

MINUTES OF MEETING OF JUDICIARY & LAW ENFORCEMENT COMMITTEE
October 10th, 2019
KCAB 2ND FLOOR COUNTY BOARD COMMITTEE ROOM

Members Present: Boyd Frederick, Jeff Wamboldt, David Celebre, Monica Yuhas, Zach Rodriguez, YIG Milica Maricic

Others Present: Sheriff David Beth, Chief Deputy Marc, Capt. Justin Miller, Capt. Robert Hallisy, Nancy Otis, Clara Tappa, Ashley Lutterman, Mike Skalitzky, Laura Belsky, John Poole, John O'Day, Erin Decker, Jeff Gentz, Gabe Nudo, Matthew Leys, Barna Bencs, Jim Kupfer, Patty Merrill, Michael Gravely, Angelina Gabriele, Rebecca Matoska-Mentink, Jason Rossell, Mary Beier, Marcy Gilbertson, Tina Burke, Wendy Griffith, Bethany Lofgren, Andrea Mehring

Meeting Called to Order: 5:00 p.m. by Chairman Boyd Frederick

Citizen Comments: 5:01 None

Supervisor Comments: 5:01 None

Chairman Comments: 5:02 Chairman Frederick advised, to keep the meeting organized, each division would present their budgets and then the JLEC committee could ask questions. Questions from other County Board Supervisors would then be heard.

Approval of the Minutes from September 4, 2019:

Motion by: Yuhas **Seconded by:** Wamboldt **Approved:** unanimously

Kenosha County Division of Human Resources Director Clara Tappa:

Discussion and Possible Action on Tentative Agreement with the Deputy Sheriff's Association

Motion by: Yuhas **Seconded By:** Rodriguez **Approved:** unanimously

5:03 HR Director Clara Tappa supplied documents containing the terms of the Tentative Agreement that had been reached with the Deputy Sheriff's Association. The summary includes "Janus Language" which allows members membership to voluntarily stop their dues deduction with notice given on a dues deduction form. One Vacation day has been converted into a Casual day (can call in on short notice). Thanksgiving Day added to list of Holidays for which overtime worked is paid at double time. Vacation entitlement concept reinforced. Members who separate will receive a prorated vacation value, and members who retire with 5 years of service will receive the full year's vacation entitlement in the year that they retire. Language was removed regarding dental insurance and added vision insurance language. Members who separate employment receive a prorated clothing supplement value upon separation. This has been the practice, language is being added to the contract. Random alcohol and drug testing will be implemented, but not more than 25% of the membership each year. Residency requirements will now allow up to 9 months for residency to be established, currently require new deputies to have that residency upon hire. Resignation notice has been updated to reflect that members must give a two-week working notice to remain in good standing. Language has been moved from a side letter into the contract regarding when the period for overtime begins. The contract term is 3 years. Language regarding Notice and Start of Negotiations has been cleaned up to include Notice to Negotiate by April 1st and Start of Negotiations to begin by May 1st of the year the contract expires. K-9 monthly stipend was increased from \$450 to \$500. A great deal of clean-up was done to remove gender-specific and outdated references. Wages include a balancing out of step increases resulting in varying percentages of increase for each step in 2020. Chart providing wage increases was provided. For 2020, deputies and detectives will receive

between 3.5%-6% increase depending on what step in the pay scale they are at. For 2021 and 2022 they will receive 4%-4.5% increase. Tappa advised that current wages are very low compared to other agencies.

Supv. Wamboldt inquired if any contract changes resulted in saving the County money. Tappa advised that changes were made that would benefit the County, prorated vacations upon separation will be a savings. Random drug testing is very important, it does not provide monetary value but adds to commitment of safety. Recruitment and retention are a very significant factors, the cost of hiring a new deputy and getting them on the road is \$90,000. We want to be able to hire better qualified candidates and retain their employment. Tappa went on to explain her handout regarding deputies that left the department between 2017-2019.

Supv. Yuhas inquired if the reason for separation, during exit interviews, was due to low wages. Sheriff Beth and Capt. Hallisy both confirmed that low wages have become an issue. Yuhas asked if Sergeants and Lieutenants will be getting an increase also, Tappa advised that the increase that is being proposed will get the wages more competitive as well.

Supv. Decker inquired to the cost of co-pays and premiums for medical and dental insurance. Tappa advised that premiums and co-pays are not paid as the deputies are in a High-Deductible health plan. The deductible for Single plan is \$2400 and \$4800 for Family plan.

