



MEETING MINUTES – VILLAGE BOARD (Regular)

Date/Time: Tuesday, August 3, 2021 (6:00 P.M.)

Location: Village Office, 2990 South Pine Tree Road

ROUTINE ITEMS TO BE ACTED UPON:

1. Call to order/Roll Call:

The meeting was called to order by Rich Heidel at 6:10pm. Rich Heidel, David Dillenburg, Ed Kazik, Tim Carpenter, and Debbie Schumacher were present.

2. Certification of the open meeting law agenda requirements and approval of the agenda:

Motion by Rich Heidel, second by Ed Kazik, to approve the agenda as presented. The motion passed unanimously.

3. Pledge of Allegiance:

Those present recited the Pledge of Allegiance.

4. PUBLIC HEARINGS:

None.

5. CONSENT AGENDA:

A. Payment of Invoices

B. Village Board: Minutes of July 20, 2021

Motion by Dave Dillenburg, second by Debbie Schumacher, to approve the consent agenda as presented. The motion passed unanimously.

6. ITEMS REMOVED FROM CONSENT AGENDA:

None.

7. CITIZEN COMMENTS, RESOLUTIONS, AND PRESENTATIONS:

A. PRESENTATION – Brown County Sheriff Todd Delain (Police Services Agreement)

Sheriff Delain presented, as requested by board members Debbie Schumacher and Ed Kazik, the possibility and feasibility of the Brown County Sheriff's Office providing police services in the Village of Hobart and Town of Lawrence.

Motion by Rich Heidel, second by Ed Kazik, to suspend the rules and open the meeting to the public at 7:18pm. The motion passed unanimously.

Sheriff Delain answered the following questions:

Sergeant Tremel (HLPD):

- a. Would court clerk and police clerk be absorbed with contract? – Court clerk would be. The police clerk would not be required, but would be considered if requested by the board.
- b. Hiring process; would a psych eval be required? – If legally allowed, all requirements completed with the HLPD would not be re-required with the county.
- c. In the contract that was provided there was no specific verbiage about absorbing the patrol officers. Is the verbiage set in stone, or is there an opportunity to change the contract to include the officers? – The appendix budget includes money to move over everyone currently in the department except the police chief and police clerk.

- d. Who has seniority in Hobart/Lawrence, the senior HLPD officer, or the assigned supervisor? – The current HLPD seniority will stay in effect in Hobart/Lawrence jurisdiction.
- e. Is the guaranteed on-staff sergeant and lieutenant one for the whole county? - yes
- f. Would the SRO have a time limit, and what would occur should the school district not choose to go through the county? – The current SRO will stay in place until there is probable cause to remove them from that position. The school has the ultimate say in whether they participate in an SRO program, however, the sheriff's department would likely absorb the officer into the HLPD patrol division.
- g. What facilities would be used for the officer's office and garage space? – The office space would still be confined within the existing offices/garages.
- h. With the possibility of a new school being built in Lawrence, who would have seniority to be selected for the SRO position? – That would be a discussion to be had when a new school does get built and an SRO is requested.
- i. What are the health insurance deductibles for single and family? – Sheriff Delain is not sure what those are at this time, but he can connect the officers to the county contact person to discuss those. The union president informed the officers that they have a high-deductible plan with the following deductibles: \$2000 single and \$4000 family in network; \$4000 single and \$8000 family out of network.
- j. The K-9 fund that was established through the residents of Hobart and Lawrence. What would happen to those funds? – To Delain's knowledge, the funds would have to be used for the purpose it is designated for (i.e., the HLPD K-9).
- k. Term limits for K-9 handlers? – The county policy is when you retire your K-9, you return to the patrol position and must re-apply with the pool to be the new K-9 handler.
- l. Was there a union vote to absorb the HLPD officers? – This would be one of the steps that would need to be brought forth before the union board. It has not been brought to them as of this date.
- m. Does forced overtime follow county or local seniority (i.e., Packer Games)? – It would fall to union seniority.

