

**Minutes of the Judiciary and Law Enforcement Committee
June 19, 2015**

Chair Peter Wolff called the meeting to order at 8:32 a.m.

Committee Members Present: County Board Supervisors Peter Wolff, Carl Pettis, Kathleen Cummings, Michael Crowley, Robert Kolb, and Janel Brandtjen. **Absent:** Jim Batzko.

Also Present: Legislative Policy Advisor Sarah Spaeth, Administrative Specialist Karen Phillips, Business Manager Lyndsay Johnson, Senior Financial Analyst Aaron Daul, Inspector Jim Gumm, Deputy Inspector Torin Misko, District Attorney Sue Opper, Clerk of Circuit Court Kathleen Madden and Jury Coordinator Laura Haight.

Approve Minutes of May 26, 2015

MOTION: Brandtjen moved, second by Crowley to approve the minutes of May 26, 2015. Motion carried 6-0.

Correspondence

Cummings presented printed documentation which showed that she, as a City of Waukesha alderman, initiated a request for the jurisdictional transfer of Riverview Avenue to the City of Waukesha relative to the re-purposing and sale of the former Health and Human Services building.

Executive Committee Report of June 15, 2015

Wolff reviewed the items considered at the June 15 Executive Committee meeting:

- Ordinances relative to repeal of the county code regarding flotation devices and the creation of a two-county federated library system (Waukesha and Jefferson Counties) were approved.
- Two appointments were approved.

Public Comment

Cummings commented on a proposed pilot program for a beer garden at Nagawaukee Park, which would be implemented without county board approval.

Future Meeting Date

- July 17, 2015 (Cummings will be absent)

Introduction of Waukesha County District Attorney Sue Opper

Opper introduced herself and provided an overview of her transition from Deputy District Attorney to District Attorney (DA) for Waukesha County and plans for the future direction of the office. Opper began her career with the DA's office twenty-five years ago as an intern. As DA, one of her biggest challenges has been personnel, managing a staff consisting of 19 administrative support, 12 victim witness, and 15.5 full-time attorney positions. She acknowledged her staff for all of their help in the transition process. Presently, no major changes are planned; however, staff did participate in a LEAN initiative which implemented a semi-paperless process for routing case files.

Presentation: 2014 Annual Jury Report

Madden introduced Jury Coordinator Laura Haight. Copies of the 2014 Annual Jury Report were distributed and reviewed. Madden highlighted processes, accomplishments, trends, initiatives and changes as outlined:

- Development of a prospective jury list
- Balance and inclusiveness
- Qualification and summoning
- Jury trial information
- Jury program costs
- Voluntary juror donation program
- Online juror exit survey
- 2014 at a glance
- 2015 jury program initiatives

Update on Sheriff's Department Recruitment Plan

Severson, Gumm, Misko and Johnson were present for the update on the Sheriff's Department recruitment plan. Severson narrated a PowerPoint presentation titled *Candidate Selection Process*, during which he expounded on the complexity involved in recruiting, hiring and training deputy sheriff candidates.

- Steps of the candidate selection include:
 - Establish eligibility list
 - ✓ Human Resources administers written test
 - ✓ Applicants must pass the written test with a score of 70% or higher
 - Applicant interview questionnaire form completed during interview with field training supervisor and field training deputy
 - Physical ability test
 - Oral panel interview (approximately 17% do not pass the oral interview)
 - Background investigation
 - Polygraph examination
 - Conditional offer of employment (steps 1-7 take approximately 2 to 3 months per candidate. The Sheriff's Department continues to compete with other agencies during this phase to keep candidates and not lose them to other agencies.
 - Psychological assessment
 - Medical exam which includes drug test
- Wage Comparison Between Area Police Agencies (City of Waukesha, City of Brookfield, City of New Berlin, City of Muskego, and Waukesha County Sheriff). On average, a deputy has to work four years before making starting wage of other agencies and after nine years deputies make less than other agencies at top pay. However, Waukesha County offers more opportunities for advancement, promotions, etc.
- Continuous candidate recruitment efforts are ongoing.
- The Waukesha County Sheriff's Department strives to recruit the best deputy sheriff candidates, but faces many challenges in recruiting the best candidates.

Severson further clarified the wage issue, stating that although it is a challenge, he is not asking for more money in the budget. He speculated on why the numbers of candidates are down.

Legislative Update

Spaeth stated that the Joint Finance Committee is currently on a break from working on the governor's budget. Remaining areas of consideration include transportation, financing for a new Bucks arena and prevailing wage. There is a motion to freeze medical examiner fees and frozen food licensing fees, both of which would impact the county. Policy changes related to shoreland zoning in the budget are likely to result in modifications to the Waukesha County code as zoning restrictions are lessened.

MOTION: Cummings moved, second by Pettis to adjourn the meeting at 10:21 a.m. Motion carried 6-0.

Respectfully submitted,

Jim Batzko
Secretary