

**MINUTES OF THE ONEIDA COUNTY
PUBLIC SAFETY COMMITTEE MEETING
November 16, 2017**

COMMITTEE MEMBERS PRESENT: Bob Metropulos, Billy Fried, Ted Cushing, Chairman Mike Timmons

COMMITTEE MEMBERS ABSENT: Mitch Ives (excused)

OTHERS PRESENT: Medical Examiner Larry Mathein, Amy Franzen (Register in Probate), Kathleen Belliveau (Branch I), Denise Briggs (DA Office), Jennifer Allen (Branch II), Clerk of Courts Brenda Behrle, Corporation Counsel Brian Desmond, Chief Deputy Dan Hess, Sheriff Grady Hartman, Lisa Charbarneau (LRES), Darcy Smith (Finance)

CALL TO ORDER

Chairman Timmons called the meeting to order at 9:30 a.m. at the Oneida County Courthouse, Committee Room #2, stated the meeting notice had been posted and mailed in accordance with the Wisconsin Open Meeting Law and noted accommodations would be made for handicap accessibility.

APPROVE AGENDA

MOTION: To approve the Agenda (Cushing/Metropulos, PASSED).

APPROVE PREVIOUS MEETING MINUTES

MOTION: To approve the October 19, 2017, Public Safety Committee Meeting Minutes (Timmons/Cushing, PASSED).

SCHEDULE COMMITTEE MEETING DATE(S)

The next meeting was scheduled for December 21, 2017.

BILLS, VOUCHERS AND LINE ITEM TRANSFERS FOR PUBLIC SAFETY DEPARTMENTS

MOTION: To approve bills, vouchers, and line item transfers for Public Safety Departments (Cushing/Metropulos, PASSED).

SHERIFF'S OFFICE

Captain and Chief Deputy Wage and Benefits Discussion, Paid Time Off (PTO), Volunteer Employees Beneficiary Association (VEBA), Hours of Work

Sheriff Hartman reported that when the Carlson Dettman study was performed in 2013, there was compression of the captain and chief deputy positions. It was decided to let it slide at that time, but it is now time to take a look at it. Hartman reported since that time, the positions have compressed further because the deputies have bargained through two contracts. Hartman stated this is the time to review the compression because of a captain opening (with Lloyd Gauthier going to the Rhinelander Police Department) and the limited number of people to fill that position. The only employees eligible for the captain position are sergeants who have a minimum of four years in civil service (gun carrying) and three years minimum as a sergeant (seven years total). In

looking at the package for the captain, it is a step backward for a sergeant to take a position in mid-management. The person who takes the captain position will lose benefits going from contracted to management, lose VEBA, lose one week PTO, and lose the ability to collect overtime and call time. Employees interested in the captain position will compare those packages.

Fried asked for clarification that the captain position is only open to people who are already employed at the Sheriff's Office and Hartman stated yes.

Hartman stated today was designed to be a starting point of discussion (Exhibit 1). At this time, the sergeant position is at \$82,000 and the captain position is at \$79,000. Hartman started off by stating do we need this position, and answered yes. Hartman explained this captain is in charge of patrol, civil process, and court security divisions (approximately 28 people). Because the position has been vacant for approximately 6-7 months, those divisions are not running as efficiently as they should.

Cushing asked if the numbers presented include overtime. Hartman stated yes. Hartman explained that management at the courthouse has the flexibility to come and go if their work is done. Hartman stated the captain works more hours and is always on call. Hartman stated that back in 2009, he put in for the lieutenant position (now called captain), compared the packages, found it to be a \$17,000.00 pay cut, and withdrew his name because of that.

Timmons asked if we did this when Sweeney was in office. Hartman stated yes, it has happened 4-5 times since he has been sheriff. Hartman stated his goal was to do this, have it be the last time it was done, and to do it right. The goal was to get them to where they need to be and tie that back to the contracted deputies, so when one goes up, the other goes up, and this should never have to be done again. Hartman stated it will cost money. With two days to the budget being approved, Hartman stated he would cut an equal amount of money in the budget to make a zero impact to offset the cost to the county. Cushing asked if he would do that year after year after year and Hartman stated yes.

Smith asked Hartman if he compared this to other agencies. Hartman stated we were comparable, but our deputies tend to work more overtime because we don't have as many people as we need. Charbarneau stated this was based on the willingness of the staff to work overtime, which was cheaper to pay than having another person on staff (benefits, etc.) Hess reported that the last time a deputy was added in was in the late 90's, which was the added courthouse security when the sheriff's office left the courthouse and moved to their current location.

