

Waukesha County Board of Supervisors

**Minutes of the Judiciary & Law Enforcement Committee
Friday, August 12, 2022**

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

Present: Supervisors Jacob LaFontain, Robert Kolb, Tom Schellinger, and Matthew Weil.

Absent: Mike Crowley, Tyler Foti, and Terry Thieme.

Also Present: Chief of Staff Sarah Spaeth, Administrative Specialist Mary Pedersen, Victim Witness Coordinator Jen Dunn, Emergency Preparedness Director Gary Bell, Operations Manager Chris Becker, Human Resources Manager Renee Gage, Director of Administration Andy Thelke, Senior Financial Analyst Michelle Czech, Financial Analyst Britan Smith, Senior Human Resources Analysts Jen Reinke and Jane Barwick, Inspector Jim Gumm, and Deputy Inspector Patrick Esser.

Approve Minutes of July 15

MOTION: Schellinger moved, second by Kolb to approve the minutes of July 15. Motion carried 4-0.

Ordinance 177-O-049 Modify The 2022 District Attorney's Office Budget To Accept Antiterrorism And Emergency Assistance Program (AEAP) Grant To Fund Victim Services Related To The 2021 Waukesha Parade Incident

Dunn discussed this ordinance which authorizes the District Attorney's Office to accept Antiterrorism and Emergency Assistance Program (AEAP) grant funding in connection with the 2021 Waukesha parade incident. The Wisconsin Department of Justice, as the Victim of Crime Act administering agency for the State of Wisconsin, has applied for access of AEAP grant funds on behalf of Waukesha County. Officials with the U.S. Department of Justice Office for Victims of Crime (OVC) have indicated that they anticipate the County will receive reimbursement for eligible expenses. The grant period is up to 36 months from the date of the incident, and allowable expenses may be covered retroactively.

AEAP funds can provide supplemental funding for additional resources for victim services or to secure additional office space and supplies if existing resources cannot sufficiently support victims of the incident while adequately supporting victims of other crimes. This ordinance modifies the budget to increase expenditures by \$60,142 in operating expenses and \$7,723 in interdepartmental charges and increase general government revenue from AEAP by \$67,865. A summary of grant funded expenditures is detailed below in the following table.

Appropriation Unit	Description	Amount
Operating	Furniture*	\$ 50,479
Operating	Technology	\$ 4,035
Operating	Small Equipment	\$ 3,179
Operating	Supplies	\$ 1,449
Operating	Emergency Funds Provided to Victims	\$ 1,000
Interdepartmental	Software Licenses	\$ 1,553
Interdepartmental	Indirect	\$ 6,170
Total		\$ 67,865

*Following the temporary use of the furniture and equipment, these items will be repurposed in the District Attorney's office space.

MOTION: Schellinger moved, second by Kolb to approve Ordinance 177-O-049. Motion carried 4-0.

Ordinance 177-O-050 Modify Salary Range Assignment For Telecommunicator Classification From Open Range 06 To Open Range 07

Bell, Thelke, and Gage were present to discuss this ordinance which modifies the salary range for telecommunicator positions from open range 06 to open range 07, resulting in a 5% increase to the minimum and maximum wage rate for telecommunicators. Increasing the salary range would implement wage rate adjustments for the telecommunicators whose wages are currently capped at the top of the range. These salary adjustments would help retain the department's most experienced telecommunicators during this competitive labor market. The Human Resources Division anticipates that the 2023 compensation study will demonstrate that the current telecommunicator salary range lags behind comparable local governments and future wage adjustments for these positions may also be recommended during 2023/2024 if warranted.

There are currently 13 telecommunicators at or near the maximum wage within the salary range and staff plan to provide a 4% increase in pay for these individuals. There would also be a 4% increase in pay for 4 communication center supervisors to help prevent wage compression issues between these supervisory staff and the telecommunicators who report to them. The partial-year impact of these salary adjustments is estimated at about \$19,000 in 2022. Due to significant levels of vacancy and turnover during the year, it is anticipated that this cost impact can be absorbed without requesting additional budget appropriations.

This change to the salary schedule is not expected to result in an immediate fiscal impact from telecommunicators currently compensated earlier in the salary range because all current employees are paid higher than the minimum of the new salary range. The full-year impact in 2023 is projected to be about \$57,000, and the department will build this cost increase into its proposed 2023 budget.

MOTION: Schellinger moved, second by Kolb to approve Ordinance 177-O-050. Motion carried 4-0.

Update on Hiring and Overtime within the Sheriff's Department

Gumm said they did make offers to fill all correctional officer positions after their hiring event and he's confident they will see a significant decrease in overtime. Regarding sworn officers, overtime is at 5% and while that is still high, they are heading in the right direction. He indicated 16 sworn officers started last week and they are currently in the academy and this process takes several months. Employees aren't leaving like they were before so previous actions taken have been effective.

Next Meeting Date

- September 16 (Capital Projects)

Executive Committee Report of July 18

LaFontain said the Executive Committee heard a presentation on information technology and cybersecurity, received an update on the County Board Office, and approved several appointments.

Future Agenda Items

- Video Court (September)
- Jury Report (September)

MOTION: Kolb moved, second by Weil to adjourn at 9:16 a.m. Motion carried 4-0.

Respectfully submitted,

Terry Thieme

Terry Thieme
Secretary