



# The Office

## *DSA Challenges to Three Eligibility Lists Deny Promotions to Members*

This spring, personnel assigned to our Detention Services Bureau's County Correctional Facility – Central Division (CCF-C) have had a new "class" of supervisors to whom they report. In this instance, "class" refers not only to a group of members starting their supervisory careers in tandem, but it also refers to a new classification of bosses. Earlier this year a group of 18 Deputy Sheriff – Sergeant positions, held by Deputy Sheriffs who were serving under temporary appointments to that position, were converted to 18 positions of Correctional Officer Lieutenant for deployment within the CCF-C.

This process, requiring County Board approval, was an exhaustive one. Before this change could take effect, the matter was vetted before the committees on Finance and Audit, and Personnel, the Department of Administrative Services, and the Division of Human Resources. But that is simply process; bureaucratic oversight. More important is the reasoning behind this change. To deny the fiscal impact would be foolish. Simply stated, the MCSO is a \$160 million public safety agency, with 1300 employees. But the important work that we do, performed by committed people, must (as a principle of ethics) be performed at the lowest reasonable cost that may ensure effectiveness, on behalf of the taxpayers who must bear that cost. That truth is more apparent now than ever before. Put another way: a professional manager is tasked to identify the group, or classification, of personnel who have the requisite training and skill sets to perform a given duty, and to ensure that they perform their duties in a maximally affordable manner.

A CO Lieutenant, specifically trained and promoted to supervise operations within a correctional facility, allows those duties to be performed for roughly \$59K per year at top pay. A Deputy Sheriff Sergeant, specifically trained and promoted to supervise law enforcement officers in situations regarding arrests, investigations, and the application of law, ups that cost (without overtime considerations) to \$66K at top pay. For the 18 officers involved, this change corresponds to an annual savings to the taxpayers in the realm of \$126K per year—all without sacrificing a single employee to the unemployment office. That is something in which we can all take pride.

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### MCSO Mission Statement

**We are law enforcement professionals, representing a variety of criminal justice disciplines, and we exist to serve the public.**

**We are committed to creating a culture of service that views our citizens as customers whose satisfaction is absolutely essential to our success.**

**Performance Matters Here**

## GREATER MILWAUKEE LAW ENFORCEMENT MEMORIAL



The 7th Annual Greater Milwaukee Law Enforcement Memorial, hosted this year by the Milwaukee County Law Enforcement Executives Association, took place on May 4 at MacArthur Square to honor the memory of those who have sacrificed their lives in service to our community. Photos clockwise: MCSO command staff, wreaths, Sheriff Clarke and combined law enforcement Honor Guard, Deputy Scott Krueger placing wreath, Sheriff Clarke, and James Trandel, surviving son of Deputy Sheriff John Trandel, giving remarks on behalf of surviving family members.



(Cont. from page 1, Sgt/Lt.): But as important as these considerations are, they do not paint the whole story. With the assumption of the responsibility of leading the former House of Correction in 2009, the MCSO provided, for an entire class of employees who had been giving their best, a path to promotion and the opportunity of a fully realized career within our organization. This should come as a surprise to none as a further step towards our consistently stated goal of seeing Deputy Sheriffs largely removed from our detention footprint.

**We've tried three times to permanently promote Sergeants, and three times we have been sued by the MDSA to stop these promotions.** Given the resultant size in the number of TAHC positions, set against the current financial deficits of county government, the decision to implement Correctional Lieutenant positions provides us a huge and immediate financial impact. Ultimately, while the resumption of Deputy Sheriff duties by those who have taken on the extreme challenge of leading others may test our personnel, they have mettle. They were given the privilege to lead based on performance. They will continue to perform with distinction, as those Lieutenants who replace them in the CCF-C are now acquitting themselves.

