

Badger State Sheriffs' Association

Wisconsin Counties Association Conference
2021



The Employee Crisis



What's Causing It

- Dwindling workforce
- 2028 deficit of 6 million workers
- Eligible workers opting for part time work
- Nearly one million unavailable due to opioid pandemic
- Transfer of Baby Boomer wealth – 68 trillion by 2030
- Media narrative towards Law Enforcement
- Elevated hiring standards



What do Workers Want

- Flexible schedule
- Flexible deadlines (low stress)
- Work from home
- Pay
- Input on company direction
- Fulfillment
- Appreciation



Vacancies

- Corrections
 - 1 – Sergeant
 - 13 – Deputies (3 added in 2022)
 - 2 – Booking/Security Clerks
- Patrol
 - 3 - Deputies
- Communications
 - 3 - Dispatchers



Budgetary Changes

- Reduced 13 Jail Deputies-saves \$1,198,665.00
- Eliminate Revenue from State/ES Inmates-loss **\$1,126,973.00**
- Reduction in number of meals served-saves \$52,000.00
- Reduction in Commissary revenue-loss **\$41,492.00**
- Phone Revenue-loss **\$58,650.00**
- Table of organization reduced to 197 total employees from 210
- Changes Shift minimum from 10 to 7 Jail division



Fixes?

- Competitive wages and fringe
- Schedule options
- Lateral transfer policy
- Recruitment/Retention bonuses
- Opportunity for advancement
- Combined resources
- Regionalization




Other Funding Issues

- Funding of Front Line Staff
- Funding of Tactical Response Equipment
 - SWAT Gear and Vehicles
 - Chemical Munitions
 - Field Force Gear and Personnel
 - Protective Equipment
 - Training of Staff
 - Basic Responder Gear (From Squads to Firearms)
 - Equipment to minimize confrontation (UAS or Drones)
 - Funding School Resource Officers
 - Funding community programs and initiatives that drive community engagement
 - Don't become a defend the police community- it's not what the community wants.



Emergency Detentions





Governing Statutes and Process

- Wisconsin statutes 51.15
- Custody
- Crisis Assessment
- Detention authorization
- Medical clearances
- Transport to approved facility
- Detention
- Commitment hearing



Problem Areas



MEDICAL
CLEARANCES



FACILITIES FOR
DETENTION



TRANSPORTATION



COSTS



Progress



ESTABLISHED
COALITION OF KEY
PLAYERS



\$10,000,000 IN
CURRENT STATE
BUDGET



PROCESSES BEING
DISCUSSED AND
REFINED



Recommendations

- Review local numbers and costs
- Consider potential regional facilities
- Be attentive to new legislation



Questions?

