

Agenda

Eau Claire County
Committee on Judiciary and Law Enforcement
Wednesday, August 24, 2022 – 3:00 PM
County Courthouse, Room 3420
721 Oxford Avenue, Eau Claire, WI 54703
& Virtual via Cisco WebEx

Join via WebEx Online:

[Meeting Link](#)

Meeting Number: 2596 738 5690

Password: JudLaw

Join via Phone:

Dial In: 1-415-655-0001

Access Code: 2596 738 5690

Passcode: 583529

Notice Regarding Public Comment: *Members of the public wishing to make comments are encouraged to email Eric Huse at Eric.Huse@da.wi.gov at least 30 minutes prior to the start of the meeting. You will be called on during the Public Comment session to make your comments.*

1. Call to Order
2. Confirmation of Public Meeting Notice
3. Call of the Roll
4. Public Comment
5. Approve Minutes from July 27, 2022 Meeting – discussion/action pg. 2
6. Resolution 22-23/049 – *Authorizing the Eau Claire County Human Resources Department to Address the Identified Compensation Anomaly as Recommended Through the Total Rewards Project Pertaining to Two Judicial Assistant Positions of the Two Employees with the Highest Amount of Time Employed in the Judicial Assistant Position* – discussion/action pg. 5
7. Criminal Justice Collaborating Council Update – discussion
 - a. [Data Dashboard Link](#)
 - b. Report from Supervisor Pagonis
8. Sheriff's Office – discussion
 - a. Jail population, staffing, & COVID-19 response
 - b. Protective Status Update
9. Set Future Meeting Dates – discussion/action
 - a. September 28, 2022 at 3:00 PM
10. Set Future Agenda Item(s) – discussion/action
 - a. System of Care overview
 - b. Sheriff's Office
 - i. DHS investigation update
 - ii. Communications network / Digital radios
 - c. Policies/procedures for proper execution of search warrants
 - d. Policies/procedures for officer involved critical incidents
 - e. Committee oversight duties and responsibilities review
11. Adjourn

Posted: 08/22/2022

Note: Upon reasonable notice, efforts will be made to accommodate the needs of individuals with disabilities through sign language, interpreters, remote access, or other auxiliary aids. Contact the clerk of the committee or County Administration for assistance (715-839-5106). For additional information on ADA requests, contact the County ADA Coordinator at 715-839-6945, (FAX) 715-839-1669, or 715-839-4735, TTY: use Relay (711) or by writing to the ADA Coordinator, Human Resources Department, Eau Claire County Courthouse, 721 Oxford Ave., Eau Claire, Wisconsin 54703

Minutes

Joint Meeting - Eau Claire County
Committee on Judiciary and Law Enforcement | Committee on Finance and Budget
Wednesday, July 27, 2022 – 3:00 PM
County Courthouse, Room 1277
721 Oxford Avenue, Eau Claire, WI 54703
& Virtual via Cisco WebEx

Committee on Judiciary & Law Enforcement Members Present: Brett Geboy, Allen Myren, Stella Pagonis, Connie Russell, and Gerald Wilkie.

Ex Officio Member Present: Nick Smiar.

Committee on Finance & Budget Members Present: Jim Dunning, John Folstad, Robin Leary, Dane Zook.

Committee on Finance & Budget Members Absent: Cory Sisk.

Others Present In Person: Supervisor Nancy Coffey, Register in Probate/Clerk of Juvenile Court Susan Warner, Clerk of Circuit Court Susan Schaffer, County Administrator Kathryn Schauf, Finance Director Norb Kirk, Senior Accounting Manager Amy Weiss, Financial Analyst Erika Gullerud, and Eric Huse.

Others Present via Cisco WebEx: Criminal Justice Services Director Tiana Glenna, Accountant Linda O'Mara, and Fiscal Associate Jennifer Prozondek.

Call to Order

The meeting was called to order by Chairpersons Wilkie & Zook at 3:00 PM.

Confirmation of Public Meeting Notice

The Clerk confirmed the meeting was properly noticed to the public.

Call of the Roll

The Clerk called the roll. Attendance is noted above.

Public Comment

No public comment was made.

2023 Department Budget Presentations

- **Criminal Justice Services**
 - Director Tiana Glenna presented the 2023 Criminal Justice Services budget request. The Committees engaged in general discussion about the request.
 - Supervisor Russell moved to approve the Criminal Justice Services budget request as presented. The motion **passed** via 5-0 voice vote by the Committee on Judiciary and Law Enforcement.

- **Register in Probate/Clerk of Juvenile Court**
 - Register in Probate/Clerk of Juvenile Court Susan Warner presented the 2023 Register in Probate/Clerk of Juvenile budget request. The Committees engaged in general discussion about the request.
 - Supervisor Myren moved to approve the Register in Probate/Clerk of Juvenile Court budget request as presented. The motion **passed** via 5-0 voice vote by the Committee on Judiciary and Law Enforcement.