- Inspector Edward H. Bailey

## Sheriff Clarke Testifies at Capitol Hearings



On June 7, Sheriff Clarke appeared before the Senate Committee on Labor, Public Safety, and Urban Affairs at the State Capitol to offer testimony in support of Senate Bill 109. The bill added soft tissue injuries to those injuries that result in a criminal charge when suffered by a law enforcement officer when a subject is resisting or obstructing arrest. This bill, sponsored in part by Representative Josh Zepnick of the south side of Milwaukee, sees to it that those who injure and abuse enforcement officers in this way are charged with a felony. By adding soft tissue injuries to the types of injuries that increase Resisting or Obstructing an Officer from a Misdemeanor to a Felony, the proposed law takes a strong step in closing the “loophole” that has existed throughout our law enforcement careers: When a cop ends up on the ground with a suspect, struggling to gain control of a potentially deadly encounter, and the officer doesn’t end up with a broken bone or require lengthy hospitalization, the suspect usually won’t get charged.

In his remarks before the committee, Sheriff Clarke noted: “It is not an overstatement to say that now, after 33 years in our profession, not an evening goes by when I do not consider whether any of my officers might, as I work in my office, be rolling around on the ground struggling to take an offender into custody. That is, some would wrongly say, the life of a street cop. They get paid to fight. But that view is both an assault on the sanctity of the badge, and a damning indictment of the value that we place on our officers.

I applaud today’s legislation because it moves the bar a bit higher, and sets the threshold a little lower, for what constitutes a serious crime when a subject chooses to lay his hands on our officers.”

But the Sheriff’s remarks did not end with an endorsement of the current bill; they offered an important improvement: “Finally, the only improvement that I can offer to this bill is to suggest that the legislature consider explicitly adding our state’s correctional employees to those protected by this increased penalty. Running an agency that guards thousands of inmates, and employs hundreds of correctional officers, I am sensitive to the rigors of their jobs as well. While our correctional staff is also in the regular position of investigating incidents in their facilities and accepting subjects into custody, often fresh off the street, the law is vague as to whether such protections apply to them. In fact, in my experience, once a statute contains the delineation of “peace officer”, assistant district attorneys become reticent to even consider the circumstances in which the law might appropriately apply to a correctional officer. Simply by adding the term “correctional officer,” this could be resolved, and an entire class of dedicated servants who have assumed dangerous duties would see their protection placed on equal footing with their brother and sister officers of the sworn service.”



Subsequent to this hearing on June 14, an amendment was offered and added to the bill adding the same language to the charge of Battery by Prisoners as noted: “940.20 **Battery by prisoners.** Any prisoner confined to a state prison or other state, county or municipal detention facility who intentionally causes bodily harm or a soft tissue injury to an officer, employee, visitor or another inmate of such prison or institution, without his or her consent, is guilty of a Class H felony.” The bill then passed through the Senate, and is now awaiting action in the Assembly.

- Inspector Edward H. Bailey



Sheriff Clarke also testified at a hearing on the Carrying a Concealed Weapon legislation on May 12. The Sheriff said that in addition to changes to the bill to make it a felony for people to illegally possess a firearm, he wants “to take that further by pushing for tougher sentencing for those convicted of possessing a firearm without a permit, being a felon in possession of a firearm, and the illegal transfer (straw purchase) of a firearm.”

“A ‘stayed sentence,’ whereby a significant prison term is set aside for a slap on the wrist, is used much too often with gun-toting criminals. This is the charade that plays itself out in too many gun cases, and I am calling for the legislature to end it before another police officer’s name is added to our memorial wall.” Those proposed changes are in a separate bill now being reviewed by the legislature.

# MCSO and Community Events



Photo: Mary J. Corlette

Clockwise from above: May 5 Correctional Officer Class #203 Graduation: Eighteen correctional officers received their badges; Sheriff folds flag with Boy Scouts at their zoo campout; inmates handle freeway cleanup; Sheriff joins Sen. Darling and Rep. Ott at news briefing on stronger OWI penalties; Sheriff, Sgt. Dennis Konkel, Inspectors Bailey and Schmidt with BG John E. McCoy at the Employer Support for the Guard and Reserve (ESGR) luncheon; Sheriff and deputies ride in the Reclaiming our Heritage Parade on June 4 at the VA grounds.



