Office to continue to provide school resource officer services to the Hamilton School District. The contract will require the County to provide one deputy sheriff to the school district on student contact days and requested teacher in-service days. In addition, the contract allows for separate charge for summer school should the district request school resource officer coverage. The number of days billed to the district can be changed based on a mutual written agreement between the Department and the Hamilton School District. The actual charge will be based on the number of days of service provided and includes mileage. The daily rate charges will be adjusted annually to reflect the average cost of a deputy sheriff. The 2021-2022 school year charge was \$87,502. The contract term will be from July 1, 2022 through August 15, 2025. The 2022 Sheriff's Office Budget includes the continuation of the school resource officer contract in the Hamilton School District.

MOTION: Foti moved, second by Thieme to approve Ordinance 177-O-013. Motion carried 7-0.

Ordinance 177-O-014 Authorize the Waukesha County Sheriff's Department to Contract with the Arrowhead Union High School District to Provide School Resource Officer Services

Joost discussed this ordinance which authorizes the Sheriff's Office to continue to provide school resource officer services to the Arrowhead Union High School District. The contract will require the County to provide one deputy sheriff to the school district on student contact days and requested teacher in-service days. In addition, the contract allows for separate charge for summer school should the district request school resource officer coverage. The number of days billed to the district can be changed based on a mutual written agreement between the Department and the Arrowhead Union High School District. The actual charge will be based on the number of days of service provided and includes mileage. The daily rate charge will be adjusted annually to reflect the average cost of a deputy sheriff. The 2021-2022 school year charge was \$86,841. The contract term will be from July 1, 2022 through August 15, 2025. The 2022 Sheriff's Office Budget includes the continuation of the school resource officer contract in the Arrowhead Union High School District.

MOTION: Crowley moved, second by Thieme to approve Ordinance 177-O-014. Motion carried 7-0.

Ordinance 177-O-015 Authorize the Waukesha County Sheriff's Office to Continue Contracted Police Services with the Town of Lisbon

Joost discussed this ordinance which authorizes the Sheriff's Office to continue to provide police services to the Town of Lisbon. The Department has provided municipal patrol coverage to the Town since 2008. The negotiated contract will require the County to provide patrol coverage, along with necessary equipment for one deputy 24 hours a day (about 5.01 full-time equivalents (FTE's), factoring in training, benefit time, etc.) as well as dedicated supervision of four hours per week through a shared supervisor position. The contract charges for 2022 are \$765,287. In addition, the contract allows for separate charges for all overtime costs incurred from policing functions. The Town of Lisbon will pay the County for the base service level in monthly installments based on the annual budgeted costs of supplying contract police services (with actual overtime charges reimbursed quarterly). Proportional charges for indirect costs are also included in the contract amount, therefore, there is no direct tax levy impact. Charges will be adjusted annually to reflect the adopted budget. The contract term will be from January 1, 2023 through December 31, 2027.

MOTION: Schellinger moved, second by Foti to approve Ordinance 177-O-015. Motion carried 7-0.

Ordinance 177-O-016 Adopt 2023 Waukesha Deputy Sheriff's Labor Union Contract Extension Agreement, Provide a Salary Adjustment for Sworn Non-Represented Law Enforcement Supervisors, and Modify the 2022 Sheriff's Department Budget

Severson, Gumm, and Thelke discussed this ordinance which approves an extension of an existing labor agreement between Waukesha County and the Waukesha Deputy Sheriff's Labor Union (WDSLUI), which covers Deputy Sheriffs and Detectives, from the end of 2022 to the end of 2023. The existing contract period had been from 2020 through 2022.