Officer Schroeder (HLPD):

- n. Looking for clarification on vacation seniority. Current seniority allows him to have family time, and there is a concern that they will lose that opportunity. – This would have to be discussed in further detail down the road.
- o. These officers applied to HLPD, not Brown Co Sheriff's office. The 12 hour schedule is very appealing, and many are not interested in 6/3 schedule – There is liability and risk with 12-hour shift (long time to be driving), and that is why the county does not offer it.
- p. How will current staffing work in the 6/3 shift with keeping 2 officers on? How will the coverage remain the same? – This would need to be an in-depth conversation on coverage requirements down the road.
- q. There is uncertainty with passing new FTO requirements. There is a possibility that the officers will lose their jobs. Their jobs cannot be guaranteed.
- r. There are many concerns with high-deductible insurance plan offered by the county, as well as the cost of the premiums for that insurance, as current health insurance is a desirable benefit in Hobart. – These numbers will be provided at a later date. They are not on hand.
- s. Would HLPD officers be required to assist other communities during overtime and who would pay for that overtime? – Overtime would be billed to community in which call is located
- t. Would HLPD officers have first opportunity to apply for the Directed Enforcement Officer position or would it be open to all county officers? – This would be open to HLPD first.

Officer Manning (HLPD):

- u. How would trust land coverage be handled as current agreement has backup coverage with the Oneida Police Department (OPD). Currently HLPD can hear their coms (won't be able to through county – not on county dispatch). – Sheriff's office would be the new

backup in Hobart/Lawrence and would possibly be able to reprogram channels to include OPD calls.

Donna Severson (Resident):

- v. What is the officer turnover rate in county? – It is estimated to be “very, very low”.
- w. Are all county officers required to be a part of the union? – This cannot be required by law
- x. What is a DEO (Directed Enforcement Officer)? – They are a patrol officer whose function is to meet the needs of the community by helping with municipal ordinances and focusing on cause-root problems.
- y. Where would the squads be housed? – They would stay in their current housing location in Hobart.
- z. Where would the evidence room be located? – There could be a temporary evidence locker for non-serious crimes in the municipality. The evidence would ultimately be transferred to and kept at the county facilities.

Chief Bani (HLPD):

- aa. Would Sharon’s position be transferred to the county? There have been mixed answers - The county does not need the extra administrative position, but board can make the decision if they want to pay the county to take her on.
- bb. Delain commented on asking questions and getting answers from the village. Who was answering these questions because it wasn’t the chief? – Documentation and conversation came through Aaron.
- cc. As a sheriff, are you feeling as though HLPD staffing levels are appropriate? – Not for supervisory, but patrol officers yes with scheduling adjustments.
- dd. Delain’s presentation showed the county assisted on several hundred calls in 6 months. Would that indicate we are understaffed? – Yes.
- ee. The proposal looked at staffing, service calls and, plans to adjust shifts. Would officers be sent home if calls are not coming in? – No, schedules and coverage amounts would be set in advance based on historical needs.
- ff. When there are minimal staffing needs, who gets staffing priority, HLPD officers, or county officers in supervisory positions? – HLPD officers have seniority in Hobart and Lawrence.
- gg. The presentation commented on lack of supervision in Hobart. If we went with the county, we would not need to hire supervisory staff because those roles currently exist, correct? – Yes
- hh. The police commission currently has say over hiring and firing, does the county have a similar setup? – No, there is no police commission or board.
- ii. Delain discussed the fact that there is always one county supervisor on the road (24/7), is that one person anywhere in the county or solely within our community? – Anywhere in county, but Hobart could pay to add a dedicated supervisor.
- jj. Will you be reviewing personnel files of any staff being absorbed prior to their hiring? – Yes.
- kk. If someone in HLPD retires, would the person that fills that position have HLPD seniority? No – They would only fall under county seniority.
- ll. The proposed budget does not include chief’s salary, clerk’s salary, no overtime, sergeant included, missing positions numbers (lieutenant)? Was this budget set to match the current HLPD budget? – The numbers were derived from the cost of moving the current employees over with the exception of the police chief and police clerk.
- mm. If we stay HLPD, what services would we not receive from the county? – Supervising staff, administrative review.
- nn. HLPD could hire supervisors for the difference between what we are currently budgeting and what the county would cost.
- oo. Where did the information received come from other than Chief Bani? – Administrator Kramer and Trustee Schumacher
- pp. Would like to clarify that Lawrence did not ask to be a part of this proposal, and as a town, they are able to get coverage from the county at no cost.

Melissa Tanke (Resident and Police Commissioner):

- qq. As a commissioner and resident, we love our current officers and current coverage culture. Appreciate the current hiring process (held by residents) – Delain assured that the current officers are still staying in Hobart/Lawrence community should they choose.
- rr. Who handles the hiring/disciplinary actions, does it fall to local officials or county? – County would handle these situations.
- ss. She is concerned with meeting the needs of our officers and the individuality of our community through the transition. – Delain assured that the officers are their main priority.
- tt. Melissa asked to clarify if we would still need to provide building needs regardless of contracting with the county. – Yes, Hobart would still need to provide office space and garage space.
- uu. Melissa is frustrated that these discussions have disrupted the effectiveness of our department.