## MCSO K-9 Units

The Milwaukee County Sheriff's Office has the largest Canine Unit in the State of Wisconsin. The agency K-9 Unit began in 1984 with two drug dogs and now has twenty teams in varying disciplines. We currently have three breeds of canines: Belgian Malinois, German Shepherd and Dutch Shepherd, and use three kennels for the purchase and training of our canines (North Carolina, Texas and Wisconsin). All of the canines live at home with their handlers.

Four teams are assigned to the Police Services Bureau-Patrol/TEU/CID, trained in criminal apprehension, narcotic searches and tracking, using Dutch commands. Four teams are with the Police Services Bureau-Airport, and they specialize in explosive detection, detecting explosive odors in things as small as a coin purse and as large as a tanker truck. The EOD K-9 Teams are more flexible, effective and accurate than any other technology.

Twelve K-9 Teams are assigned to the County Correctional Facilities (South and Central). These K-9 Teams are similar to those in the Police Services Bureau in that they also do apprehension work, narcotics searches and tracking. Their training is geared toward the correctional setting and they are most commonly used for crowd control and deterrence. Canines have a way of changing the minds and ultimately the actions of the inmates, without ever coming in contact with them, saving officers from needless injuries. Some of the K-9 Teams are working their dogs in cell phone detection, a growing safety concern in jails and prisons around the world.

Our K-9 Teams have provided mutual aid to almost every law enforcement agency in Milwaukee County and all of the surrounding counties, ranging from narcotic sweeps in high schools, to explosive detection sweeps for the Secret Service when the President of the United States visits the area. All of the K-9 Teams participate in community events and provide demonstrations for schools, churches or business organizations, doing well-received public relations work for our agency.

A local business, the **Oak Creek Central Bark Doggy Day Care**, owned by Sue Ann McCotter, held its second annual Doggy Easter Egg Hunt fundraiser for the MCSO K-9 Unit in April to purchase bullet-proof canine vests. Attendees watched a Patrol K-9 demonstration. Other businesses have been supporting our K-9 Units as well: **AWARE (Alliance of Wisconsin Animal Rehoming Efforts)** and **Wisconsin Vest-A-Dog** donated bullet-proof/stab-proof vests, and **Gift of Wings** (the lakefront kite shop) made a display booth table cover.



Photos, above: Patrol K-9 Demo with deputies Dan Dittberner and Joel Streicher with their canines, Arras and Rico. At left, Sue Ann McCotter of the Oak Creek Central Bark Doggy Day Care thanks the crowd for participating and supporting the MCSO K-9 Units.



Photo: Mary J. Corlette



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The MCSO participated in the kick off and **Torch Run for Special Olympics**. Deputies Daniel Doering, Roberto Hernandez, Andrew Halstead, Sean Mahin, Cpt. Scott Stiff, James Thomas (DA Investigator, Ret. Dpty.), Sgt. Josef Sabre and Dpty. Mike Kasal; Sheriff with the Special Olympics athlete, Rebecca Stepflug, who lit the torch and **Cpt. Les Wachowiak**—who was awarded the **Guardian of the Flame Award**. Below: Deputies, Explorers and staff attend LE Day at Hope School; Inspector Richard Schmidt celebrates 25 years with MCSO, and Explorer Laquehia Bray places flags in Wood Cemetery for Memorial Day.



At left, Sheriff Clarke and Pastor John McVicker of Christ the King Baptist Church mark the 9th anniversary of the disappearance of Alexis Patterson with a wreath-laying ceremony. The MCSO command staff stood vigil outside Hi-Mount Boulevard Community School during the tribute.



At right: Sheriff Clarke held a news conference prior to Memorial Day weekend outlining the increased OWI and speed enforcement on the freeways. He held another on Park & Ride safety issues, urging people to “Hide It, Lock It, Keep It” when using the lots. He reminded citizens to hide valuables in their trunk, glove box or under seats, and to lock doors to make it difficult for thieves to take items.



Detective Malanie Lehmann performed a live TV smash-and-grab demonstration to show how quickly and easily thieves can break in.

