

**MINUTES OF THE ONEIDA COUNTY  
PUBLIC SAFETY COMMITTEE MEETING  
JANUARY 16, 2014**

**COMMITTEE MEMBERS PRESENT:** Chairperson Bob Metropulos, Dave Hintz, Billy Fried, Jack Martinson and Mike Timmons.

**OTHERS PRESENT:** Sheriff Hartman, Brian Desmond (Corporation Counsel), Lynn Grube (ITS), Bill Freudenberg, Jonathon Anderson (Lakeland Times), Lisa Charbarneau (LRES), Larry Mathein (Medical Examiner), Bonnie Wilcox (District Attorney), Kathy Belliveau (Branch I), Deb Shawl (Branch II), Traci Running (Clerk of Courts), Ken Korten Hof, Support Services Administrator/Emergency Management Director and Dawn Robinson, Committee Secretary.

**CALL TO ORDER**

Chairman Metropulos 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 Amended Agenda (Hintz/Martinson, PASSED).

**APPROVE PREVIOUS MEETING MINUTES**

MOTION: To approve the December 18, 2013 Public Safety Committee Meeting Minutes (Martinson/Timmons, PASSED).

**SCHEDULE COMMITTEE MEETING DATE(S)**

The next meeting was scheduled for February 20, 2014 at 9:30 a.m.

**BILLS, VOUCHERS AND LINE ITEM TRANSFERS FOR PUBLIC SAFETY DEPARTMENTS WITH NO AGENDA ITEMS**

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

9:35 a.m. Billy Fried attended meeting.

**VOICE OVER IP PROJECT**

Committee Member Hintz explained he requested the topic to be added to the Agenda and explained during Monday's Administration Committee Meeting Voice Over IP Project was discussed since the County will be moving towards the new phone system. The following was explained; Request for Proposals (RFP) were sent out for the project, three RFP's were received, an issue occurs with the new Voice Over IP phone system integrating with the E911 Center; how other counties are using the technology, costs associated with the integration and time frame established.

The ITS Director explained the RFP Scoring Process, including the scoring system, identified the three companies that submitted a Proposal for the project and identified

Connecting Point as the Company that the County will be going with. The ITS Director explained the preliminary budgetary figures which included an estimated \$100,000 for the integration with the 911 Center and felt the project could be funded with the existing budget along with additional monies within the 2014 budget. Dictaphone equipment costs will be purchased out of the ITS Budget. There was discussion regarding the dispatch equipment.

The Support Services Administrator explained onsite visits were conducted at three different counties to see how the 911 Centers were integrated with a Voice Over IP Phone System. The Support Services Administrator indicated Waupaca County uses the same 911 Center equipment as Oneida County which currently integrates with the Voice Over IP Phone System Oneida County is proposing to purchase. The Administrator explained the telephones lines are brought into dispatch consoles and stressed the importance of integrating the 911 Center with the Voice Over IP Phone System properly.

The current County phone system is old, approximately twenty-five to thirty years and the County is using abandoned systems to get parts. The ITS Director explained the cost savings the new technology would provide and mentioned three leased lines would no longer be utilized. There was discussion.

A question was asked regarding phone lines. The Support Services Administrator stressed the importance of having phone lines in the Dispatch Center as a backup system if all phones and computers would go down.

There was discussion regarding cost of interface, investing into equipment, merging interfacing technology into the county, funding resources and if there are other options.

Committee Member Hintz wanted the Committee to be aware of the issue, address how we can make system compatible and stated the new technology would make the 911 Center more efficient and function better along with upgrading the service the County provides.

The Support Services Administrator recommends moving forward with an upgrade to the current equipment (Moducom Consol) to integrate the 911 Center phone system to the proposed Voice Over IP Phone system the County is purchasing.

**MOTION:** To allow the Support Services Administrator and the ITS Director to upgrade the Moducom equipment and integrate the 911 Center phone system with the proposed Voice Over IP Phone System the County is purchasing. Monies to come from existing budgets. (Metropulos/Martinson, four aye votes and one nay vote).

#### **FAMILY COURT COMMISSIONER**

Corporation Counsel, Circuit Court Branch I and Circuit Court Branch II are present.

**MOTION:** To approve bills, vouchers and line item transfers for Family Court Commissioner/Circuit Court Branch I and Circuit Court Branch II (Timmons/Fried, PASSED).

Committee Member Fried explained this topic was listed due to workload and staffing issues and, uncertainty of direction. The Committee wants to make sure everyone is on same page.

There were discussions regarding contract status and support duties performed. The Family Court Commissioner's (FCC) receptionist phone was not forwarded onto anyone so both Circuit Court Branch Judges had FCC receptionist phone forwarded to both Circuit Court Branch I and Branch II Offices, and both Judicial Assistants are performing support duties associated with the Family Court Commissioner (schedule cases, schedule appointments with Guardian of Litem/Mediators, issue notices, assist with filings, etc.). It was mentioned if an outside support person is brought on board without knowledge of CCAP System, etc. the support person would be contacting either Judicial Assistants to help with those duties instead of Judicial Assistants performing those duties themselves.

