



SHERIFF EARNELL R. LUCAS

Communication to the Board of Supervisors

DATE: May 11, 2022

TO: Committee on Finance

FROM: Denita R Ball, Chief Deputy, Office of the Sheriff

RE: **2022 Overtime Deficit Informational Report**

This report is submitted consistent with the guidance of Section 56.02 of the Milwaukee County Code of General Ordinances. This ordinance states that, whenever "an overtime deficit of at least one million dollars (\$1,000,000) will occur or is projected to occur for the division," a written report shall be submitted.

The Milwaukee County Sheriff's Office is projecting a 2022 overtime deficit of \$4,687,967. It is also projected that this deficit will be absorbed by expenditures savings and increased revenues.

As of pay period 7, 50.8% of overtime dollars is at the Milwaukee County Jail where extreme staff shortages are occurring.

Low Org	Description	YTD PP7 Overtime	% of Total
4002	Administration	\$44,848	1.9%
4016	GMIA	\$167,486	7.1%
4018	K9	\$20,114	0.9%
4021	Patrol	\$385,555	16.3%
4038	Jail	\$1,197,217	50.8%
4052	Investigations	\$120,518	5.1%
4077	Training Academy	\$19,063	0.8%
4081	Courts	\$312,981	13.3%
4086	Civil Process	\$49,263	2.1%
4087	Building Security	\$41,707	1.8%
		\$2,358,752	100.0%

As of May 2, 2022, there are 140 filled Officer positions of 251 budgeted for 2022 in the Jail, or a 56% fill rate. On average per month there are 10 Officers unavailable due to injury or modified duty. This reduces the number of Officer available to 130, or a fill rate of 52%.

The total number of Officers termed in 2021 were 104. Termed would include resigned, retired, separated during probation, and discharged. Year-to-date for 2022 is 27.

A new Deputy Sheriff class began in February 2022 and 7 Officers were promoted to Deputy Sheriff.

Of the 251 budgeted Officer positions, 21 new Sergeant positions were created in the 2022 adopted budget and are included in the 251 total. These Sergeant positions are to serve as team leads and housing unit specialists. The duties these new Sergeant positions will be performing are currently being completed by Officers and Lieutenants. Creating this additional level of supervision will allow Officers and Lieutenants to concentrate on their core duties. This change is expected to increase the retention rate by offering a higher-level position that Officers can be promoted to.

The 2022 budget also addresses the high vacancy rate of Officers by including a \$3/hour Premium Pay allotment for Officers in the Milwaukee County Jail, House of Correction and Vel R. Phillips Youth & Family Justice Center. The total cost in 2022 for MCSO is \$1.5M, which is offset by \$1.5M of American Rescue Plan Act (ARPA) funding. While the County seeks to minimize the use of ARPA funding for operating costs, recruitment and retention of Officers is a top priority to ensure the health and safety of those in the County's care.

March 2022 Fiscal Summary for MCSO:

	2022 Projected Annual	2022 Adjusted Budget	Variance
State Reimbursement	\$5,267,822.00	\$5,208,592.00	\$59,230.00
Service Fees	\$2,942,500.00	\$2,492,500.00	\$450,000.00
Other Revenue	\$206,500.00	\$216,500.00	(\$10,000.00)
Revenues	\$8,416,822.00	\$7,917,592.00	\$499,230.00
Personnel Services	\$45,800,000.00	\$44,374,907.00	(\$1,425,093.00)
Fringe Benefits	\$6,716,100.00	\$6,872,253.00	\$156,153.00
Contractual Services	\$5,014,414.00	\$5,461,456.00	\$447,042.00
Commodities	\$2,043,479.00	\$2,436,320.00	\$392,841.00
Expenditures	\$59,573,993.00	\$59,144,936.00	(\$429,057.00)
Abatements	(\$12,393,051.00)	(\$12,443,051.00)	(\$50,000.00)
Revenues Less Expenditures	(\$38,764,120.00)	(\$38,784,293.00)	\$20,173.00

Savings from salaries and fringe benefits are projected to be \$3,419,027 with additional savings from commodities and services projected to be \$839,883 (see table on next page).

Additional revenues are being projected from the unbudgeted continuance of the emergency

room security for Froedtert Lutheran Memorial Hospital (FLMH) that would include 2 deputies versus the original contract of 1 deputy stationed in the emergency room. This contract will be before the Finance Committee during the May cycle.

Overall, MCSO is projecting a surplus of \$20,173.

	2022 Projected Annual	2022 Adjusted Budget	Variance
Overtime	\$8,550,000.00	\$3,862,033.00	(\$4,687,967.00)
Salaries-Wages	\$37,100,000.00	\$40,293,250.00	\$3,193,250.00
Sick Balance Payout	\$100,000.00	\$150,000.00	\$50,000.00
Longevity Pay	\$50,000.00	\$69,624.00	\$19,624.00
Personnel Services	\$45,800,000.00	\$44,374,907.00	(\$1,425,093.00)
Social Security	\$3,378,100.00	\$3,377,884.00	(\$216.00)
Unemployment Compensation	\$0.00	\$55,000.00	\$55,000.00
Uniform Allowance	\$175,000.00	\$220,219.00	\$45,219.00
Educational Bonus	\$60,000.00	\$116,150.00	\$56,150.00
Fringe Benefits	\$3,613,100.00	\$3,769,253.00	\$156,153.00
Sheriff's Fee	\$3,000.00	\$100.00	(\$2,900.00)
Process Service Fee	\$150,000.00	\$246,517.00	\$96,517.00
Transportation Non CO Employee	\$2,540,000.00	\$2,835,706.00	\$295,706.00
Equipment Rental ST	\$1,000.00	\$21,000.00	\$20,000.00
R/M Buildings & Structures	\$110,000.00	\$116,307.00	\$6,307.00
R/M Machinery/Tools/Equipment	\$110,646.00	\$142,058.00	\$31,412.00
Contractual Services	\$2,914,646.00	\$3,361,688.00	\$447,042.00
Medical/Chemical & Reagents	\$0.00	(\$45.00)	(\$45.00)
Motor Vehicle Operations	\$529,800.00	\$629,800.00	\$100,000.00
Gasoline	\$0.00	\$5,004.00	\$5,004.00
Batteries	\$0.00	\$37,900.00	\$37,900.00
Office Supplies	\$109,408.00	\$159,390.00	\$49,982.00
Law Enforcement & Public Safety Supplies	\$557,335.00	\$657,335.00	\$100,000.00
Minor Office Equipment	\$35,311.00	\$85,311.00	\$50,000.00
Minor Other Equipment	\$52,778.00	\$102,778.00	\$50,000.00
Commodities	\$1,284,632.00	\$1,677,473.00	\$392,841.00
Abatements	(\$12,393,051.00)	(\$12,443,051.00)	(\$50,000.00)
Abatements	(\$12,393,051.00)	(\$12,443,051.00)	(\$50,000.00)
Grand Total	\$41,219,327.00	\$40,740,270.00	(\$479,057.00)