Supv. Skalitzky asked the percentage of attrition and Tappa advised that we are currently exceeding 15%. This is well above the law enforcement average of 10-12%.

Supv. Gentz asked what percent wage increases were negotiated for the last three years. Tappa advised that 2%/2%/3% were given for 2017, 2018, and 2019.

Supv. Rodriguez asked why the wage increases weren't higher if they wanted to retain employees. Tappa stated the goal was to be competitive within the budget restraints. Rodriguez inquired as to why the cap of random drug testing was 25%. Tappa said that was the level that was negotiated.

Supv. Nudo asked if the comparison to other agencies included benefits, Tappa confirmed that it did not. The Deputy Sheriff's Association has voted for the Agreement unanimously.

Rodriguez asked who will administer the drug test, Tappa stated an outside vendor will give them, and Sheriff Beth confirmed that the tests will be conducted.

Resolutions from the Kenosha County Sheriff's Department:

1) W.I.D.O.T. Bureau of Transportation Safety (BOTS) – Alcohol Enforcement Grant 2019-2020

Motion by: Wamboldt **Seconded by:** Celebre **Approved:** unanimously

5:40 Chief Deputy Levin explained that Racine County receives and administers this grant. The grant is offered to reimburse labor costs associated with scheduling increased patrol presence to enforce alcohol/drug impaired drivers at targeted times. The funding period will be from October 2019 – September 2020. The KSD share of the partnered award is up to \$20,000.00.

2) Recognizing Surplus Inmate Phone Revenue to Fund Various Operating Expenditure Budgets in the Sheriff's Dept. Budget

Motion by: Wamboldt **Seconded by:** Yuhas **Approved:** unanimously

5:42 Chief Deputy Levin advised \$118,780.00 in surplus inmate phone revenue will be used to increase various expense budgets. This will cover anticipated costs through the years end.

Presentations of 2020 Budgets:

1) Sheriff's Department

Motion by: Rodriguez **Seconded by:** Wamboldt **Approved:** unanimously

5:43 Sheriff David Beth began the presentation. The 2020 Budget proposal includes a Tax Levy increase of 3.36% and an increase in department Operating Revenues of \$543,000.00. The increase in Revenue is due to increasing the minimum daily housing for Federal inmates from 212

per day to 218 per day. There will also be an increase in the Inmate Phone Revenue due to a new contract entered with GTL. This contract includes a "tablet" program for inmates. The department Operating Expenditures increased by 3.92%. The Capitol Bonding proposal in \$1.1M to afford vehicles, replacement of the electronic fingerprinting system, year one of a four-year plan to replace aging portable radios, year two of a five-year plan replacing tasers, and funds to purchase additional traffic radar devices. The proposal also includes equipment to support the Tactical Team and for crowd control, anticipating participation in the 2020 Democratic National Convention.

Personnel costs increased by \$1.3M, primarily due to the Deputy Sheriff's labor contract and additional staff that was requested. There is a request to re-fund one Direct Supervision Officer, leaving four FTE's un-funded for 2020. This replaces a DSO that was re-assigned in late 2017. The reassignment was to the new grant funded position of Discharge Planner. The Discharge Planner identifies inmates that may qualify for after-care treatment and coordinates a comprehensive care plan with the inmate prior to release. The grant funding terminates at the end of this year; however, with the re-funding of the DSO position, KSD can continue this coordination of care for qualifying inmates. The personnel budget proposal also includes adding two Deputy Sheriff FTE's, bringing total from 84 to 86. The two additional deputies are in anticipation of negotiating additional law enforcement coverage for the Village of Somers and the Village of Salem-Lakes. The negotiation process has not been finalized, depending on the outcome, one or both positions will be filled next year. There is a request for an additional Sergeant bringing the total number from 14 to 15. This position is necessary to support functions in our Administration division. In the past, some of the responsibilities were managed by an IT staff member that was assigned to our division, but that program ended in 2019. In the meantime, a Patrol Sergeant has taken over the duties. The request for an additional Sergeant is made in order to return the Sergeant to the Patrol Division. Personnel costs also include an adjustment to the pay scale calculation for Sworn Supervision to avoid wage compression between the Deputy Sheriff classifications. The Overtime Budget has remained the same for 2020. While the cost will exceed this amount as they move through 2020, the cost will be covered with both unspent regular salaries due to vacancies and recognizing any surplus Federal inmate housing revenue earned.

