

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 February 1, 2022 at the Brown County Sheriff's Department, 2684 Development Drive, Green Bay, Wisconsin.

Present: Chair Deneys, Supervisor Kaster, Supervisor Coenen, Supervisor Lund, Supervisor Schultz
Also Present: Emergency Management Director Lauri Maki, Public Safety Communications Director Cullen Peltier, Sheriff Todd Delain, Director of Administration Chad Weininger, Board Chair Patrick Buckley, Security Lieutenant Scott Brisbane, Jail Captain Heidi Michel, Clerk of Courts John Vander Leest, County Executive Troy Streckenbach, Accountant Donovan Miller, other interested parties

I. Call meeting to order.

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

II. Approve/Modify Agenda.

Chair Deneys would like to have the agenda modified to take Items 21 and 22 together and move District Attorney report up to follow Consent Agenda.

Motion made by Supervisor Lund, seconded by Supervisor Kaster to approve as modified. Vote taken. MOTION CARRIED UNANIMOUSLY

III. Approve/Modify Minutes of January 4, 2021.

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

Comments from the Public. None.

Consent Agenda

1. Review Minutes of Criminal Justice Coordinating Board (January 11, 2022).
2. Review Minutes of Local Emergency Planning Committee – LEPC (November 10, 2021 and January 12, 2022).
3. Sheriff's Department – Budget Status Financial Report for December 2021 (unaudited).
4. Sheriff's Department – Key Factor Report for December 2021 (unaudited).
5. Audit of the bills.

Motion made by Supervisor Lund, seconded by Supervisor Schultz to approve Items 1 – 5. Vote taken. MOTION CARRIED UNANIMOUSLY

Although shown in the proper format here, Item 8 was taken at this time.

Circuit Courts, Commissioners, Probate

6. Director's Report.

No report; no action taken.

Public Safety Communications

7. Director's Report.

Director of Public Safety Communications Cullen Peltier reported staffing continues to be an issue. They are currently down 12 positions but have several interviews scheduled and several offers out. They have been able to avoid forcing people to stay past their hours or come in on their days off, but it is getting more and more difficult.

Peltier provided updates on a number of ongoing projects. The CAD project and other projects associated with the CAD project are going well. PSC has also been working with Motorola, Public Works and the Highway Department on siting for the new 911 tower and there will also be a meeting soon with the neighborhood association to provide them with a project overview. The console project which was included in the budget will be starting soon and should take about a month to complete.

No action taken.

District Attorney

8. District Attorney's Report.

District Attorney David Lasee talked about his budget and informed they are over in almost all areas directly related to trials, but there are also some salary savings and other revenue items that will offset that so he anticipates ending 2021 in a good position. The backlog of cases is still an issue but Lasee noted the State Public Defender's Office has made some progress in getting people appointed faster, however the system is still bogged down overall and it will take some time to recover. Regarding staffing, Lasee expressed concern with some long-term staff members that have or will be leaving and noted his office will be stressed with these departures. He added that the market for hiring is not good and he has had a job posted for three or four weeks and has only received one application. Further, the Public Defender's office is hiring at \$8,000 - \$9,000 more than the DA's office is able to. Lasee concluded that they have four jury trials this week which is a hefty workload for the system.

No action taken.

Medical Examiner

9. Medical Examiner's Report.

No report; no action taken.

Clerk of Courts

10. Clerk of Courts Report.

Clerk of Courts John Vander Leest provided a handout, a copy of which is attached. He outlined the information in the handout and spoke about the difficulty in getting candidates to fill open positions in his office.

No action taken.

Emergency Management

11. Director's Report.

Director of Emergency Management Lauri Maki updated the Committee on activities in his office. They have completed the Strategic Hazmat Plan as well as the Emergency Operations Plan and both of those are being reviewed by Corporation Counsel and will then come to this Committee. Work is continuing on the PIO group and information has been entered into the Ready Op system. Maki continued that they have been working with the HazMat Team to complete a functional exercise this fall because the tabletop with BCSO, GBPD and Metro Fire is still being postponed. EM has also started working on outreach into the minority communities to talk about how to better communicate with each other. Maki continued that EM will be participating in a severe weather tabletop exercise hosted by Public Health. Brown County was one of two counties asked by the state to participate in a

tabletop exercise working on the public information officers and joint information center side of things and Maki will be going to Madison to represent the county aspect of that exercise.

