

Law Enforcement Committee Minutes November 17, 2015

The Law Enforcement Committee meeting was held on November 17, 2015, in the Integrity Meeting Room, at the Kewaunee County Courthouse.

Call to Order: Bob Weidner called the meeting to order at Noon.

Members Present: Bob Weidner, Pat Benes, Linda Sinkula, Scott Jahnke, Sheriff Matt Joski, Chief Deputy David Cornelius. Guests present were Lt. Chris VanErem, and County Administrator, Scott Feldt.

Law Enforcement Agenda:

- a) Jail/Dispatch Scheduling & filling current vacancies on the staff:** Sheriff Joski explained how at the last meeting the department was down one position in the jail, but there has been a number of changes with retirements, which caused two more vacancies, and now puts us down 3 positions. Joski recommended putting aside the scheduling issue at this time until the sheriff's department can get back to full staff. We are currently on the 1946 hours and pulling people on the light weeks up on extra regular hours to fill where needed. Joski explained it would be too chaotic to change schedules at this point, when we are not at full staff. With the retirement of Lt. Chris Gulbrand, this could cause a ripple/domino effect in filling these positions if they are filled from staff within the department. Lt. Chris VanErem did share a handout with an analysis breakdown for three months for a 6-3 schedule, a 12 hour shift, and a 2080 hours schedule. Discussion on pros and cons of each took place. The issue of FMLA and workman's comp was also factored into the scheduling in the analysis presented.

Administrator Feldt agreed Sheriff Joski had a legitimate point, and believed the staffing issues need to be filled, but the scheduling issues will still need to be addressed at a later time. Feldt also stated the open jail sergeant position has been difficult to fill, due to those out on patrol do not want to return to the jail, mainly because of the protected/general status difference. Feldt recommends we definitely need to post for the open positions, starting with the Patrol Lieutenant position, being vacated by Lt. Chris Gulbrand's retirement, effective December 31, 2015, and also posting for the school liaison position (regarding Paula Ebert's resignation). Feldt also believes that due to the lack of interest and inexperience for the Jail Sergeant position which is still open, we may have to post externally for that position, which had been previously approved by the personnel committee to fill. Administrator Feldt also noted that the possibility of part time positions be analyzed, if it would be a possibility to cover "openings" in the schedules instead of the extra-regular or overtime.

Feldt did recommend the committee solidify the two open entry level positions, and continue with our "options" on the third position once those two are filled. Discussion on the current county hiring freeze took place. Feldt has proposed the freeze be lifted in the case of the sheriff's department, due to the cascading affect that may take place in filling the open positions.

Discussion on the positions that need to be filled, especially the Patrol Lieutenant position, and the domino effect that could happen if it is filled from internally took place.

A motion was made by Pat Benes to recruit and fill the Patrol Lieutenant position and the School Liaison position, and the subsequent positions that may open as a result of internal hiring's in those two positions, along with the two entry level positions in the jail. Motion was seconded by Linda Sinkula. Motion carried.

It was requested that the Chief Deputy continue to keep Administrator Feldt informed on the filling of these vacancies.

Other Matters as Authorized by Law: Sheriff Joski updated the committee on the jail assessment survey which was recently completed. The survey covered jail needs and current status. This will be a slow process, which could take a number of years, but it is moving forward.

Chief Deputy asked Administrator Feldt if he had received the letter regarding the good faith offer to pay into the retirement until the union contract is settled, versus the insurance plan offered to those in protected status. This will be discussed at the upcoming personnel committee meeting.

Next Meeting: The next meeting was scheduled for December 8, 2015 at 9:30a.m., at the Kewaunee County Emergency Management office in Luxemburg.

Adjourned: Linda Sinkula made the motion to adjourn the meeting. Motion seconded by Scott Jahnke, motion carried. Meeting adjourned at 1247 hours.

Minutes provided by: Recording Secretary, Mary Berkovitz

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