



# POLK COUNTY, WISCONSIN

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Sharon Jorgenson, County Clerk  
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## MINUTES

### PUBLIC SAFETY AND HIGHWAY COMMITTEE

Justice Center Community Room  
Balsam Lake, WI 54810  
11:00 A.M. Tuesday, July 3, 2018

Meeting called to order by Chair Luke at 11:03 a.m.

Committee Members Present:

Attendee Name	Title	Status
Jay Luke	Chair	Present
John Bonneprise	Vice Chair	Present
Doug Route	Supervisor	Present
Joe Demulling	Supervisor	Present
Larry Jepsen	Supervisor	Absent

Also present Sharon Jorgenson, County Clerk; Jeff Fuge, Interim County Administrator; Pete Johnson, Sheriff; Dale Hall, Captain, Sheriff's Department; Andrew Vitalis, Investigator-Sheriff's Department; Tony Grimm, Investigator –Sheriff's Department; Brent Waak, Sergeant – Sheriff's Department; Rob Drew, Jail Administrator/Captain; Emil Norby, Highway Commissioner; Supervisor Chris Nelson; and members of the public. Supervisor Bonneprise joined meeting at 11:17 a.m. Supervisor Prichard joined meeting at 11:45 a.m.

**Approval of Agenda**-Chair Luke called for a motion to approve agenda. **Motion** (Demulling/Route) to approve the agenda. Chair Luke called for a voice vote on said motion. **Motion** carried by unanimous voice vote.

**Approval of Minutes**- Chair Luke called for a motion to approve the minutes of the June 12, 2018 meeting minutes. **Motion** (Demulling/Luke) to approve the minutes. Chair Luke called for a voice vote on the motion to approve the minutes as published. **Motion** to approve minutes as published carried by unanimous voice vote.

### Public Comment

Time was given for public comment. Committee received information regarding fireworks regulations and use from member of the public. Committee received public comment.

### Program Overviews

Committee received program overviews and annual report presentations from Sheriff Johnson regarding the sheriff's department, corrections and communications. Committee received program overview and annual report presentation from Highway Commissioner Norby regarding the highway department.

## **Action/Discussion Items**

Committee discussed Ordinance No. 48-18: Proposed Polk County Uniform Rural Addressing and Road Numbering Ordinance. Chair Luke called upon Interim Administrator Fuge for information regarding Ordinance No. 48-18. Committee is charged with receiving input and holding a public hearing regarding proposed Ordinance. Administrator recommended committee hold public hearing for public input and then make recommendations and suggested amendments to language in Ordinance to full County Board.

**Motion** (Route/Demulling) to set public hearing for Tuesday, August 7<sup>th</sup>, 2018 at 6:00 pm. committee meeting regarding Ordinance No. 48-18. Chairman Luke called for a voice vote on said motion. **Motion** carried by unanimous voice vote. Towns will be contacted and notified of public hearing.

**Motion** (Bonneprise/Route) to set business meeting for Public Safety and Highway Committee for Tuesday, August 7, 2018 at 5:00 p.m. Chairman Luke called for a voice vote on said motion. **Motion** carried by unanimous voice vote.

## **Discussion on meth issues in Polk County**

Committee received information regarding meth issues in Polk County. Committee viewed recent Channel 4 news special featuring Polk County meth crisis. Chairman Luke addressed Supervisor Nelson to provide information to the committee. Chairman Luke addressed Interim Administrator Fuge to provide information to committee. Interim Administrator Fuge provided information regarding a resolution in process that proposes a County wide planning process to further address meth problems.

## **Matters for Upcoming Meetings**

Next meeting: Tuesday, August 7, 2018 at 5:00 p.m. in County Board Room with Public hearing at 6:00 p.m.

August: Work plan items – Highway Facility update/possible tour of new highway facility, Review and recommendations on fee schedule

Chair Luke called for a motion to adjourn, followed by lunch prepared by jail food service personnel and jail tour. **Motion** (Bonneprise/Route) to adjourn business meeting, followed by jail tour and lunch. **Motion** carried by unanimous voice vote. Chair Luke declared meeting adjourned at 12:35 p.m.

Respectfully submitted,

Sharon Jorgenson, County Clerk



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### AGENDA AND NOTICE OF MEETING

#### **PUBLIC SAFETY & HIGHWAY COMMITTEE**

Justice Center, 1005 West Main Street, Balsam Lake, WI 54810

Community Room

Tuesday July 3, 2018 at 11:00 a.m.

