

**JOINT LAW ENFORCEMENT & EMERGENCY MANAGEMENT
AND COMMUNICATIONS COMMITTEE MEETING**

MARCH 8, 2012

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Chair Robert Egan called to order the joint meeting of the Law Enforcement and Emergency Management Committee and the Communications Committee at 10:00 a.m., on Thursday, March 8, 2012, at the Vilas County Justice Center, in the lower level training room, in Eagle River, Wisconsin.

Present. The following persons were present: Robert Egan, Alden Bauman, Emil Bakka, Kathleen Rushlow, Sheriff Tomlanovich, Chief Deputy Fath, Captain Kennedy, Lieutenant Peske, Jail Administrator Evenson, Emergency Management Director Galloway, Deputy Soltow, Human Resource Manager Kahl, Dave Leack, Jeff Nelson, Ken Anderson, Joe VanDeLarschot, and recorder Carol Krebs. Not present and excused were Edward Bluthardt, Ronald DeBruyne, and David Alleman.

Approve agenda. Alden Bauman made a motion to approve the agenda to be discussed in any order by the Chair. Motion was seconded by Emil Bakka. All voting aye. Carried.

Approve Minutes. Alden Bauman made a motion to approve the minutes of the February 9, 2012 committee meeting. Motion was seconded by Emil Bakka. All voting aye. Carried.

WISCOM Connection & Grant. Emergency Management Director Galloway explained the WISCOM connection and grant. He advised the grant is actually a program and not a grant, and it ties into the Homeland Security Trucking Upgrade Grant.

Director Galloway gave a brief overview of WISCOM. WISCOM is the new trunked statewide radio system. The system is P25 digital compliant, and it conforms to our current law frequency. The only difference is the trunking, and that lets the system operate statewide. There are 80 planned core tower sites. Currently there are 69 tower sites on line. There are two planned tower sites in Vilas County, one in Boulder Junction that they anticipate building this spring, and the other in Phelps. At this time the site location hasn't been selected in Phelps. The system is designed to provide statewide mobile radio coverage.

In 2010, Vilas County purchased new mobile and portable radios. When purchasing those radio's, with the help and advice of PSC Alliance and Gary Peske, in researching the radio's we needed, they made sure the new radios met the technical specifications and requirements necessary to participate on the statewide communications system. If we upgrade the software, these radios will be able to operate on the statewide system. With this software upgrade they will be able to operate anywhere in the state.

Homeland Security WISCOM Trunking Upgrade Grant. Director Galloway explained the Homeland Security WISCOM Trunking Upgrade Grant to the committee. This is a 2009 homeland security grant that the funds have not been allocated yet. The Office of Justice Assistance, is under some pressure from FEMA to spend the homeland security

grant funds from prior years, and this explains the short turnaround time. We became eligible to apply for this funding on January 21, 2012. With the help of the Sheriff and Chief Deputy, we completed and submitted our application on January 21, 2012. This project has to be completed by April 30, 2012. We requested and received grant approval for \$60,000.00. There are no matching funds required. The grant will cover the software purchase, installation, and programming of our radios, so they can be used on the WISCOM system. Northway Communications will purchase the software, and program our radios. The grant period closes on April 30, 2012, and we have until June 30, 2012 to complete the programming of the radios.

Emergency Management Report. Emergency Management Director Galloway updated the committee on the activities in his department.

Fire Simulcast Project Overview. Lieutenant Peske gave an overview of the Fire Simulcast Project. We have identified communication problems with the current Vilas County Fire and EMS paging and radio communications system, due to the federal narrowband mandate. To correct the problems, we have identified the need for an extensive upgrade to a Fire and EMS simulcast system. The estimated cost to upgrade to a Fire and EMS simulcast communication system, including contingency and professional services, is \$1,236,000.00. This project will include building of two additional tower sites, one in Conover, and one in Presque Isle. It will also include modifications to two existing tower sites, one in Eagle River and one in Arbor Vitae. Simulcast will provide services county-wide, by a designated area. For example, Fire and/or EMS personnel assigned to Eagle River area, will be able to receive a page anywhere they are located within the County. This is done by programming the cap code in their individual radio. We can also use a county-wide cap code to page a storm warning or some other type of disaster. Alden Bauman asked if any other County has experienced this same problem. Lieutenant Peske advised, yes, Oneida County has. They went to a simulcast communications system, and they are very satisfied with the results.

Joint Resolution Fire Simulcast Project. A motion was made by Alden Bauman, and seconded by Emil Bakka to approve the Vilas County Fire and EMS Simulcast Communication Upgrade Project Resolution, and forward it to the County Board for their consideration. All voting aye. Carried.

