

LAW ENFORCEMENT/EMERGENCY MANAGEMENT COMMITTEE MINUTES

DATE: June 24, 2022

Call to Order: Meeting called to order by David Drayna at 8:30 a.m.

Roll Call: Members of the committee present were: David Drayna, Timothy Mielke, Brandon White

Others present were: Sheriff Paul Milbrath, Chief Deputy Jeff Parker, Corporation Counsel J. Blair Ward, County Administrator Ben Wehmeier

Absent: Dwayne Morris, Mary Roberts

Certification of Compliance with open meetings law: County Administrator Ben Wehmeier certified compliance with the open meetings law.

Discussion and possible action on future meeting schedule

County Administrator Ben Wehmeier said he is working with Tammie on getting a doodle poll together but proving quite challenging. He requests this topic should be carried over to the next meeting in July.

Approval of the agenda: The agenda was approved as presented.

Public Comment: Anita Martin provided information following up on a discussion the committee had in March 2021 in regards to the Enbridge Pipeline spill on Blackhawk Island Road in the township of Koshkonong. It originally reported as a 1.35-gallon spill that occurred in April or May of 2019 but the company provided a re-estimated volume to the DNR's remediation team is 3,336 to 7,937 gallons. They are working close with the DNR and she believes they should be having revised remediation plans submitted by July 25.

Approval of the May 27, 2022 meeting minutes: A motion was made by Brandon White, and seconded by Timothy Mielke that the May 27, 2022 minutes be approved as printed. Motion carried.

Communications:

None

Grants – Update of ongoing or new grants:

- Sheriff Milbrath stated he met with the Didion Corporation last week Thursday. They presented the Sheriff's Office with a check for \$10,000 to be used for upgrades to the detective's cameras. Original estimates for cameras were around \$3,000 but were able to get it for a reduced price of around \$300 dollars less. The other portion on the donation has been designated to the shooting range for the active shooter/hostage building.
- The Sheriff mentioned a donation from Calvary Baptist Church of Watertown for \$2,425 for the Dive Team from their Blue and White Sunday.
- The Sheriff's Office received a \$1,100 Aliant Energy grant for the purchase of AED's.
- The Sheriff mentioned donations of \$500 from the Helenville ATV Club and \$200 from Tom and Mary Bauer for the K-9 unit.
- The Sheriff also mentioned other -donations as well as food donations the office has received over the last few weeks. The kitchen received an entire pallet of Strawberries.
- The Sheriff also mentioned that he applied for one more grant this last week through We Energies to be used for AEDs. Also, an application has been submitted to the Masonic Lodge in Whitewater for about \$900 for AED upgrades and additional AEDs.

Discussion and possible/recommendation on PSAP Grant Funding For one Public Safety**Answering Point Per County**

- County Administrator Ben Wehmeier spoke on how the State of Wisconsin over the course of the last couple of years has been looking at how to modernize the 911 system across the entire state. It is referred to as Next Generation 911 or NG911. A big part of this has been related to funding sources and a more uniform approach moving forward. The Department of Military Affairs has been delegated the authority related to implementation of Next Gen 911. As part of that process the state has allocated funding in the form of grants to help Public Safety Answering Points (PSAPs) across the state to help them in terms of modernization which could be anything from equipment to training and a host of other things. The State is asking County Boards across the state to identify one PSAP that would be designated to receive these grant funds. The recommendation is that the Jefferson County Sheriff's Office dispatch center be the one designated because it takes the most call volume. The City of Watertown is the County's primary backup and also the call overflow center for the Sheriff's Office and they are looking at how to make that more of the "annex" dispatch center of Jefferson County. Grants are starting to become available in July or August which may be used in the construction of the new dispatch center. The County needs to be in a position to receive these grants by complying with the PSAP grant requirements. The County will need to purchase equipment and have certain additional training. If the Board approves it then it goes to the Department of Military Affairs to officially designate it so the state is aware of who the designated authority is for Jefferson County.
- Motion from Dave Drayna to send a resolution which is substantially similar to the draft motion to the County Board for approval and seconded by Brandon White. Motion carried

Discussion and possible action on updates to the Civil Service Ordinance regarding recruitment,

promotions, and waiver of the 60-college credit requirement for new Deputies

- Chief Deputy Parker presented a PowerPoint on the current situation at the Sheriff's office and why this is being asked. It is not a request to minimize or decrease the current hiring standards. This is not to grant or make an exception to lowering hiring standards. Just a request for a layer of flexibility within the process due to some unique circumstances encountered in the world of recruitment and retention.
- The Wisconsin Law Enforcement Standards Board (LESB) establishes the minimum hiring standards for the state of Wisconsin which must be met to be a law enforcement officer:
 - Be at least 18 years old;
 - Have a high school diploma or equivalent;
 - Possess a valid driver's license;
 - Have no unpardoned convictions for a felony, or any offense that could be punished as a felony in Wisconsin;
 - Have no convictions of a misdemeanor crime of domestic violence as defined in 18 USC 921(a) (33), convictions of domestic abuse as defined in § 968.075(1)(a), Wis. Stats., or convictions of a crime subject to the imposition of the domestic abuse surcharge under § 973.055(4), Wis. Stats.;
 - Per § 66.0501(2), no person may be appointed deputy sheriff of any county or police officer of any city, village, or town unless that person is a citizen of the United States;
 - Be of good character; and
 - Be free from any physical, emotional, or mental condition that might adversely affect the performance of the duties of a law enforcement officer
 - An applicant for employment as a law enforcement or tribal law enforcement officer shall possess either a 2-year associate degree from a Wisconsin technical college system district or its accredited equivalent from another state or a minimum of 60 fully accredited college level credits. An applicant who has not met this standard at the time of employment shall meet this standard as a requirement of recertification by the board at the end of his or her fifth year of employment as a law enforcement or tribal law enforcement officer. At the request of an applicant and upon documentation of experiences that have enhanced his or her writing, problem solving and other communication skills, the board may waive a maximum of 30 college level credits. This educational standard shall apply to applicants first employed as law enforcement or tribal law enforcement officers on or after February 1, 1993.
- Educational requirements mandated February 1, 1993. People already employed as police officers were grandfathered in if they had not met this component. The ordinance we have is missing certain verbiage.
- The Sheriff's office has always held higher standards with hiring. Currently there are 40 personnel with bachelor's degrees, 53 personnel with associate degrees, 5 personnel with 60 College Credits, and 2 personnel grandfathered in. The last 7 candidates hired have all had Bachelor's degrees.
- The jail needs 32 deputies to staff the jail division. Currently 26 deputies have been hired since 01/01/2019. Since June of 2020 19 deputies have been hired. 81% of the current staff have less than 3 ½ years of experience and 59% of the jail deputies have approximately 2 years or less.