The Human Resource Director indicated the Contract for the Family Court Commissioner (FCC) states the FCC needs to provide their own support person, services are tied into the contract and explained it took longer to get contract finalized.

Committee Member Fried stated either Judicial Assistants should not be performing FCC duties and stated if the FCC is not here, citizens want someone to contact on a county level.

The Human Resources Director explained once the contract is signed, a telephone number will be issued for people to call and reaffirmed that contractually, the County is paying for FCC services.

The Committee Chairman was concerned with the system.

Committee Member Fried suggested the Judicial Assistants work with the Human Resource Director if the transition is not working, share the information that was presented with both Judges and if there are issues update the Committee and/or see if there are ways to correct the system.

### **CARLSON DETTMANN**

The Sheriff stated employees should not receive less money when they are promoted to higher positions requiring more responsibilities. Example, if a Sergeant was promoted to a Lieutenant, that Lieutenant would make less money than the employees he/she supervises when the employees work overtime (according to the current Carlson Dettman Plan). The Sheriff affirmed wage compression issues affect the Sheriff's Office Administration.

The Sheriff informed the Committee he met with Carlson Dettmann several times in an attempt to resolve the issue and, the Sheriff has attended all of the Labor Relations Committee meetings regarding this issue.

The Sheriff referred to Control Points and referred to the control point for the Chief Deputy position compared to an average Sergeant Position and cited numerous other control points within the Sheriff's Office (Lieutenants, Lead Corrections Officers, Assist Jail Administrators, etc.).

The Sheriff proposed two solutions. Option #1 putting the Sheriff's Office Administrative Team on a 2080 schedule to even out wages and make compression more acceptable and Option #2 Allowing pager pay or Over Time to acknowledge all of the extra time and duties.

There were discussions regarding 1950 verses 2080 work hours, the Sheriff affirmed the Administrative Team work more than 1950 hours, far above what the Sheriff's Office was requested to do during Sheriff Hoffman's term and, the Sheriff referred to recent incident where the Support Services Administrator worked until early morning. The Sheriff requested his proposal/options be implemented into the study for review by the Labor Relations/Employee Services Committee.

There was discussion regarding the Carlson Dettman Study listed on next Tuesday's County Board of Supervisor's Meeting Agenda. The Human Resources Director explained the Study will be presented to the County Board of Supervisors for informational purposes before asking the County Board of Supervisors to take action at their February Meeting.

There was discussion regarding county administration employee salaries based on hours worked verses private sector salaried employees receiving a yearly salary and doing what it takes to get the job done. The Human Resources Director explained the number of hours worked (1950 or 2080) was associated with union contracts.

The Human Resources Director felt the Sheriff's solution to move Administrative Team up to 2080 hours was a good solution, explained positions were ranked by points and stated the Finance Director would need to review the numbers.

The Medical Examiner explained if you hire someone to work 1950 hours but then expect the individual to work a 50-60 hour week and expect that person to do what is needed to get the job done is offensive. Instead, look at compensating individuals to do the actual job and be fair.

Committee Member Fried indicated there a lot of good things the County is doing for benefits. The County is trying to put in a strategy to save jobs, to save services and mentioned the County will continue to negotiate on a case-by-case basis to retain good employees. Fried suggested taking the Sheriff's Office out of the Compensation Plan and look at uniqueness.

There was discussion regarding the Carlson Dettmann calculations (dollar per hour multiplied by 1940 hours to determine hourly rate). The Sheriff posed the following question to the Committee, how do we provide a salary that a Sergeant (for example) wants to be a Lieutenant?

Committee Member Hintz left the meeting at 10:34 a.m.

The Sheriff addressed another concern, insurance premiums. The Sheriff reviewed comparables from surrounding counties and the average employee pays 11-3/4%, not 20% that is proposed and recommended.

Committee Member Fried indicated the Labor Relations/Employee Services Committee are reviewing health insurance premiums and may be looking at lowering the percentage. Committee Member Fried stated Labor Relations/Employee Services Committee does not want to rush into this, wants to work out issues and have a smooth transition with an appeals process.

The topic was informational purposes, no action needed.

**MOTION:** To approve bills, vouchers and line item transfers for the Sheriff's Office (Fried/Martinson, PASSED).

#### **PUBLIC COMMENTS**

No public comment was given.

#### **ITEMS FOR FUTURE AGENDAS**

Update on Voice Over IP Project.

#### **ADJOURN**

**10:42 a.m.** MOTION: To adjourn the meeting (Timmons/Fried, PASSED).

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Bob Metropulos, Chairman

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Dawn Robinson, Committee Secretary