

RESOLUTION

ROCK COUNTY BOARD OF SUPERVISORS

Sheriff Troy J Knudson
INITIATED BY



4/26/2022
DATE DRAFTED

Authorizing Three Additional Deputy Sheriff Positions Through April 2024

WHEREAS, the Sheriff’s Office is expecting up to ten retirements from the sworn ranks next year and one sworn member will be activated on Military Orders (deployed to Africa for one year).

WHEREAS, the vast majority of retirements will be after January and estimates are that staffing shortages will begin in April of 2023. These shortages may be at a critical level, realistically requiring a reduction in services by September of 2023.

WHEREAS, staff do not become productive until after their 15-week training period and most applicants are preservice, which require the 18-week Police Academy. At minimum, 33 weeks is needed after hiring a Deputy Sheriff before they are productive staff and can be considered manpower.

WHEREAS, local police academy classes start in August and January.

WHEREAS, the Sheriff’s Office requests to temporarily expand the number of budgeted Deputy Sheriff positions, starting July 25, 2022, by authorizing three Deputy Sheriff positions to maintain services: and,

Whereas, the Sheriff’s Office has sufficient funds in the Law Enforcement Services personnel budget account to pay for the double-filled position related to the Deputy on active duty. The other two positions will cost approximately \$92,548.48.

WHEREAS, 2023 impact will be a savings of \$16,823.79 based on the estimated vacancy factor over the time period indicated.

NOW, THEREFORE, BE IT RESOLVED that the Rock County Board of Supervisors duly assembled this 12th day of May, 2022, does hereby authorize the temporary hiring of three additional Deputy Sheriff positions not to exceed twenty-four months.

BE IT FURTHER RESOLVED, that the 2022 Rock County budget be amended as follows:

Account	Budget	Increase (Decrease)	Amended Budget
<u>Source of Funds</u>			
19-1921-0000-47010 General Fund	-0-	\$92,548	\$92,548
<u>Use of Funds</u>			
21-2100-0000-61100 Wages	\$6,253,071	\$68,591	\$6,321,662
21-2100-0000-61400 FICA	\$512,785	\$5,247	\$518,032
21-2100-0000-61510 Retirement	\$874,099	\$8,292	\$882,391
21-2100-0000-61610 Health Insurance	\$2,137,740	\$10,129	\$2,147,869

21-2100-0000-61620	\$39,721	\$289	\$40,010
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Dental Insurance

FISCAL NOTE:

This resolution authorizes the use of \$92,548 of General Fund fund balance for an additional two Deputy Sheriff positions.

Sherry Oja
Finance Director

LEGAL NOTE:

The County Board is authorized to take this action pursuant to § 59.22(2), Wis. Stats. As an amendment to the adopted 2022 County Budget, this Resolution requires a 2/3 vote of the entire membership of the County Board pursuant to § 65.90(5)(a), Wis. Stats.

Richard Greenlee
Corporation Counsel

ADMINISTRATIVE NOTE:

This is a good example of the workforce challenges the County is and will be facing over the coming years. The Sheriff's request for authority to temporarily increase the number of positions is a measured approach to this problem. This request is consistent with actions the County has taken in the past to provide lead time for hiring and training to reduce potential gaps between when staff are hired and when they can begin providing services. Therefore, in order to maintain an appropriate level of public safety services, I recommend approval of this resolution.

Josh Smith
County Administrator

Committee Action

Public Safety & Justice Committee

Public Safety & Justice Committee recommended this resolution for approval by a unanimous voice vote.

County Board Staff Committee

County Board Staff Committee unanimously recommended this resolution with an amendment to reflect the total dollar amount of \$56,093.

Finance Committee

The Finance Committee recommended this resolution for approval by a unanimous voice vote. Supervisor Fox was absent.

Executive Summary

Authorizing Three Additional Deputy Sheriff Positions Through April of 2024

The Rock County Sheriff's Office has estimated that up to ten sworn Deputies will retire in 2023. Another Deputy will be on active duty through October of 2023. He will require additional training upon his return and will not be productive as manpower during 2023. The Sheriff's Office is expected to need three new Deputies in 2024. This issue is unprecedented in recent times and will be difficult to manage. Factors to include training availability, length of training and recent applicant status all work to inhibit the management of this problem under current hiring guidelines.

Significant experience and thought has guided the Sheriff's Office towards the stance that temporarily hiring three additional Deputies would make the management of this turnover feasible and reduce the likelihood of a reduction in services. The Sheriff's Office is requesting to temporarily expand the number of budgeted Deputy Sheriff positions by three. It should be known that this ability to have three additional Deputies on the roll through June of 2024 will be needed to manage this issue. This will ensure a minimum level of staffing for the Law Enforcement Services Division.

There are sufficient funds in the Law Enforcement Services budget to pay for the position lost by the Deputy called to active military duty. The Sheriff's Office is asking for monies (\$92,548.48) equivalent to hiring two additional deputies with a new employee orientation date of July 25th, 2022 and a start date at the Sheriff's Office of 8/1/2022, which is in time for the fall police academy at Blackhawk Technical College. The impact in 2023 will be a cost savings of \$16,823.79 due to positive promotional and vacancy factors.