Maki also said they have had an initial meeting to discuss an emergency food supply plan with the county to get the ball rolling. Work also continues on the Integrated Preparedness Plan and once this is pushed down from the state EM will be doing outreach with the first responder community to identify gaps in training. Maki also said they are waiting for Public Works to put out their annual inventory list of resource and equipment which will be used as the foundation to build an updated resource list for first responders in the county.

Maki concluded by talking about the ARPA funded project which is getting underway for updates to wiring, installation of additional wireless access points and other items.

No action taken.

Sheriff

12. Sheriff's Report.

Sheriff Todd Delain reported they are moving ahead with plans to move the overnight inmates at the work release center downtown to the main jail. Since they opened the new pod at the main jail, they have been increasing the capacity and the goal is to get out of the downtown jail and use the resources from that move to help with the staffing issue at the jail. As of today, they are 26 Correctional Officers short out of 149. Several sworn officers have retired and they are finishing up the hiring process to replace those officers.

Delain concluded that overall the 2021 budget is going to end up significantly in the black, a lot of which is tied to salary savings from open positions. He concluded that the Investigative Division has been doing a great job and has made some significant arrests in ongoing investigations on everything from child exploitation and child pornography cases, significant fraud cases and violent crime cases.

No action taken.

Action Items

13. ARPA Funds Discussion.

Director of Administration Chad Weininger provided a handout, a copy of which is attached. He outlined the handout and the process and timeline regarding the ARPA funds the county has received. The most important thing is to make sure that all of the projects meet the requirements of the ARPA funding so the county does not have to pay any of the funds back. Weininger noted the figures on the handout will ebb and flow somewhat based on need and he will provide accountings of that along the way.

No action taken.

14. Discussion regarding non-emergency call taking.

Motion by Supervisor Lund, seconded by Supervisor Kaster to bring back to the March Public Safety Committee meeting. Vote taken. MOTION CARRIED UNANIMOUSLY

15. Approval of Contract for 911 System Hardware Update.

Peltier noted the phone system is at year six or seven of a five-year cycle so they need this upgrade and they are following the process for ARPA allocations. This is a sole source contract because the system is only be upgraded, not completely overhauled.

Motion made by Supervisor Schultz, seconded by Supervisor Lund to approve Baycom contract in the amount of \$428,996.00. Vote taken. MOTION CARRIED UNANIMOUSLY

16. Resolution regarding Table of Organization Change for the Public Safety Communications Department – Director, Assistant Director and Administrative Communications Supervisor.

Peltier explained this would improve efficiencies within the department, especially in the areas of training, quality assurance and employee retention and recruitment. The Administrative Supervisor position would focus on quality assurance, training and employee recruitment and retention. They would also be able to fill in on the floor when needed as well as perform other administrative tasks. This position would replace the Office Manager position and the tasks of the Office Manager would be split up among Peltier, the Assistant Director and the Administrative Supervisor. Peltier also explained the funding for this which is also set forth in the resolution.

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

17. Resolution Regarding Table of Organization Change for the Public Safety Communications Department – Telecommunication Operator Tiers and Communications Supervisors and Leads Pay Increase.

Peltier provide a handout, a copy of which is attached, showing comparables of telecom operators in counties similar in size to Brown County. This is vital for the health of the organization and Peltier pointed out that starting pay in Brown County is \$19.25 which is well below the average of other area agencies. This resolution would bring the starting wage up to \$21.25 to be competitive and bring in better quality candidates as well as clean up some of the other wages to bring everyone up to the appropriate tier in a three-tier system. Weininger added that doing this table of organization change could result in telecommunicators coming here from other areas which would help the department immensely.