- **Clerk of Courts**

- Clerk of Circuit Court Susan Schaffer presented the 2023 Clerk of Courts budget request. The Committees engaged in general discussion about the request.

*Supervisor Dunning left at this time.

- Supervisor Pagonis moved to approve the Clerk of Courts budget request as presented.
 - **AMENDMENT ONE:** Supervisor Wilkie moved to amend the request to delay the hiring of the new deputy clerk position to April 01, 2023. The Committee debated the amendment. Chairperson Wilkie called for a roll call vote: GEBOY, aye; MYREN, no; PAGONIS, no; RUSSELL, no; WILKIE, aye. Amendment one **failed**, 2-3, by the Committee on Judiciary and Law Enforcement.
 - **MAIN MOTION:** The motion **passed** via 4-1 voice vote by the Committee on Judiciary and Law Enforcement.

- **Circuit Court**

- Clerk of Circuit Court Susan Schaffer presented the 2023 Circuit Court budget request. The Committees engaged in general discussion about the request.
- Supervisor Pagonis moved to approve the Circuit Court budget request as presented.
 - **AMENDMENT ONE:** Supervisor Geboy moved to amend the request to remove the \$86,000 Courtroom Security Locks operational change.
 - **AMENDEMENT TO AMENDMENT ONE:** Chairperson Wilkie moved to amend the amendment to move the Courtroom Security Locks expense to capital expenses and/or American Rescue Plan Act funding. Chairperson Wilkie called for a roll call vote: GEBOY, no; MYREN, no; PAGONIS, aye; RUSSELL, aye; WILKIE, aye. The amendment to amendment one **passed**, 3-2, by the Committee on Judiciary and Law Enforcement.
 - **AMENDMENT ONE**, as amended once: Chairperson Wilkie called for a roll call vote: GEBOY, aye; MYREN, aye; PAGONIS, aye; RUSSELL, aye; WILKIE, aye. Amendment one, as amended once, **passed**, 5-0, by the Committee on Judiciary and Law Enforcement.
 - **AMENDMENT TWO:** Supervisor Myren moved to amend the request to delay the hiring of the new judicial assistant to July 01, 2023. Chairperson Wilkie called for a roll call vote: GEBOY, aye; MYREN, aye; PAGONIS, no; RUSSELL, no; WILKIE, aye. Amendment two **passed**, 3-2, by the Committee on Judiciary and Law Enforcement.
 - **MAIN MOTION**, as amended twice: Chairperson Wilkie called for a roll call vote: GEBOY, aye; MYREN, aye; PAGONIS, no; RUSSELL, aye; WILKIE, aye. The main motion, as amended twice, **passed**, 4-1, by the Committee on Judiciary and Law Enforcement.

Approval of Minutes from July 20, 2022 Meeting

- Committee on Judiciary & Law Enforcement
 - Supervisor Geboy moved to approve the minutes from the July 20, 2022 meeting. The minutes were adopted as published in the meeting materials via 5-0 voice vote.
- Committee on Finance & Budget
 - Supervisor Leary moved to approve the minutes from the July 20, 2022 meeting. The minutes were adopted as published in the meeting materials via 3-0 voice vote.

Adjournment of Committee on Finance & Budget

The Committee on Finance and Budget was adjourned by Chairperson Zook at 5:47 PM.

Future Meeting Dates

The next meeting of the Committee on Judiciary and Law Enforcement is scheduled for August 24, 2022 at 3:00 PM.

Future Agenda Items

- System of Care overview
- Sheriff's Office
 - Jail population, staffing, & COVID-19 response
 - Update on DHS Investigation
 - Communications network / Digital radios
 - Recruitment, retention, protective status, and other challenges for correctional officers
- Policies/procedures for proper execution of search warrants
- Policies/procedures for officer involved critical incidents
- Committee oversight duties and responsibilities review

Adjournment of Committee on Judiciary & Law Enforcement

The Committee on Judiciary & Law Enforcement was adjourned by Chairperson Wilkie at 5:49 PM.

Respectfully Submitted:

Eric Huse
Committee Clerk
Committee on Judiciary and Law Enforcement

FACT SHEET

TO FILE NO. 22-23/049

This resolution authorizes the Eau Claire County Human Resources Department to address and resolve the identified compensation issues as recommended through the Total Rewards Project.

This resolution specifically authorizes the Human Resources Department to address compensation anomalies regarding two judicial assistant positions. This results in a change in salary a change from step 8 to step 9 for the longest serving judicial assistant and a change in salary for the second longest serving judicial assistant from step 5 to step 7. The combined fiscal impact of these changes are \$894.93 for 2022 and \$1,923.19 for 2023. See next page for fiscal information.

