

MINUTES OF MEETING OF JUDICIARY & LAW ENFORCEMENT COMMITTEE
June 1, 2016
KCAB 2ND FLOOR COUNTY BOARD COMMITTEE ROOM

Members Present: Leah Blough, Jeff Wamboldt, Greg Retzlaff, Boyd Frederick, Mike Skalitzky, YIG Sydney Robson, YIG Madelyn Lacroix

Others Present: John Poole, Sheriff David Beth, Chief Deputy Charles Smith, Capt. Robert Hallisy, Lt. Justin Miller, Robert Riedl, Patrick Georno, Elliott Sussels, Dennis Hughes, Celine Barnes, David Stauche, Denise Bell, Leona Dobbs, Deb Shimkus, Denise Haney, Carlos Gerena, Janetta Sepanski, Jeanette Dahl

Meeting Called to Order: 6:30 p.m. by Chairwoman Leah Blough

Citizen Comments: 6:30: Comments from Denise Bell, 4223 29th Ave., Dennis Hughes 144 N. Jefferson St., and Carlos Gerena 7312 98th Ave. Unit G, included that Corrections, Kitchen, and Admission Release Specialists, are still receiving eight less paid holiday days than other county employees. This is due to a schedule change, made years ago, to 5 days on 2 off; 4 days on 2 off. The result is short weeks that only pay 32 hours. They are able to work an extra day during the short weeks, however, at straight pay. They feel the compensation study is deficient in this area. They would like this addressed at the same time. They feel that conditions they are exposed to include more mental abuse than the private sector. Comment was made that they are unaware of anyone being asked to complete a survey of the jobs; and wonder how accurate the study can be without their input.

Supervisor Comments: 6:40: Introductions were made between Committee Members and the new Youth in Governance members.

Chairwoman Comments: 6:42: Chairwoman Blough welcomed the new YIG members. She asked that members go through her, or raise hands, for questions and she will acknowledge them.

Minutes Read: 6:43: May 13, 2016 Meeting
Motion by: Frederick **Seconded by:** Wamboldt **Approved:** unanimously

Resolution from the Kenosha County Sheriff's Department, Field Operations Division, Bureau of Emergency Management:

- 1) Resolution to Approve the Appointment of Rick Dodge to Serve as a Member of the Local Emergency Planning Committee

Motion by: Wamboldt **Seconded by:** Frederick **Approved:** unanimously
6:44: Lt. Justin Miller presented the resolution for a three-year term. Dodge attended eight of twelve meetings, and was excused for the four he missed. There is no pay and he succeeds himself. Supr. Retzlaff commented as to the number of committees that Dodge is on, however, sees no problem as long as commitment is there. Supr. Skalitzky asked if the attendance rate was acceptable to Lt. Miller. Miller replied yes and that it is within the bylaws.

2) Resolution to Approve the Appointment of Jim Huff to Serve as a Member of the Local Emergency Planning Committee

Motion by: Skalitzky *Seconded by:* Retzlaff *Approved:* unanimously

6:47: Lt. Miller also presented this re-appointment. This is for a three-year term and Huff attended eight of eleven meetings and was excused for the three missed meetings. Huff also succeeds himself and serves without pay.

Resolutions from the Kenosha County Sheriff's Department:

1) Recognize Surplus Federal Inmate Holds Revenue to Purchase and Install Twin Boat Motors for the Sheriff's Dept.'s 2003 Zodiac Safe Boat

Motion by: Frederick *Seconded by:* Skalitzky *Approved:* unanimously

6:50: Capt. Hallisy presented the resolution to recognize \$40,000 of the surplus earned from federal inmate holds, to afford the replacement of the boat motors on the Zodiac Safe Boat. Federal inmate/detainee numbers have been over 237/day so far this year. Skalitzky asked if they got quotes and brands, and if two motors is enough. Hallisy replied that they are working with Purchasing for quotes and two motors is according to the US Coast Guard. Skalitzky commented that he would like local companies considered, however, understands the bid process. Retzlaff asked if the motors are old. Sheriff replied that the shafts on the ones that they currently have are too short and the boat is slow. Their additional concern is that after Labor Day weekend, the Coast Guard will be leaving Kenosha. They need to be prepared. They have one main boat and one backup.

Resolutions from Kenosha County Personnel Services:

1) Resolution to Approve the Recommendations of the Classification and Compensation Study for Corrections Officers

ITEM WAS TABLED

7:00: Personnel Director, Bob Reidl, and Elliott Sussels from Segal Waters, presented the resolution. Reidl stated that the County Board previously approved this study so the County can continue to attract excellent employees. Last June, studies for management, clerical, and highway were presented. Tonight's presentation is for correctional staff. There were multiple phases that included wages and surveying public and private sectors. Resources were used in depth. Reidl thanked the Sheriff's Department and Payroll for their efforts.

Mr. Sussels reported that the task was to evaluate prevailing rates and recognize the vibrancy of the community for competition. He discussed the figures in the power point demonstration and stated that to be competitive, the target percent of market is 95% to 105%; Kenosha is currently at 87%. Supr. Wamboldt asked if this is just base wages and Sussels replied yes. The study then included health benefits. Retzlaff stated that the \$14,388 referenced is low and should be \$25,000. Sussels stated that this figure was provided by the County. Reidl reported that the cost to the County is \$14,388. This figure is based on the amount of insurance used. Retzlaff stated that, with Geertsen present, \$25,000 per year was provided as the budget figure. Reidl stated that he is not sure where the figure came from, however, the amount used to pay bills is \$14,388. Employees pay 100% of their dental and vision premiums.