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

18. Budget Adjustment Request (22-013): Any increase in expenses with an offsetting increase in revenue.

This budget adjustment is to increase grant revenue and increase expenses to participate in a Homeland Security WEM ALERT EOD Bomb Technician Kit grant. The grant provides funding for the Brown County Bomb Squad to purchase six kits. Brown County will retain one kit and will be budgeted as supplies and equipment non-outlay and the remaining kits will be distributed to other area bomb teams and be under grant expenditures.

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

19. Budget Adjustment Request (22-020): Any increase in expenses with an offsetting increase in revenue.

This budget adjustment is to increase grant revenue and increase expenses to participate in a Homeland Security WEM ALERT SWAT Personal Protection grant. This grant will allow the Sheriff to purchase vests and helmets and attachments to vests. These vests and helmets give personnel a higher degree of safety while operating in high-risk environments.

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

20. Budget Adjustment Request (22-021): Any increase in expenses with an offsetting increase in revenue.

This budget adjustment is to increase grant revenue and increase expenses to participate in a Homeland Security WEM ALERT SWAT Long Range Acoustical Device grant. This grant will allow the Sheriff to purchase the LRAD 450XL device which can broadcast clear, audible messages in close contact or more than a mile away.

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

21. Budget Adjustment Request (21-116): Reallocation between two or more departments, regardless of amount.

Note: Item 21 and 22 were taken together.

This budget adjustment is to allocate unused personnel expenses in 2021 to an account to carry forward in 2022 to fund short-term specialty pay rules to attract and retain employees. Delain explained this would increase class and comp by \$370,550, offset by the allocation of the jail regular earnings and general wage increase. The referral bonus for high need positions (Correctional Officers) is outlined in the agenda packet. The second part of this is the temporary work rule for specialty pay for Correctional Officers which is also outlined in the agenda packet. These proposals are intended to get the Sheriff's Department through the year and put the County Board in a position to decide how to address CO issues moving forward. Delain strongly supports the ability of COs to get the additional specialty pay as well as the referral bonus and feels this is very much needed.

Motion made by Supervisor Kaster, seconded by Supervisor Schultz to approve Budget Adjustment 21-116 for \$370,500. Vote taken. MOTION CARRIED UNANIMOUSLY

22. Specialty Pay 2022 & Referral Bonus Specialty Work Rule.

See action at Item 21 above.

23. Resolution Regarding Establishing the Salaries of Certain Elective Officials – Clerk of Courts and Sheriff.

Deneys displayed a spreadsheet that allowed him to change and calculate numbers during the discussion. Salaries of elective officials are set every four years and it was noted that Administration Committee will also be taking up this resolution at their next meeting. The salaries being discussed are for 2023, 2024, 2025 and 2026 for the Clerk of Courts and Sheriff.

The salary for the Clerk of Courts was discussed first. Clerk of Courts John Vander Leest provided Deneys with stats from the Clerk of Courts Association which show the salary for all 72 counties. Deneys pulled the counties with populations over 100,000 for comparables and the closest comparable is Outagamie County who will be paying their Clerk of Courts \$90,000. Brown County Clerk of Courts is at \$81,000. Supervisor Lund questioned if Brown County and Outagamie County have a similar number of trials each year. Vander Leest explained that in larger counties, the Clerk of Courts position is more of an administrative position. The Clerk of Courts in Outagamie and Brown County have a similar number of staff and Vander Leest explained the Clerk of Courts is responsible for things like supervising staff, collections of money and making sure statutes are being followed for a number of entities.

Weininger reminded the Board can do whatever they choose but noted the Clerk of Courts salary is the first to be set and whatever is done here should be considered when setting the salaries of the rest of the elective officials.

Supervisor Kaster pointed out that in past years the Board has had to dump a lot of money in the Clerk of Courts budget to make the budget whole, but this is no longer necessary as the Clerk of Courts is doing a better job with things like collections.

Motion made by Supervisor Coenen, seconded by Supervisor Kaster to take Clerk of Courts salary and Sheriff's salary separately. Vote taken. MOTION CARRIED UNANIMOUSLY

Board Chair Patrick Buckley asked how the Clerk of Courts salary compares to the salaries of the other constitutional officers. Weininger responded that the County Executive is at \$98,064.00 and in 2024 the County Clerk, Register of Deeds and Treasurer will be at \$80,333.00.

