

**PROCEEDINGS OF THE BROWN COUNTY**  
**PUBLIC SAFETY COMMITTEE**

Pursuant to Section 19.84 Wis. Stats., a regular meeting of the **Brown County Public Safety Committee** was held on December 7, 2021 at the Brown County Sheriff's Department, 2684 Development Drive, Green Bay, Wisconsin.

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**Present:** Chair Deneys, Supervisor Kaster, Supervisor Schultz, Supervisor Coenen, Supervisor Lund  
**Also Present:** Public Safety Communications Director Cullen Peltier, Communications Specialist Joe Massie, Emergency Management Director Lauri Maki, Sheriff Todd Delain, Medical Examiner Director of Operations Sue Eskola, Supervisor Borchardt, Clerk of Courts John Vander Leest.

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**I. Call meeting to order.**

The meeting was called to order by Chair Deneys at 6:00 pm.

**II. Approve/Modify Agenda.**

**Motion made by Supervisor Kaster, seconded by Supervisor Schultz to approve. Vote taken. MOTION CARRIED UNANIMOUSLY**

**III. Approve/Modify Minutes of October 5, 2021 and October 27, 2021 (special).**

**Motion made by Supervisor Coenen, seconded by Supervisor Lund to approve. Vote taken. MOTION CARRIED UNANIMOUSLY**

**Comments from the Public.** None.

**Consent Agenda**

1. Review minutes of Criminal Justice Coordinating Board (September 7, 2021).
2. Review minutes of Local Emergency Planning Committee (November 10, 2021).
3. Circuit Courts, Commissioners, Probate - Budget Status Financial Report for September 2021 – Unaudited.
4. Circuit Courts, Commissioners, Probate - Budget Status Financial Report for October 2021 – Unaudited.
5. Emergency Management - Budget Status Financial Report for September 2021 – Unaudited (Including Disaster Management Account).
6. Emergency Management - Budget Status Financial Report for September 2021 – Unaudited (Excluding Disaster Management Account).
7. Emergency Management – Budget Status Financial Report for October 2021 – Unaudited (Including Disaster Management Account).
8. Emergency Management – Budget Status Financial Report for October 2021 – Unaudited (Excluding Disaster Management Account).
9. Public Safety Communications - Budget Status Financial Report for September 2021 – Unaudited.
10. Public Safety Communications – Budget Status Financial Report for October 2021 – Unaudited.
11. Sheriff's Department – Budget Status Financial Report for September 2021 – Unaudited.
12. Sheriff's Department – Key Factor Report through September 2021 – Unaudited.

**Motion made by Supervisor Schultz, seconded by Supervisor Kaster to approve consent agenda items. Vote taken. MOTION CARRIED UNANIMOUSLY**

**Circuit Courts, Commissioners, Probate**

**13. Director's Report.**

*No report; no action taken.*

## **Public Safety Communications**

### **14. Motorola Engineering Assessment for Re-Location of Public Safety Radio Tower.**

Director of Public Safety Communications Cullen Peltier referenced the Cofrin Tower Move Assessment contained in the agenda packet and, in particular, the Executive Summary which states that Motorola has carefully reviewed the options and due to a lack of line of sight for microwave backhaul options, building a tower at the PSCC is the best and only option. Peltier has been working with Land and Water Conservation and Public Works about a few options around the south side of the Jail off the sally port. Doing something in that area should reduce the cost of fiber runs, fill and the roadway. The budgetary estimate for this site is \$1.775 million dollars, but this does not include the access road, fiber run or fill, radio licensing or land acquisition expenses. The total project will likely come in at a \$2.2 - \$2.3 million dollars. Communications Specialist Joe Massie noted there will be cost savings because a lot of the equipment that is currently being used at Cofrin can be reused at the new site. They will also be picking up a generator for the new tower.

Deneys noted that the county has received a termination notice from UWGB stating the tower has to be gone from Cofrin by September 1, 2023 which means the county has to have something in place by then. In light of current supply chain issues, Deneys feels the county should plan on having the project done at least six months prior to September 1, 2023 which only gives us about a year to get this planned and built. Peltier said a good goal would be to have this done by Spring 2023. Deneys would like to see some of the ARPA funds rearranged to make them available in the next cycle to get this project going right after the beginning of the year to ensure it is done on time.

*No action taken.*

### **15. Director's Report.**

Peltier informed a major CAD upgrade is scheduled for December 14. This will likely take care of the majority of the larger issues and then they will be down to a handful of minor to moderate issues that are mainly user interface, user friendly issues versus functionality issues. At this time, the testing for the upgrade is looking favorable and it looks like they will be on the right track.