The proposal for Contractual Services appropriation increased by \$170,000, a 4.25% increase over 2019. This increase is primarily due to the increase in Inmate Health Care and in Telecommunications. The inmate health care provider had not increased their contract over the past couple of years, but for 2020 they proposed an increase of \$97,000. The Telecommunications budget has increased by \$50,000 due to the department taking on the cost of FIRST NET licenses and usage costs. This is a new application necessary for communications in the squads. The IT department has been steadily implementing this into the squads and affording the licenses and usage costs for the year. This has been done with the understanding that KSD will budget for these costs in future years.

For Supplies the proposed increase is \$31,000 or 1.77%. Only two line items have been increased which include Officers Equipment and Ammunition. Officers Equipment has been increased by \$6,780 to cover the cost uniforms, batteries, OC Spray, and provide additional On-Scene Trauma kits for the squads. Ammunition increased by \$6,400 to fund the purchase of non-lethal munitions for the special teams.

The proposal for Capital Bonding funded projects is \$1.1M. This funding affords the cost of 10 additional patrol vehicles, purchase of a replacement 15-Passenger style van for Conveyance Unit, replacement of the electronic fingerprint system, replacing of portable radios over the next four years, funding of year two of five for Taser replacement, and cover the cost of equipment and supplies needed to support the Tactical Team. Also included is crowd control equipment in anticipation of participation in the 2020 Democratic National Convention to be held in Milwaukee.

Supv. Rodriguez inquired as to what type of Operations Equipment would be purchased through bonding. Nancy Otis responded that the equipment included Tactical Team and crowd control equipment, year two of taser replacement plan and six laser devices for traffic control. Crowd control equipment includes a pepper ball launcher and ballistic vests. Rodriguez asked why nothing was proposed in the 2019 Budget for this type of equipment. Otis responded that the timing of the

Tactical Team needs was not known last year, and that other budget request could have been more urgent. The number of ballistic vests being purchased is sixteen and 2 ballistic shields. For 2020, \$64,320 is owed for the Taser purchase. KSD currently does not have any ballistic shields. Capt. Hallisy advised that the vendor allowed KSD to use a demo for three Tactical calls and it proved to be incredibly valuable. Two laser range finders, one search stick pole, and a command monitoring station for the search stick will be purchased. A pepper-ball launcher and a multi-cycle launcher for bean bags including launcher bags. Beth explained that times have changed, and the Tactical Team is needed much more often. This need has caused the department to get "caught up". Rodriguez asked if the department was aware that the electronic fingerprint system was coming to end of life, Capt. Miller expressed that the department was not informed until this year. Rodriguez asked why new portable radios were needed; Beth explained that the current radios are old and not up to date with P25 technology. Rodriguez asked what type of vehicles were being purchased; Beth explained that F-150 trucks were being purchased at a similar cost of the previously used Explorers and will have better gas mileage and trade-in value. There was discussion regarding the take home squads for the deputies and Beth advised that it was working well for the department.

Supv. Wamboldt inquired if the salary costs were only for deputies and Otis responded that the amount included the entire department. Wamboldt asked how long the new squad cars would last and Beth stated five to six years. Wamboldt asked where the Cops & Schools support money came from and Otis advised that the money comes from the schools. Wamboldt asked why the DARE revenue was projected at zero and Otis advised that it is a separate fund that is not put in the budget.

Supv. Gentz confirmed the number of FTE being hired in 2020 and Beth advised that two deputies would be hired in October, one Sergeant, and one re-funded DSO. Gentz then expressed that he did not support the purchase of trucks for squad cars.

Supv. Poole asked how many vehicles would be purchased and Beth stated 10 would be bought in 2020. Poole inquired how many officers will be sent to Milwaukee for the DNC and Beth said the number was not known at this time. Capt. Hallisy added that the department, under Federal Law, must send their Bomb Squad.

Supv. Decker asked if the equipment cost for the DNC will be reimbursed and Beth advised that reimbursement will only be for man hours not equipment.

Supv. Rodriguez asked the department to prioritize the \$142,000 for tactical equipment that was under Capital Bonding. Otis advised that this amount was initially placed in the Budget under Fund 100 and that Finance moved it into Bonding. Beth advised that he could not prioritize the list without consulting the Tactical Team. Capt. Miller stated that without this equipment, the department is not prepared for a "worst-case scenario".