The discussion continued and Deneys did calculations for a number of scenarios, including a straight 2.3% increase per year, a 6% bump in the first year and then 2% for the following years, and a \$1,000 increase per year for each year. Each of these calculations were compared to the comparables.

Supervisor Coenen feels that at some point the Board has to correct the salaries for all elected officials by taking them all separately and getting them where they should be by considering how many people they supervise and

their duties. At some point there needs to be accountability for the decisions made in the past and we have to right the wrongs.

Motion made by Supervisor Deneys, seconded by Supervisor Schultz to increase the Clerk of Courts salary by \$4,000.00 plus 2% the first year and then increase it by 2% in each of the following years making the salary \$87,334.00 in 2023, \$89,080.68 in 2024, \$90,862.29 in 2025 and \$92,679.54 in 2026. Vote taken. Aye: Deneys, Schultz Nay: Coenen, Lund, Kaster. MOTION FAILED

Motion made by Supervisor Kaster, seconded by Supervisor Lund to increase the Clerk of Courts salary by 2% each year making the salary \$83,335.00 in 2023, \$85,000.68 in 2024, \$86,700.69 in 2025 and \$88,434.71 in 2026. Vote taken. Ayes: Lund, Kaster Nay: Schultz, Deneys, Coenen MOTION FAILED

Motion made by Supervisor Lund, seconded by Supervisor Schultz to increase the Clerk of Courts salary \$1,000.00 in each of the first two years and increase the salary 2% in all four years. *Motion withdrawn.*

Motion made by Supervisor Lund, seconded by Supervisor Coenen to increase the Clerk of Courts salary by 2.35% each year making the salary \$83,619.95 in 2023, \$85,585.02 in 2024, \$87,596.27 in 2025 and \$89,654.78 in 2026. Vote taken. Ayes: Lund, Coenen, Deneys, Schultz Nay: Kaster MOTION CARRIED

At this time, discussion regarding the Sheriff's salary began. Deneys had a number of statistical documents he shared with the Committee, copies of which are attached. He presented the actual 2021 wages of a number of individuals in the Sheriff's Department and noted that the Sheriff is number 14 on the list.

Deneys pointed out his concern of compression with the Sheriff's administrative staff as outlined on the 2021 actual pay spreadsheet. The budgeted numbers are actually a little less than what is shown as they get holiday pay paid out in cash. The Sheriff and Chief Deputy do not get the holiday pay as they are not in the supervisory union.

Deneys also provided comparables from a number of counties and it was noted that the Sheriff has 340 employees. Schultz pointed out that no law enforcement agency in the area has that number of employees, but all the Chiefs make more than the Sheriff.

Lund suggested a bump in the first year along with 2.3%. Calculations were discussed further and several scenarios were calculated. Buckley pointed out the union is currently negotiating 2021 and 2022 so they could be getting two bumps in pay.

Motion made by Supervisor Lund to raise the Sheriff's salary 3% per year making the ending salary in 2026 \$129,850.00. *No second; motion withdrawn.*

Motion made by Supervisor Lund, seconded by Supervisor Schultz to increase the Sheriff's salary \$3,700.00 each year through 2026 making the salary \$119,070.00 in 2023, \$122,770.00 in 2024, \$126,470.00 in 2025 and \$130,170.00 in 2026. Vote taken. MOTION CARRIED UNANIMOUSLY

Communications – None.

Other

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

25. **Adjourn.**

Motion made by Supervisor Lund, seconded by Supervisor Schultz to adjourn at 8:09 pm. Vote taken. MOTION CARRIED UNANIMOUSLY

Respectfully submitted,

Therese Giannunzio
Legislative Specialist

CLERK OF CIRCUIT COURT



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JOHN A. VANDER LEEST
CLERK OF CIRCUIT COURT

February Update

- 2021 Budget appears to be positive – like 40K to 50K. We are still waiting for attorney bills for 2021 to be pulled into the year end of 2021. We anticipate that concluding in mid to late February.
- There are 2 vacant Deputy Clerk positions. We are waiting to make an offer on one candidate and working with HR on the other for approval.
- Jury trials have been busy over the last few months. We had 4 go this week which is highly unusual.
- Collection numbers were strong in 2021 and to start 2022.