- The next 3 hires that the Sheriff's office should make are female candidates. Currently there are 7 female deputies with 1 retiring in 2022. The ability to swing female deputies from support services and patrol to cover shifts -is only a short-term solution to a problem and creates moral issues.
- Primary goal is to hire the most qualified candidates and education is important. If the candidate doesn't have the needed credits, the Sheriff's Office hires them as close to 60 credits as possible. When the new hires attend the Law Enforcement Academy they earn 20 college credits and when they attend the jail academy they earn 5 college credits. Candidates have the potential of earning 25 college credits after being hired. The sergeants would monitor the goals and expectations of the personnel and if the educational requirement is not met it would result in termination at the 5-year mark if not sooner if expectations are not met.
- The Sheriff talks on how the goal is flexibly not lessening of standards.
- Chief Parker talks about working with Corporation Counsel on an Employment Hiring contract that could cover several different areas such as a commitment of candidates and termination based on educational requirements not obtained.
- Chief Parker also spoke on the changes to promotion criteria for chief deputy position as he is retiring in August. This allows the eligibility list to open up and allow us to better promote within the organization.
- Corporation Counsel J. Blair Ward states there is a resolution going to County Board in July that would suspend the requirement of 60 College Credits upon hire asked for a motion to include the adjustment to the Chief Deputy hiring criteria in the resolution that is going to the County Board in July.
- Motion from Brandon White and seconded by Timothy Mielke. Motion carried

Report from the Sheriff:

- Sheriff reports the hiring process continues. 4 new deputies were hired and many deputies in training and more scheduled. Short staffed in many areas is creating a lot of overtime. One of the positives of being short staffed all the deputies are all still certified and qualified to work in the jail. Which allows for patrol deputies to take open shifts in the jail. Working well with the Union.
- The Sheriff mentioned again the generous donation to the kitchen. Mentioned how fortunate to have a community so willing to take part and assist.
- Radio project is on time and only a few issues. Time clocks cannot be used that were originally purchased. If they break the company cannot get the parts so different radios were purchased. This is about a \$50,000 cost to the county that was completely unexpected. Much of the other equipment has been received. We Energies has approved the use of its tower which keeps Jefferson County from having to build another tower. We Energies is checking to make sure the structure can handle the load of the dishes and waiting on the structural analyst.

Update on Communications Project:

- Todd Lindert said that all the sites are online except for the Waterloo one as that relies on the We Energies tower that is still getting worked on. Microwave network is up and testing is happening. Antennas are hung just waiting on one as it was damaged during shipping. The project is moving along and moving along fast. Generators are all in place. Still some little things to do yet.
- The Sheriff added that Generac Corporation has been helpful with getting the Sheriff's Office the generators. We were able to get them at a greatly reduced rate due to their help.

Review monthly bills and financial items (May): – The committee approved the monthly recap reports for May 2022 bills in the amount of \$240,652.28 A spreadsheet summarizing current bills was reviewed by the committee members.

Report on the budget:

- Chief reported the following:
 - County ordinance revenues at 103,083 of budget of 192,000
 - Fines revenues at 68,270.56 of budget of 131,500
 - Gas/Diesel at 65,693.12 of budget of 132,500
 - Overtime 196,843 of budget of 546,032
 - SSD 12,949 of budget of 59,651
 - Dispatch 42,171 of budget of 115,333
 - Jail 198,413 of budget of 233,978
- Chief Parker mentions that the Sheriff's Office will be over on Gas/Diesel budget. Revenues are at 41.1% of operational budget revenues so it is right on track with the overall budget.
- Every department is under budget except for the jail right now.
- The office is currently working on next years budget well in advance. The hope is that the budget is completed before Chief Parker retires in August.

Review monthly jail and patrol activity reports:

Jail activity- Telephone Commission is \$1,612.83 through March and patrol activity reports were not available.

Discussion and Possible action on approving jail assessment fund purchases:

The Committee received a report on general jail assessment fund purchases totaling \$3,800.70. Payment was made to Jefferson County Literacy Council for May and June for jail inmate instruction in the amount of \$3,600 and to Performance Foodservice for the May dish machine lease in the amount of \$200.70.

The jail assessment balance at the end of May is \$267,065.15

Discussion on potential items for the next meeting agenda:

No action taken.

Adjourn: A motion made by Brandon White to adjourn at 9:45 a.m., was seconded by Timothy Mielke. Motion carried.