Land O' Lakes Tower Information. Lieutenant Peske advised the committee that this is an information agenda item for the Committee. AT & T is looking to upgrade their system on the Land O' Lakes tower to improve their 4 LTE coverage. In order to do this, they need to install new antennas on the tower. At the same time, they also looking into this on the Weber tower. Lt. Peske advised the Land O' Lakes tower has numerous antenna's and user's at this time, and they're going to have to look into a structural integrity study of the tower to see if this is a viable option or not. We had a structural study done, to see if the tower could handle our microwave antenna's, and at the time, it could not. So we've provided AT & T with a copy of our study. In return, they are going to have a new study done, and it will include the installation of our microwave antenna's, to see if anything has changed.

Lt. Peske advised that Mr. Jim Coursolle, of Heartland Communication Group, LLC had contacted him, and advised that he is looking to see if the County would be interested in acquiring the communications tower in Land O' Lakes. He is looking to find a new location, a little further south, to build a new tower. There are many co locators' on the Land O' Lakes tower, and we could assume the contracts if a purchase agreement were reached. At this time, this is just for information. Lt. Peske advised it would probably take Heartland Communication Group, LLC quite some time to locate a new site, and build a new tower, but he told Mr. Coursolle that he would pass along the information to the committee.

Tower Sites UPS Battery Replacement. Lieutenant Peske advised the committee that all of our tower sites have UPS protection. This protection works in the event of a power failure. The UPS system backs up the power, after a failure, between the time of the failure and the generator engaging. These systems are now four years old, and are in need of a battery replacement to prevent failure. The cost of replacement is \$172.00 per system, and we have a total of 12 UPS units. Lieutenant Peske asked the committee for permission to replace the UPS units, at the 12 locations. A motion was made by Sheriff Tomlanovich, and seconded by Kathleen Rushlow to approve the UPS battery replacements at the 12 tower sites, for a total cost of \$172.00 for each unit. All voting aye. Carried.

Resignations/ New Appointments. Sheriff Tomlanovich advised the committee that Lieutenant Gary Peske has submitted his resignation, effective April 13, 2012. Lieutenant Peske will retire with 36 years of service in law enforcement. He has been with Vilas County 25 of the 36 years. Sheriff Tomlanovich and the committee thanked Lieutenant Peske for his service to the citizens of Vilas County. Chair Robert Egan and Sheriff Tomlanovich presented Lieutenant Peske with a "Citation by the Legislature" authored by State Representative Dan Meyer and Governor Scott Walker, acknowledging his prior service in the United States Military, and his 36 years of Law Enforcement service in the state of Wisconsin.



Lieutenant Gary Peske, Sheriff Frank Tomlanovich, and Chair Robert Egan.

Resolution to Replace the Communications Lieutenant and Subordinate Position (Deputy Sheriff) in the Sheriff's Office due to a Retirement. Sheriff Tomlanovich presented a Resolution to replace Lieutenant Gary Peske, and also replace the subordinate position, that being a Deputy Sheriff position. Sheriff Tomlanovich advised the committee that Deputy Dale Soltow had applied for the prior Lieutenant vacancy, and was on the current eligibility list. Deputy Soltow has agreed to accept the Lieutenant position, if approved by the County Board, which will be vacated by Lieutenant Peske on April 13, 2012. A motion was made by Alden Bauman, and seconded by Emil Bakka to approve the Resolution to replace the Communication Lieutenant and subordinate position, Deputy Sheriff, in the Sheriff's Office due to a retirement. All voting aye. Carried.

FSLA Overtime Computation – Non-Exempt Correctional Officers. Sheriff Tomlanovich advised the committee of the recent changes in overtime computation for the Correctional Officers. On February 9, 2012, a memorandum was given to All Non-Sworn Sheriff's Department Employees, by our Human Resource Manager, Janna Kahl. One portion of the memorandum read: *"The section pertaining to FLSA Overtime Computation Time Accumulation will now reflect: Non-exempt Telecommunicator and Law Enforcement Clerk employees are entitled to overtime pay (1.5 x hourly rate) for hours worked in excess of 40 hours per week. **Non-exempt Correctional Officers are entitled to overtime pay (1.5 x hourly rate) for hours worked in excess of 86 hours per two week pay period.** Paid leave (with the exceptions of sick leave and compensatory time off) will be counted as hours worked towards the computation of overtime."* Sheriff Tomlanovich explained to the committee that our employees feel they are being treated unfairly, and differently than other county employees with respect to overtime computation. The Correctional Officers are being singled out, and made to work 86 hours, in a two week period, before they are eligible to receive overtime compensation. Prior to this change, they were paid overtime for hours worked outside their regular scheduled shift. They currently work a schedule of 5 days on, 2 days off, 5 days on, and 3 days off. This rotation includes nights, weekends, holidays, and the staff works 24/7, 365 days per year. We have minimum staffing requirements in the Jail. In the event of a staff shortage, I may need these employees to come in on their off day, to cover a shift vacancy. Most of the time, this coverage results in no overtime pay, and there's no incentive for the employee to voluntarily come into work and cover the staff shortage. I would like the backing of this committee, to go before the Personnel Committee, and ask them to reconsider this overtime computation for the Correctional Officers.