John A. Vander Leest
Brown County Clerk of Courts

2023 ARPA Allocation Process Overview Sheet

| Overview of ARPA Allocations | |
|------------------------------|-------------------------|
| Total Award | 51,384,182.00 |
| 2022 Budget Allocation | 23,828,408.00 |
| Remaining | 27,555,774.00 |
| Budget Adjustments | |
| Cofrin 911 Tower | PS 2,200,000 |
| Library Boardroom | Exec 1,100,000 |
| Remaining | 1/31/2022 24,255,774.00 |
| Committees | |
| | PS 2,392,629.00 |
| | E&R 4,592,629.00 |
| | Admin 4,592,629.00 |
| | PD&T 4,592,629.00 |
| | HHS 4,592,629.00 |
| **Emergency Funds | Exec 3,492,629.00 |
| | 24,255,774.00 |

*2nd ARPA Allocation in June

**Emergency Fund Reserve Outside Allocation Process

| Timeline of ARPA Appropriation Allocation | |
|---|---|
| February | Process Overview |
| March | External Review of ARPA Requests |
| April | Spring Elections |
| May | Presentation of Requests to Oversight Committee Public Input & *APRA Request Form Review |
| June | Committee Ranking of Requests |
| July | Final Outside Review of Ranked Requests |
| August | Committee Approval of Requests Budget Submission Inclusion |
| October | Committee Budget Approval Process |
| November | County Board Budget Approval |

* All ARPA requests require 'ARPA Request Form' and all requests are processed through oversight department & oversight committee.

| | |
|--------------------|--------------|
| Door | 22.27 |
| Outagamie | 20.91 |
| Winnebago | 23.8 |
| Waukesha | 24.5 |
| Dane | 26.34 |
| Walworth | 20.61 |
| Portage | 20.53 |
| Marathon | 19.15 |
| Sheboygan | 20.36 |
| Ozaukee | 21.82 |
| Milwaukee | 18.12 |
| Jefferson | 21.69 |
| Columbia | 20.89 |
| Washington | 21.86 |
| Average All | 21.63 |

| | |
|---------------------------|--------------|
| Door | 22.27 |
| Outagamie | 20.91 |
| Winnebago | 23.8 |
| Waukesha | 24.5 |
| Walworth | 20.61 |
| Portage | 20.53 |
| Marathon | 19.15 |
| Sheboygan | 20.36 |
| Ozaukee | 21.82 |
| Jefferson | 21.69 |
| Columbia | 20.89 |
| Washington | 21.86 |
| Average - High/Low | 21.53 |

| | |
|----------------------------|---------------|
| Outagamie | 20.91 |
| Winnebago | 23.8 |
| Dane | 26.34 |
| Waukesha | 24.5 |
| Sheboygan | 20.36 |
| Average Comparables | 23.182 |

Salary Forecast

| Year | Brown County Sheriff Salary by resolution in 2018 | | | | | 2023 | 2024 | 2025 | 2026 |
|-----------------|---|------------|------------|------------|------------|------|------|------|------|
| | 2018 | 2019 | 2020 | 2021 | 2022 | | | | |
| Adjustment | | 1500 | 1500 | 1500 | 1500 | | | | |
| Sheriff' Salary | \$ 109,370 | \$ 110,870 | \$ 112,370 | \$ 113,870 | \$ 115,370 | | | | |
| % increase | | 1.37% | 1.35% | 1.33% | 1.32% | | | | |

| | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|--------------------|-------------------|-----------------------------|------------|------------|------------|------------|------------|
| Union Deputy Raise | 2% | 2% (negotiated by contract) | | | | | |
| Chief Deputy | ** | \$ 110,607 | \$ 112,819 | \$ 115,076 | \$ 117,377 | \$ 119,725 | \$ 122,119 |
| | | Projected adj. | 2% | 2% | 2% | 2% | 2% |
| | % diff to Sheriff | 3% | 2% | | | | |
| Captain | *** | \$ 109,268 | \$ 111,453 | \$ 113,682 | \$ 115,956 | \$ 118,275 | \$ 120,641 |
| | | Projected adj. | 2% | 2% | 2% | 2% | 2% |
| | % diff to Sheriff | 4% | 4% | | | | |