Peltier continued they will be starting the ARPA-funded 911 hardware update which will restart the system to basically a brand-new system without having to go through the hassle of new technology. He explained when the 911 system was put in, it was next gen capable, but it was tied to the company that received the contract for the statewide phone system. They have signed the contract and are starting to work on the buildout of the system, but there were some things that need to be done to be compliant and connect, and that will all be included in the hardware update. The County will also have to sign on to a participation agreement and once that is done the county will be on the statewide system which will make rolling calls over much easier than the way it is currently being done.

Peltier concluded by talking about staffing issues at the 911 Center. At this time they are down 9 employees. They have sent out 200 testing invites since October, but only 25 people actually took the test and only 3 passed. They interviewed those individuals, but one accepted a job elsewhere and one had poor references and did not pass the background check. An offer has been made to the third person and they are working on doing a sit-in. Peltier feels one of the problems with the test is that it takes about 3 hours to complete and people do not want to do that. He explained some of the things he has been doing to try to attract applicants and added that HR is also doing all they can, but they just are not getting successful candidates. Peltier noted he has looked at county websites for a number of counties and they are all looking for dispatchers, but Brown County is paying about \$4 – \$6 dollars less than other counties. He has made HR and administration aware of this as this is something we are going to have to look and address in some way.

*No action taken.*

## **District Attorney**

### **16. District Attorney's Report.**

*No report; no action taken.*

## Medical Examiner

### **17. Medical Examiner's Report.**

Medical Examiner Director of Operations Sue Eskola introduced herself to the Committee. She provided an update on the new building and said the stainless-steel doors are still slated for installation in February. Staff moved into the administrative side of the building and this has been good for morale and things are going well.

Eskola continued that they have hired a doctor who is currently in his fellowship. The contract has been signed and is making its way through the Dane County committee and County Board. This doctor's fellowship will be complete in June and he should be able to start working in Brown County in July.

Regarding staffing, Eskola informed they are doing well with full-time staff but are struggling with LTEs. Four staff were hired at the end of summer and 3 of those 4 have left and the remaining one has taken a full-time job which has reduced her availability in the ME's Office. Eskola talked to HR to see what could be done in terms of incentives for LTEs and they came up with holiday pay for LTEs who work holidays. She explained how this would work and that the fiscal impact would be very minimal. Nobody on the committee had an issue with the proposal.

*No action taken.*

## Clerk of Courts

### **18. Clerk of Courts Report.**

Clerk of Courts John Vander Leest informed end of year numbers look favorable with revenues up slightly and expenses down. He anticipates finishing the year about \$50,000 - \$75,000 to the good. SDC collections have been doing well since they started back up following the pandemic. Vander Leest also noted that SDC has been working on collecting restitution for crime victims and the amount coming in has almost doubled. He is happy that these victims are being made whole and noted that some cases go back 20 years.

Regarding staffing, there are a few vacancies in the office but Vander Leest noted they just hired someone with extensive experience working in the criminal justice system.

Vander Leest concluded by saying he would like to invite the Public Safety Committee to hold a meeting at the courthouse so they can see the operations and how the one point entry system is working. This is something that the Committee will look at in 2022.

*No action taken.*

## Emergency Management

### **19. Director's Report.**

Emergency Management Director Lauri Maki updated the Committee on activities in his department. The IPAWS agreement is still sitting at the state and once it is official Maki will work with Code Red to implement it into the system. The siren maintenance plan is continuing and Maki is also doing an inventory in the EOC to determine what supplies need to be backfilled with funds that remain for the year. He continued that he has been working with the hazmat team to submit the final paperwork for their computer and hazmat response equipment grant.

Maki continued that the Local Emergency Manager meeting was held recently and the National Weather Service did a presentation on the forecast for winter and spring which right now is warm and wet. Maki informed they intend to hold these meetings twice a year going forward. A brief discussion followed regarding flooding.

Internally in the EOC they are working on their Continuity of Operations plans to build up a buffer for significant situations to have some help. Now that Covid has slowed down, they have had some time to take some in depth looks at the department to determine where the gaps are and how to fill them.

Maki concluded by informing that FEMA wants to transition to an integrated preparedness plan and they want EM to start hashing out a 4 – 5 year preparedness schedule which Maki has started looking at.

*No action taken.*

## Sheriff

### **20. Update re: Jail Addition – *Standing Item.***

Sheriff Todd Delain informed the new pod is open and functional and this standing item is no longer needed on the agenda.

*No action taken.*

### **21. Sheriff's Report.**

Delain was happy to announce that an accountant, Donovan Miller, has been selected to replace Donn Hein who is retiring after 37 years with Brown County. Hein has spent a lot of time preparing for the new accountant and going over some of the budget process to make things easier when it is time to work on the 2023 budget.