This ordinance also approves a \$3.00/hour increase in pay for all employees covered in WDSLUI, as well as all non-elected sworn officers, which includes Lieutenants, Captains, the Deputy Inspector, and the Inspector. The pay increase would go into effect for the pay period beginning June 4, 2022. The pay increase is being proposed to help improve retention and recruitment of Deputy Sheriff positions. The county provides wages that are in-line with comparable counties but municipalities have typically paid more for police services. In addition, the labor market has become increasingly competitive. Waukesha County currently ranks near the middle of pay levels among other counties (according to maximum wage rate) but ranks last compared to nearby municipalities that have been surveyed. The \$3.00/hour pay adjustment would move Waukesha County up to be more within the range of what municipalities offer.

The \$3.00/hour increase is being applied to all non-elected sworn officers, not just the members of the WDSLUI, to prevent wage compression issues. The sworn officer classifications are hierarchical, and the proposed pay adjustment is applied uniformly to help maintain a consistent difference in compensation levels from one position to the next. This is done to encourage qualified individuals to seek promotion to higher classifications that require more experience and responsibility. This ordinance affects a total of 176 budgeted positions.

The partial-year impact of the \$3.00/hour wage increase in 2022 is estimated to cost \$810,000, with an annualized impact of approximately \$1.4 million. These costs include wages, overtime, and the impact of FICA and Wisconsin Retirement System pension contributions. The total cost impact will be partially offset by municipal funding for sunset patrol contract positions and other revenues. Based on existing contracts, approximately \$317,000 of the annual costs would be offset by additional revenues, leaving a net annual ongoing cost impact to the county of about \$1.1 million. It should be noted that cost recovery through the municipal patrol contracts is based on the adopted budget, so this cost increase for the remainder for 2022 would need to be absorbed by the County, estimated at \$182,000 of the \$810,000 in total costs. Going forward, the Department will review the cost increases with municipalities, who will need to decide whether to continue purchasing patrol services at the current levels.

Tax levy support for the net \$1.1 million ongoing operating impact from the \$3.00/hour pay adjustment would need to be phased-in over multiple years. This proposal includes the use of \$810,000 of American Rescue Plan Act (ARPA) funding to cover the current-year impact of the pay increase, and assumes the use of ARPA funds to gradually phase-in tax levy support. After the ARPA grant eligibility period has ended, General Fund balance would be applied to continue the phase-in. The number of years needed to phase-in tax levy support will depend upon multiple factors, including the levy limit growth factor (net new construction) and other budget priorities. This phase-in

approach is similar to how the County has addressed other new cost impacts in the past, including hiring additional telecommunicators when new municipalities join county dispatch. The use of ARPA funding is eligible through the “public sector capacity” provision. ARPA funding must be spent or obligated by December 31, 2024 and completed by December 31, 2026.

This ordinance also approves an across-the-board pay increase for Deputy Sheriffs and Detectives of 2% for 2023 for the one-year extension of the WDSLUI contract. The total cost impact for 2023 is estimated at about \$316,000, with tax levy impact of \$242,000 after applying offsetting municipal patrol contract and other revenues of \$74,000. The across-the-board increase for the non-represented sworn officers will be included in the non-represented compensation ordinance considered by the County Board later in the year.

Schellinger thought the raise was too small and would not solve the problem. Severson and Gumm disagreed and said the possibility of this ordinance passing is already making a difference. Gumm said morale is up too. Thelke said the \$3/hour raise and the 2% across-the-board puts us in a competitive position. LaFontain asked that a Sheriff’s Department staff member come to committee each month to discuss what they are doing to fill positions. Gumm agreed and looked forward to future discussions. Kolb encouraged staff to keep their hiring standards up. Gumm agreed and said they will continue to use a robust hiring and vetting process.

MOTION: Crowley moved, second by Thieme to approve Ordinance 177-O-016. Motion carried 7-0.

Legislative Update

Ignatowski noted the legislature is not in session and he gave an update on supplemental crisis stabilization funding at the Joint Finance Committee.

MOTION Foti moved, second by Weil to adjourn at 10:06 a.m. Motion carried 7-0.

Respectfully submitted,

Terry Thieme

Terry Thieme
Secretary