Supv. Nudo asked why Overtime is not budgeted at a more realistic amount and the Sheriff stated that the money from vacancies and any unanticipated revenue from federal inmates is used to make up the difference in overtime. This process has been used for quite some time and if the overtime is accurately budgeted it throws off the percentages. Nudo then asked for the breakdown of the cost for the purchase of the 10 new squads. The breakdown is approximately \$72,000 per vehicle with \$35,800 being the base price with the rest spent on equipment for the car. Nudo suggests the purchase of new vehicles be delayed one year.

Supv. Skalitzky asked if any vehicles were being turned in to decrease the number in the fleet. Beth stated they are only adding at this time and every Deputy does not have a take-home squad. Capt. Miller advised that they currently have enough vehicles to issue everyone a car, but that would leave none in reserve. There are a couple of squads that might be able to get turned in next year, having 180,000-190,000 miles each. Miller confirmed the number of squads in reserve would be about ten. Skalitzky advised that he approves of the program and sees the value in the length and duration of the new vehicles. Beth advised that the amount of money being spent on squads will be comparable to past years; however, there is the benefit of more man hours being spent on the road.

To Reduce Operating Equipment under Capital Bonding from \$142,800 to \$111,470:

Motion by: Rodriguez

Seconded by: Wamboldt

Withdrawn: Rodriguez

To Remove Capital Bonding amount of \$142,800 for Operating Equipment and place back into the Budget and use Levy Dollars for the Equipment:

Motion by: Rodriguez

Seconded by: Wamboldt

Approved: Yes (4 to 1)
Nay: Frederick

2) District Attorney

Motion by: Rodriguez

Seconded by: Yuhas

Approved: unanimously

7:05 District Attorney Michael Gravely began the presentation by distributing handouts related to the reduction in costs for 2020 and statistics for new Victim Witness position that is being requested. The reduction in budget of \$31,500 comes from the conversion to paperless, better efficiency in how subpoenas are served, and less experts being used for trials. Gravely is requesting an increase of \$56,600 to the Professional Services portion of the budget. This will allow a 1-year contract, non-renewable, for a Prosecutor to take on the increasing demand of CHIPS (Children in Need of Protection/Services) and TPR (Termination of Parental Rights) cases. The DA's office has an experienced attorney that is willing to spend 50% of her time handling these cases, should the increase be approved. Federal Social Security funding will cover 1/3 of the contracted position, reimbursing \$21,500.00. Per Social Services, if the children of the 52 new TRP cases are placed in an adoptive home, it will save taxpayers \$200,000-\$250,000. Gravely went on to explain the increase in gun related crimes in Kenosha. He also described the rise in drug endangered children cases and the responsibility of restitution cases being added to the DA's office. These increases and changes have caused the need for an additional Victim Witness professional. Additionally, state funded Victim Witness professionals are not allowed to work on CHIPS or TPR cases. If the Victim Witness position is County funded, they can help the Prosecutor with the increase of special cases.

3) Juvenile Intake

Motion by: Yuhas

Seconded by: Rodriguez

Approved: unanimously

7:47 Juvenile Intake Director Mary Beier distributed a handout outlining the three main increases to the Juvenile Intake budget. Personnel Appropriation unit will have a projected increase of \$17,953. Public Liability Insurance has been projected, by Administration, to increase by \$831. Other Professional Services, which includes the cost of Juvenile Detention, will increase by approximately \$25,375. In 2020, Racine Juvenile Detention Center is increasing their daily rate for males by \$25.00/per day. The budget increase is requested to cover the fees associated with the daily rate change.

4) Clerk of Courts

Motion by: Yuhas

Seconded by: Wamboldt

Approved: unanimously

7:52 Circuit Court Clerk Rebecca Matoska-Mentink reported 2.2% increase that mostly covers salaries. She advised of a re-classification of the Financial Services Manager up one grade based on a county wide study. The Court Services Manager will also be moved up one grade. There is an increase of 2.5% to the Guardian ad Litem budget, and small increases to the per diem Court Commissioners. They currently have one court reporter that is county paid and would like to increase them to the State rate. There is an anticipated increase in the Court Support Grant.

Any Other Business Allowed by Law: 7:57 None

Meeting Adjourned: 7:57 on motion by Rodriguez; seconded by Celebre.

Respectfully Submitted,

Michelle Hicks

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