Human Resource Manager, Janna Kahl was present for the discussion. Chair Robert Egan asked if she could comment on this issue. Ms. Kahl confirmed the content of the memorandum, and the manner in which overtime was being computed for the Correctional Officer staff. She further indicated that she felt these feelings toward the overtime computation, were just the growing pains stage of the changes. She also indicated that she would put this item on the next meeting of the Personnel Committee for discussion. Alden Bauman asked that he be advised of the date of the Personnel Committee, and that he would like to accompany Sheriff Tomlanovich to the Personnel Committee meeting, where this matter would be discussed.

2012 Health Insurance Tier 1 and Tier 2 Deductibles. Sheriff Tomlanovich advised the committee of the County's recent 2012 health insurance, Tier 1 and Tier 2, deductibles. The department's sworn staff has to pay a much higher deductible for their individual health insurance plans, because they do not contribute to the Wisconsin Retirement System. The state law exempts the sworn staff, employed by the County prior to July 1, 2011, from having to contribute to their WRS. The County has mandated that these employees that don't contribute to their WRS, pay Tier 2: a \$2,000.00 single health insurance deductible; and a \$4,000.00 family health insurance deductible. All other County employees pay Tier 1: a \$500.00 single health insurance deductible; and a \$1,000.00 family health insurance deductible. Our sworn staff feels like they're being discriminated against. They are being treated unfairly, and this is having a tremendous effect on our personnel. Again, like with the prior agenda item, I would like the backing of this committee, to go before the Personnel Committee, and ask them to reconsider the Tier 1 and Tier 2 health insurance deductibles. Human Resource Manager, Janna Kahl advised that she would put both items on the March 21, 2012, agenda for the Personnel Committee.

Communication Project Update. No discussion.

Equipment Purchases – Sheriff Budget. Sheriff Tomlanovich presented a purchase order from Advantage Police Supply, for the purchase of Tactical Vests for the S.W.A.T. Team, in the amount of \$13,153.05. The funding is included in the department's 2012 S.W.A.T. budget expense line, and it has also been approved by County Board Resolution 2011-88. A motion was made by Alden Bauman, and seconded by Emil Bakka to approve the Tactical Vest purchase, subject to the approval of the Public Property Committee. All voting aye. Carried.

Equipment Purchases – Jail Budget. No discussion.

Review Budget. The committee reviewed the budget report. A motion was made by Emil Bakka, and seconded by Alden Bauman to approve the budget report as presented. All voting aye. Carried.

Letters and Communications. Chief Deputy Fath advised the committee of two upcoming "out of state" training sessions he has been invited to attend. The first is the National Center for Missing & Exploited Children Training session that will be held in Alexandria, VA, on April 22 – 23, 2012. There is no cost to the County. The second is the National Center for Rural Law Enforcement Executive Management Institute Training that will be held in Phoenix, AZ, May 20 - 24, 2012. Again there is no cost to the County. This item will be placed on the April agenda for approval.

Alden Bauman advised the committee that the County Tribal Concerns Committee is going to discuss the idea of developing a joint County Tribal Wellness Court. This item will be discussed at the next County Tribal Concerns Committee meeting, scheduled for Thursday, March 22, 2012.

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Approval of Bills. A motion was made by Alden Bauman, and seconded by Emil Bakka to approve the bills. All voting aye. Carried.

Future Meeting Date. The next committee meeting is scheduled for: Thursday, April 12, 2012, at 10:00 a.m., in the Justice Center Conference room. Meeting date and time were confirmed.

Adjournment. Motion by Emil Bakka, and seconded by Alden Bauman to adjourn. All voting aye. Carried. The meeting was adjourned at 11:13 a.m.

Submitted by: Carol Krebs, Confidential Secretary