These compensation strategies will be continued to be addressed with other county positions identified by the consultant, HR InTune, as positions where the compensation is not reflective of the market rate.

Fiscal Impact:

Calculated fiscal impact for 2022, beginning with an increase on 9/9/2022 payroll through 1/13/2023 payroll (10 pay periods) at 80 hours/pay period. Calculated fiscal impact for 2023, based on 1,040 hours for each half of the year.

Respectfully submitted:

Jessica McDonald
Human Resources Director

Position 1		Position 2	
2022 Hrs	800	2022 Hrs	800
H-8	22.98	H-5	21.97
H-9	23.30	H-7	22.63
Rate Increase	0.32	Rate Increase	0.66
Fiscal Impact		Fiscal Impact	
Wages	256.00	Wages	528.00
Soc Sec	19.58	Soc Sec	40.39
WRS	16.64	WRS	34.32
2022 Impact	292.22	2022 Impact	602.71
2023 Hrs	2080	2023 Hrs	2080
H-8	23.67	H-5	22.63
H-9	24.00	H-7	23.31
Jan-Jun Increase	0.33	Jan-Jun Increase	0.68
H-9	24.00	H-7	23.31
H-10	24.25	H-8	23.67
Jul-Dec Increase	0.25	Jul-Dec Increase	0.36
Fiscal Impact		Fiscal Impact	
Wages		Wages	
Jan-Jun	343.20	Jan-Jun	707.20
Jul-Dec	260.00	Jul-Dec	374.40
Ttl Wages	603.20	Ttl Wages	1,081.60
Soc Sec	46.14	Soc Sec	82.74
WRS	39.21	WRS	70.30
2023 Impact	688.55	2023 Impact	1,234.64

2
3 AUTHORIZING THE EAU CLAIRE COUNTY HUMAN RESOURCES DEPARTMENT TO
4 ADDRESS THE IDENTIFIED COMPENSATION ANOMALY AS RECOMMENDED THROUGH
5 THE TOTAL REWARDS PROJECT PERTAINING TO TWO JUDICIAL ASSISTANT POSITIONS OF
6 THE TWO EMPLOYEES WITH THE HIGHEST AMOUNT OF TIME EMPLOYED IN THE JUDICIAL
7 ASSISTANT POSITION
8

9 WHEREAS, Eau Claire County’s Total Rewards Project (also referred to as Performance-Based
10 Transformational Consultation Project) was included in the Eau Claire County 2022 budget to, among
11 other things, ensure employment positions within the county are competitive with the job market and to
12 address possible salary issues, including but not limited to pay anomalies, salary compression, and
13 persistent labor shortages; and
14

15 WHEREAS, HR InTune, a Human Resources consulting firm, was contracted to complete
16 recommendations to Eau Claire County Human Resources Department regarding compensation strategies
17 to address any identified compensation issues; and
18

19 WHEREAS, in order to address compensation issues identified by HR InTune, the Eau Claire
20 County Human Resources Department is hereby authorized to implement reasonable compensation
21 strategies to address identified and recommended adjustments; and
22

23 WHEREAS, compensation anomalies have been identified pertaining to two judicial assistant
24 positions, who are the two employees with the highest amount of time employed in the judicial assistant
25 position; and
26

27 WHEREAS, the recommended change in salary results in a change from step 8 to step 9 for the
28 longest serving judicial assistant and a change in salary for the second longest serving judicial assistant
29 from step 5 to step 7; and
30

31 WHEREAS, the combined fiscal impact of these changes are \$894.93 for 2022, and \$1,923.19 for
32 2023; and
33

34 WHEREAS, identified compensation issues will continue to be addressed regarding Eau Claire
35 County staff positions as recommended by the study completed by HR InTune for those positions where
36 the compensation is not reflective of the market rate and/or there are other identified compensation
37 anomalies.
38

39 NOW, THEREFORE BE IT RESOLVED that the Eau Claire County Board of Supervisors
40 hereby authorizes the Eau Claire County Human Resources Department to address and resolve the
41 identified compensation issues as recommended through the Total Rewards Project regarding two
42 judicial assistant positions, pertaining to two judicial assistant positions with the highest amount of time
43 employed in the judicial assistant position, and adopt the recommended change from step 8 to step 9 for
44 the longest serving judicial assistant and a change in salary for the second longest serving judicial
45 assistant from step 5 to step 7.
46
47
48
49
50
51

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27

ADOPTED

Committee on Judiciary and Law Enforcement
Dated this _____ day of August, 2022.

Committee on Administration
Dated this ____ day of September, 2022.

Committee on Human Resources
Dated this _____ day of August, 2022.