(** actual salary paid in 2021)

(*** lowest wage paid to Capt in 2021)

Green Bay Police Chief

| Employees about 250 | | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|------------------------|----|---------|----------------|------------|------------|------------|------------|
| Year | | | | | | | |
| Starting | \$ | 123,011 | | | | | |
| 09/22 Performance Adj. | | | \$ 124,856 | | | | |
| 10/22 COLA | | | \$ 127,353 | \$ 129,900 | \$ 132,498 | \$ 135,148 | \$ 137,851 |
| | | | Projected adj. | 2% | 2% | 2% | 2% |

Deperre Police Chief Salary

| Employees about 40 | | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|--------------------|----|------------|---------------|---------------|---------------|------------|------------|------------|------------|
| | | | | | | | | | |
| | \$ | 103,628.66 | \$ 106,285.81 | \$ 109,011.08 | \$ 111,806.24 | \$ 114,088 | \$ 118,697 | \$ 121,071 | \$ 123,493 |
| | | 2.25% | 2.25% | 2% | 3% Proj. adj. | 2% | 2% | 2% | 2% |

Ashwaubenon Police Chief Salary

| Employees about 40 | | 2022 | 2023 | 2024 | 2025 | 2026 |
|--------------------|----|----------------|------------|------------|------------|------------|
| | | | | | | |
| | \$ | 117,713 | \$ 120,067 | \$ 122,468 | \$ 124,918 | \$ 127,416 |
| | | Projected adj. | 2% | 2% | 2% | 2% |

Pulaski Police Chief

| Employees about 10 | | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|--------------------|----|--------|----------------|-----------|-----------|------------|------------|
| Old Chief | \$ | 93,000 | | | | | |
| New Chief | \$ | 85,000 | \$ 91,000 | \$ 97,000 | \$ 98,940 | \$ 100,919 | \$ 102,937 |
| | | | Projected adj. | 2% | 2% | 2% | 2% |

Wisconsin Sheriff Salaries
 Counties with Population over 100,000
 Sorted by Population

| County | Population | 2021 | 2022 | 2021 Budget |
|------------|------------|------------|-----------|---------------|
| Brown | 260,000 | \$ 113,870 | \$115,370 | \$ 43,379,079 |
| Eau Claire | 101,438 | \$ 108,888 | \$111,606 | \$ 13,271,618 |
| Walworth | 102,593 | | | |
| Fondulac | 103,403 | \$ 101,653 | \$102,669 | \$ 1,720,000 |
| Sheboygan | 115,569 | \$ 104,872 | \$106,970 | \$ 20,263,840 |
| Lacrosse | 118,274 | \$ 117,939 | \$120,298 | |
| Washington | 134,296 | | | \$ 19,428,946 |
| Marathon | 135,428 | \$ 109,644 | \$109,644 | \$ 21,800,000 |
| Rock | 162,320 | \$ 124,316 | \$126,803 | \$ 24,471,066 |
| Kenosha | 167,757 | \$ 111,871 | \$114,742 | |
| Winnebago | 169,511 | \$ 110,001 | \$111,651 | |
| Outagamie | 183,245 | \$ 109,330 | \$110,970 | \$ 21,988,269 |
| Racine | 200,000 | \$ 107,060 | \$108,880 | |
| Waukesha | 380,000 | | | |
| Dane | 542,364 | \$ 153,710 | \$156,784 | |
| Milwaukee | 951,252 | | | |