John Rather (Resident):

- vv. Where do the cost savings come in? – Not paying for a police chief.
- ww. Is there a cost-benefit to the county? – This is not a source of revenue for the county.

Officer Muenster (Resident and member of OPD):

- xx. With the projected budget and current staffing, who would pay for more staffing in the village if it's needed? – The contract runs 3 years and addendums can be made to include more staff, at the cost of the municipality.
- yy. What started this conversation to contract with the county? – Trustee Schumacher wanted to know the financial difference to provide appropriate coverage within our own department versus contracting service through the County.
- zz. What happens to the chief should we choose to contract with the county? – The chief has a contract through December 31, 2023. That will need to be negotiated within the terms of the agreement between the chief and the Village/Town. The county does not have any say in that agreement.

Lorie Francar (Resident):

- aaa. Would like to comment on the sheriff's concern with shift change briefings. She wants to assure those in attendance that this briefing does currently occur on a regular basis and HLPD highly cooperative department.

Rich Heidel (Village President):

- bbb. This discussion was based largely on financial impacts of contracting with the county, but he would like to acknowledge the fact that this decision has a lot of intangible factors that will be taken into consideration.
- ccc. This police department and the community it serves are the two most important actors in this discussion. They deserve to have their efforts recognized.

Aaron Kramer (Village Administrator):

- ddd. What other communities have you absorbed their departments? – Only Denmark.
- eee. How many officers came over from Denmark and are they still with the Sheriff's Department? 1 and no, they are no longer with the department.
- fff. On a previous phone conversation, you were not able to guarantee positions for our officers, however tonight you are stating that they will all have positions. Can you comment on this? – That must have been a miscommunication. The contract budget was built with a position for each officer to come over.
- ggg. The financial standpoint is understandable, but we need to put a human face on this issue. Many questions were answered with 'that is a discussion for down the road'. We would like to see exactly what our officers would be taking home on an annual basis from the county versus the municipality, considering the hours worked, health insurance, etc. These questions need to be answered sooner rather than later.

Motion by Rich Heidel, second by Ed Kazik, to return the meeting to normal order at 9:01pm. The motion passed unanimously.

Debbie Schumacher:

hhh. Does the county have a police commission? No

iii. How much of the county's budget is covered by taxes, and how much is covered by municipality payments? Unknown

Rich Heidel:

jjj. In the village of Hobart, what other agency would be the backup? The county is the designated backup.

kkk. Should there be a situation with a large amount of evidence, where is the evidence kept? The county takes responsibility of all the evidence.

Tim Carpenter left the meeting at 9:06pm.

8. VILLAGE ADMINISTRATOR'S REPORT/COMMUNICATIONS:

Road projects are progressing as planned.

9. COMMITTEE REPORTS AND ACTIONS:

There will be a PWAUC Meeting on Monday the 9th.

10. OLD BUSINESS:

None.

11. NEW BUSINESS:

A. DISCUSSION AND ACTION – Assignment of Board Members to Committees:

Motion by Debbie Schumacher, second by Rich Heidel, to table this agenda item. The motion passed unanimously.

B. DISCUSSION – Items for future agenda consideration or committee assignment:

Request by Rich Heidel to add a discussion & action item on the proposal to contract police services through the Brown County Sheriff's Department to the August 17th agenda.

C. ADJOURN TO CLOSED SESSION:

i. Under Wisconsin State Statute 19.85(1)(g): Conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with the respect to litigation in which it is or is likely to become involved. RE: Tribal Affairs

ii. Under Wisconsin State Statute 19.85(1)(e): Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session. RE: TID Projects/Development Agreements.

Motion by Rich Heidel, second by Ed Kazik, to adjourn to closed session at 9:28pm. The motion passed unanimously.

D. CONVENE INTO OPEN SESSION:

Motion by Dave Dillenburg, second by Ed Kazik, to convene into open session at 9:56pm. The motion passed unanimously.

E. ACTION FROM CLOSED SESSION:

Motion by Ed Kazik, second by Dave Dillenburg, to approve the development agreement with AJ Hobart Building, LLC (Green Bay Family Dentistry) for the construction of dental facility on parcels HB-3206 and a portion of HB-3209, contingent on approval of the design by the Site Review Committee and creation and approval of a Certified Survey Map for the project. The motion passed unanimously.

12. ADJOURN

Motion by Dave Dillenburg, second by Ed Kazik, to adjourn at 9:57pm. The motion passed unanimously.