Hartman handed out and explained a proposal he wrote up (Exhibit 2). #1 – Captains and Chief Deputy will receive same VEBA benefits as contracted deputies. #2 – Most controversial so will save for last. #3 – Captain and Chief Deputy will have PTO hours the same as contracted deputies and receive one more week than they do now. #4 – Ties back into the contract, so if settled, this would tie them back to the contract instead of courthouse staff. Back to #2 – Pick a number of hours that Chief Deputy and Captain

will work. Go back to Carlson Dettman study and pick a pay plan. Charbarneau commented that going forward, the Chief Deputy and Captain will get the same increase as in the deputy contract. Cushing commented that they need to be very careful of basically saying that now they are in the union. Hartman stated that until 2010 they had something called Me 2 and it was in the county code that way.

Fried stated there was a lot that labor relations needed to look at and dissect. Fried asked Hartman if he was looking for this committee to support the compression issue rather than a specific plan. Hartman stated he was looking for discussion, what direction the committee wanted to take, and for the committee to have time to chew on it and discuss the plan with whomever they needed to. Cushing asked Smith if she could put numbers to this. Smith stated she already had. Fried commented that he thought this was an LRES issue. Cushing agreed. Hartman stated he would like the support of this committee. Cushing asked if they could make a motion that the committee recognizes there are compression problems and supports solving that problem, but it needed to go to LRES. Hartman stated Smith was busy with budget right now, and it wouldn't be fair to have her crush numbers at this time. Smith stated she had looked at it, but it effects the contract. The cost would be an additional \$28,000 per year for all three (two captains, one chief deputy).

Hartman stated he wants the captain to be 7-10% above the sergeants in pay. Fried stated he certainly supported there was a compression issue and wanted to make the position attractive for employees to move up, but had concerns. Fried asked how long they had been operating without this position? Hartman stated 6-7 months. Fried asked if there were two captains right now. Hartman stated there were three captains until Emergency Management combined with Sheriff's Office, then went to two. Hartman stated they have talked about alternate plans if this is shot down or isn't solved.

Fried commented to Hartman that Hartman stated he was going to cut his budget to make it up, and asked how he came up with a number that was not even known yet? Hartman stated that was a fair question and expected it. Hartman stated this was a priority for his office. Hartman was willing to tighten up and hurt some other things in order to get this done. Hess commented that the Sheriff's Office was asked to come in at zero and that was what they did. Charbarneau commented that if the captain was promoted from within, then they would promote the detective sergeant, sergeant, etc. position from within, then hire a new deputy, so there would be savings from that process. Hartman stated he was okay in going a little backwards to make it happen if he had to.

MOTION: To accept the fact that there is a compression issue on the wage scale between the chief deputy/captain/deputy positions, to have the finance director look at the proposal, and have information brought back to this committee (Cushing/Metropulos, PASSED).

Timmons commented that he supported the motion, but would like to see numbers. Fried commented that he supported the motion, but would like to see Hartman, Charbarneau, and Smith present a model and bring that back to the committee.

CORPORATION COUNSEL

It is anticipated that a motion will be made, seconded, and approved by roll call vote to enter into closed session pursuant to Section 19.85(1)(c) considering employment, promotion, compensation, or performance evaluation data of any public employee over which this body has jurisdiction or responsibility. Topic: Corporation Counsel's Performance Evaluation Review: Review 2017 goals, set goals for 2018.

MOTION: To go into closed session pursuant to WI Stats Section 19.85(1)(c) considering employment, promotion, compensation, or performance evaluation data of any public employee over which this body has jurisdiction or responsibility. Topic: Corporation Counsel's Performance Evaluation Goals (1st: Cushing 2nd: Metropulos , On a Roll Call Vote: FRIED: Aye, TIMMONS: Aye, METROPULOS: Aye, CUSHING: Aye).

The Committee entered into closed session at 9:59 a.m.

MOTION: To return to open session (1st: Cushing 2nd: Metropulos, On a Roll Call Vote: FRIED: Aye, TIMMONS: Aye, METROPULOS: Aye, CUSHING: Aye).

The Committee returned to open session at 10:35 a.m.

No motion was made. This was only a review of Corporation Counsel's goals for 2017 and 2018.

PUBLIC COMMENTS

None.

ITEMS FOR FUTURE AGENDA(S)

Wage Compression issue at Sheriff's Office, goals for departments, tour of jail.

ADJOURN

10:38 a.m. MOTION: To adjourn the meeting (Cushing/Fried, PASSED).

Mike Timmons, Chairman

Andi Seidel, Committee Secretary

Bob Metropulos, Vice-Chairman