2021 Capt actual pay

| | |
|-------------------------|---------------|
| 8493 SANDBERG, DANIEL O | \$ 119,467.82 |
| 9070 POTEAT, DAVID P | \$ 112,213.95 |
| 6785 MICHEL, HEIDI J | \$ 110,682.83 |
| 15487 ROUSSEAU, JOHN W | \$ 109,364.26 |
| 9466 LEMMENS, JODY L | \$ 109,268.19 |

| | |
|--------------------|---------------|
| Average | \$ 112,199.41 |
| Average w/o high | \$ 110,382.31 |
| Average w/o 2 high | \$ 109,771.76 |

| | |
|------------------------------------|---------------|
| 9882 BRODBECK, BRADLEY T | \$ 110,607.44 |
| Difference from Average w/o high | \$ 225.13 |
| Difference from Average w/o 2 high | \$ 835.68 |

| | |
|------------------------------|---------------|
| 8637 DELAIN, TODD J | \$ 113,392.92 |
| Difference from Chief Deputy | \$ 2,785.48 |
| % Difference | 2.5% |

2021 Actual wages paid over \$100,000

| | | |
|----|---------------------------|---------------|
| 1 | 5445 KNURR, CHRISTOPHER E | \$ 150,454.71 |
| 2 | 6623 JOHNSON, TIMOTHY J | \$ 150,160.55 |
| 3 | 7195 ZEIGLE, THOMAS A | \$ 125,960.11 |
| 4 | 8493 SANDBERG, DANIEL O | \$ 119,467.82 |
| 5 | 5441 KOWALKOWSKI, JAMES N | \$ 118,631.07 |
| 6 | 7015 BAIN, JOHN M | \$ 118,611.22 |
| 7 | 12948 NERAT, NICHOLAS R | \$ 118,146.49 |
| 8 | 9246 MCAULY, JASON L | \$ 117,743.65 |
| 9 | 7306 FROST, ERIC W | \$ 117,709.92 |
| 10 | 320 HALASI, MICHAEL C | \$ 116,117.19 |
| 11 | 5368 LIND, RANDAL S | \$ 116,069.30 |
| 12 | 8491 BERNER, MARK G | \$ 115,686.53 |
| 13 | 10285 BURESH, WILLIAM W | \$ 115,538.32 |
| 14 | 8637 DELAIN, TODD J | \$ 113,392.92 |
| 15 | 9070 POTEAT, DAVID P | \$ 112,213.95 |
| 16 | 10601 JANSEN, MICHAEL P | \$ 112,193.11 |
| 17 | 6785 MICHEL, HEIDI J | \$ 110,682.83 |
| 18 | 9882 BRODBECK, BRADLEY T | \$ 110,607.44 |
| 19 | 11996 ROUSH, GARETT J | \$ 110,189.99 |
| 20 | 9998 KATERS, JASON J | \$ 110,155.53 |
| 21 | 15487 ROUSSEAU, JOHN W | \$ 109,364.26 |
| 22 | 9466 LEMMENS, JODY L | \$ 109,268.19 |
| 23 | 7192 STEENBOCK, GREGORY L | \$ 108,878.26 |
| 24 | 9896 VANDE VOORT, SCOTT J | \$ 108,425.85 |
| 25 | 10078 SNOVER, ALAN M | \$ 108,096.07 |
| 26 | 10263 BERNKLAU, TIMOTHY M | \$ 107,898.55 |
| 27 | 10233 ARONSTEIN, ROMAN B | \$ 107,169.44 |
| 28 | 11230 PETERSON, DUSTAN | \$ 106,109.80 |
| 29 | 9946 RONK, MATTHEW D | \$ 105,167.43 |
| 30 | 13755 GIESLER, PAULA | \$ 104,434.15 |
| 31 | 12851 DOW, DOUGLAS J | \$ 104,212.93 |
| 32 | 9656 SLINGER, BRIAN R | \$ 103,604.21 |
| 33 | 9069 DELEBREAU, NORBERT D | \$ 103,553.73 |
| 34 | 5 BULTMAN, MICHAEL J | \$ 103,226.89 |
| 35 | 9963 BILGO, TREVOR C | \$ 102,037.94 |
| 36 | 13288 KAZIK, JOSEPH E | \$ 101,689.96 |
| 37 | 13668 VALLEY, JAMES M II | \$ 101,384.95 |
| 38 | 11806 PATENAUDE, JOSEPH M | \$ 101,345.15 |
| 39 | 7016 SINCLAIR, KEVIN C | \$ 101,182.33 |