After converting benefits to cost/hour, the maximum range for Kenosha County is significantly lower. In conclusion Kenosha County starting wages are at 100% of the average of Public and Private Sectors, however, only 85% of the public market, which is the primary competitor for corrections officers. Kenosha County is nearly 14% below market for long term COs. Kenosha County needs to improve starting wage to effectively compete in both private and public markets. Kenosha County

needs to improve top wages for long term COs. Proposed minimum hourly rate is \$19.57 with a maximum of \$24.86. Difference is an additional \$1.73 for minimum and \$2.32 for maximum.

Reidl stated that classification NE5 best fits the target range and would be reviewed annually. Starting 8/1/16, they would implement the new start range. Employees currently below the new levels would receive a 1.5% increase on 8/1 with further increases on anniversaries.

There are great losses when corrections staff leave. Training costs and time are expensive and extensive. It takes nine months from the date of hire to fully train a Corrections Officer. Interviews now include detailed conditions to make conditions clear and allow tours of the facilities. Retzlaff asked for an opinion of why people leave. Capt. Hallisy offered several reasons including wages, working conditions, other jobs, and relocation. Specific points are often not given in exit interviews. Sheriff Beth added overtime issues as a contributor. Wamboldt asked if people would stay if the money was there; if other things could be done; and if any charting of exit reasons is kept. Reidl replied that other jobs offer comparable wages without being in a jail setting. Working environment is difficult. Hallisy stated that they do not have specific statistics tracked. They are trying to make changes to improve conditions. Skalitzky asked if other counties, including Lake County, were included in the study. Sussels replied yes.

Reidl continued his report with plans for a two-step pay increase during the first year as incentive to continue training. Correctional staff scheduling results in a total of 2,022 hours per year instead of the 2,080 per year for a 5 on 2 off schedule. This creates eight 32 hour weeks for correctional staff annually. Recommendation is to re-fund two positions at the Pre-Trial Facility. Refunding two positions at the Detention Center made a significant improvement in overtime. Pre-Trial has 43 fixed post assignments per day and the Detention Center has 61 fixed post assignments per day. The percentage of forced overtime shifts at the Pre-Trial Facility is 15%; with 10% at KCDC. Employees can protect themselves from being forced by electing to work voluntary overtime. Recommendation is to continue existing alternatives to incarceration, and continue finding new alternatives to keep population numbers down.

Review of Recommendations:

- Increase wages to competitive market rate by moving Corrections Professionals into wage range NE5. (\$121,525 of budgeted implementation costs 2016 budget)
- Introduce a first year retention incentive of two first year wage increases, 3% of the range midpoint
- Re-fund two of the unfunded positions in the Pre-Trial facility. Monitor the success rate on reducing overtime

\$125,000 full year impact

Retzlaff asked for the budget impact in 2017. Reidl replied \$303,000 for raises. Supr. Poole commented that the State of Wisconsin administered raises and asked if any were near Kenosha. Reidl replied Racine Correctional Institute. Poole asked if this data was used for comparison and Reidl replied no, only County Facilities.

Skalitzky asked for more information on the issue of losing eight holidays and the fairness. Sheriff Beth stated that correctional staff is correct with this statement. He is not sure, however, if everyone in the public sector gets holiday pay. They never routinely got the holidays off due to the 24-hour operation. The change was made with the enactment of Act 10. They want to go back to the scheduling from five to six years ago. Deputy Sheriffs also do not get paid for holidays. Correctional staff was given an extra PTO day annually. Skalitzky asked if deputies have the same concerns.

Sheriff reported that deputies are on a 5 on 2 off; 5 on 3 off schedule with straight pay on holidays for both correctional staff and deputies. Skalitzky asked if corrections staff would be happy with extra pay on holidays or if they want another day off. Sheriff replied that they want an extra eight hours of pay during their short weeks. Skalitzky asked what the cost of this would be and Reidl replied \$265,000. Skalitzky asked if this was included in the study figures. Reidl replied no and there is no contemplation of changing the schedule in the study; this is the Sheriff's schedule.

Skalitzky commented that everything wanted cannot be given; they are responsible to the taxpayers. He would have liked more time for review and research and made the following motion. Wamboldt stated that he would second because he believes that government should move slowly to be sure and clear. Skalitzky said that this is a big deal, not to be decided over a holiday weekend. Supr. Frederick calculated that if this is delayed until the July Judiciary & Law meeting, and then go to the County Board, Payroll would have only eight work days to implement the changes. He is concerned that this would not be feasible. Blough stated that the Committee would be meeting the next week, prior to the County Board meeting, on June 7 at 7:00 p.m.

Table the Resolution to Approve the Recommendations of the Classification and Compensation Study for corrections Officers to the next meeting:

Motion by: Skalitzky **Seconded by:** Wamboldt **Approved:** with Frederick against and Retzlaff abstaining

- 2) Resolution to Approve the Successor Labor Agreement between the County of Kenosha and the Kenosha County Deputy Sheriff's Association

ITEM WAS TABLED

Motion by: Retzlaff **Seconded by:** Skalitzky **Approved:** unanimously

Reidl informed the Committee that the resolution would still be going to the Finance Committee; now prior to Judiciary and Law.

Any Other Business Allowed by Law: 8:55: None

Meeting Adjourned: 8:55 on motion by Frederick; seconded by Retzlaff

Respectfully Submitted,

Donna L. DeBree