Delain continued that WBAY did a story regarding jail staffing to bring the problems with staffing to light. He has brought up the issues with staffing Correctional Officers with the committee at every meeting this year and noted that as of today, they have had 39 COs retire or resign this year. They had to hire 7 additional officers to staff the new pod. So far in 2021, they have had to replace 46 COs out of 149. Twenty-five COs have been hired this year, which leaves the Jail 21 COs short. This has not been for lack of trying and Delain noted the Professional Standards Division has run 12 hiring processes so far this year and through that process they have interviewed 121 candidates and were able to hire 25. Running the Jail with these shortages has been very challenging and the COs deserve a lot of credit. The Jail is still following every Covid protocol they have put in place since the beginning of the pandemic.

Delain continued that in the next few weeks he will be looking at removing all inmates from the downtown facility as it is very inefficient to have staffing there and he needs the staff at Curry Lane. The current inmate population will allow that to happen, but there may have to be discussions in the future as to whether it makes sense to ship inmates to other counties because we do not have enough staff to run all the housing units. Paying overtime gets very expensive so that will be compared to the cost of shipping inmates to another county.

Supervisor Lund recalled that the county has approached the state several times about getting protective status for COs and asked if Delain feels having protective status would help in retaining staff. Delain feels having protective status would definitely help retain some of the more senior COs. Exit interviews are done and a lot of staff are leaving the county to work in the private sector where they can make just as much and often times more money than they are paid at the county and they do not have to worry about being hurt by inmates, following strict Covid processes, etc. Delain is concerned about burnout of the COs as well as burning out the field training officers and noted he just authorized more field training officers. Every field training officer is training every single day they work because of the rotation of new people.

Delain assured they will continue to work through this and continue to make adjustments so the Jail continues to operate in the same safe, respectful manner it always has. He will continue to work with the administration to come up with ways to incentivize employees to stay to try to stop the snowball effect that happens with so much turnover.

Lund feels the county is going to need to be innovative on what they can offer in terms of employment in light of the currently labor market. Delain agreed and noted they are not able to offer Jail staff the same things other employees are offered, such as working from home. County benefits versus benefits in the private sector were also discussed and one of the things that seems to be challenging is that young people do not want to work weekends or shift work.

Supervisor Coenen feels the county is going to need to look at revitalizing the employee structure to be more competitive with the private sector.

*No action taken.*

## Action Items

### **22. Public Safety Communications – Consideration and Possible Action Regarding Resolution Regarding Table of Organization Change for the Public Safety Communications Department – Telecommunication Operators.**

Motion made by Supervisor Lund, seconded by Supervisor Schultz to take suspend the rules to to take Items 22 through 32 together. Vote taken. MOTION CARRIED UNANIMOUSLY

Motion made by Supervisor Lund, seconded by Supervisor Schultz to approve Items 22 – 32. Vote taken. MOTION CARRIED UNANIMOUSLY

23. Sheriff's Department – Budget Adjustment Request (21-096): Any increase in expenses with an offsetting increase in revenue.

*See action at Item 22 above.*

24. Sheriff's Department - Budget Adjustment Request (22-001): Any increase in expenses with an offsetting increase in revenue.

*See action at Item 22 above.*

25. Sheriff's Department - Budget Adjustment Request (22-005): Any increase in expenses with an offsetting increase in revenue.

*See action at Item 22 above.*

26. Sheriff's Department – Budget Adjustment Request (22-006): Any increase in expenses with an offsetting increase in revenue.

*See action at Item 22 above.*

27. Sheriff's Department – Budget Adjustment Request (22-007): Any increase in expenses with an offsetting increase in revenue.

*See action at Item 22 above.*

28. Sheriff's Department – Budget Adjustment Request (22-008): Any increase in expenses with an offsetting increase in revenue.

*See action at Item 22 above.*

29. Sheriff's Department – Budget Adjustment Request (22-009): Any increase in expenses with an offsetting increase in revenue.

*See action at Item 22 above.*

30. Sheriff's Department – Consideration and Possible Action Regarding Resolution Regarding Table of Organization Change for the Sheriff's Department – Patrol Officers.

*See action at Item 22 above.*

31. Sheriff's Department – Consideration and Possible Action Regarding Resolution in Support of Participating in the 2022 County-Tribal Law Enforcement Grant.

*See action at Item 22 above.*

32. Sheriff's Department – Consideration and Possible Action Regarding a Resolution Authorizing Entering Into Police Services Contracts with Various Municipalities.

*See action at Item 22 above.*

Communications – None

**Other**

**33. Audit of bills.**

**Motion made by Supervisor Schultz, seconded by Supervisor Coenen to pay the bills. Vote taken. MOTION CARRIED UNANIMOUSLY**

**34. Such other matters as authorized by law. None.**

**35. Adjourn.**

**Motion made by Supervisor Lund, seconded by Supervisor Kaster to adjourn at 7:18 pm. Vote taken. MOTION CARRIED UNANIMOUSLY**

Respectfully submitted,

Therese Giannunzio  
Legislative Specialist