A quorum of the County Board may be present

Materials: June 12, 2018 Minutes; Proposed Ordinance 48-18

1. Call to Order-Chairman Luke
2. Approval of Agenda
3. Approval of Minutes for June 12, 2018
4. Public Comment (3 minutes)
5. Receipt of Information from Supervisors Concerning Matters Noticed
6. Program Overviews – Annual Report Presentations
  - A. Sheriff's Department
  - B. Highway Department
7. Action/Discussion Items
  - A. Review of Ordinance No. 48-18: Proposed Polk County Uniform Rural Addressing and Road Numbering Ordinance
  - B. Meth Issues in Polk County
8. Identify Subject Matters for Upcoming Meetings
9. 2018 Work Plan-Continued Development or changes/additions
10. Tour of Jail and Lunch Following Adjournment
11. Adjourn

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Items on the agenda not necessarily presented in the order listed. This meeting is open to the public according to Wisconsin State Statute 19.83. Persons with disabilities wishing to attend and/or participate are asked to notify the County Clerk's office (715-485-9226) at least 24 hours in advance of the scheduled meeting time so all reasonable accommodations can be made. Requests are confidential.



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## MINUTES

### PUBLIC SAFETY AND HIGHWAY COMMITTEE

Justice Center Community Room  
Balsam Lake, WI 54810  
2:00 P.M. Tuesday, June 12, 2018

Meeting called to order by Chair Luke at 2:03 p.m.

Committee Members Present:

Attendee Name	Title	Status
Jay Luke	Chair	Present
John Bonneprise	Vice Chair	Present
Doug Route	Supervisor	Present
Joe Demulling	Supervisor	Present
Larry Jepsen	Supervisor	Present

Also present Sharon Jorgenson, County Clerk; Jeff Fuge, Interim County Administrator; Pete Johnson, Sheriff; Dale Hall, Captain, Sheriff’s Department; Jill Stoffel, Communications Administrator; Megan, Communications Supervisor; Kathy Poirier, Emergency Management Director; Joan Ritten, Clerk of Circuit Court; Brad Runeberg, GIS Supervisor -Zoning Department; Landon Strilzuk , Zoning Specialist; Mike Dorsey, St Croix Fire Department; EMS and Sheriff department representatives, members of the public and member of the press.

Committee members received training information for use of tablets from Todd Demers before the meeting was called to order. Committee members should contact IT Department to receive additional individual training.

**Approval of Agenda**-Chair Luke called for a motion to approve agenda. **Motion** (Bonneprise/Jepsen) to approve the agenda. Chair Luke called for a voice vote on said motion. **Motion** carried by unanimous voice vote.

**Approval of Minutes**- Chair Luke called for a motion to approve the minutes of the May 1, 2018 meeting minutes. **Motion** (Demulling/Jepsen) to approve the minutes. Supervisor Jepsen noted correction for minutes regarding election of Vice Chair of committee to add “Vice” in last sentence referencing election of John Bonneprise. Corrected sentence will read “Motion to elect Supervisor John Bonneprise to VICE chair of the committee carried by unanimous voice vote”. Chair Luke called for a voice vote on the motion to approve and amend the minutes as stated. **Motion** to amend and approve minutes carried by unanimous voice vote.

### Public Comment

Time was given for public comment. Public comment was received.

Committee received a tour of Dispatch and demonstration on use of 911 addressing system from Communications Director Jill Stoffel and Sheriff Pete Johnson. Committee received information regarding Polk County mapping and addressing system from Brad Runeberg, GIS Mapping Specialist.

Recommendation on Resolution No. 49-18: Resolution to Accept Ambulance and Monetary Donation for Mobile Command Center was discussed. Committee received information regarding resolution from Interim Administrator Fuge, Captain Dale Hall from the Sheriff's Department; and Sheriff Johnson.

**Motion** (Jepsen/Bonneprise) to approve donation from anonymous individual and recommend passage by the County Board. Chair Luke called for a voice vote on the motion to approve and recommend passage of Resolution No. 49-18 to the County Board. **Motion** to approve and recommend passage of Resolution No. 49-18 to the County Board carried by unanimous voice vote.

Recommendation on Resolution No 47-18: Resolution to Develop Uniform Rural Addressing and Road Numbering Ordinance was discussed. Committee reviewed proposed Ordinance No. 48-18 Polk County Uniform Rural Addressing and Road Numbering Ordinance. Committee discussed setting public hearing regarding uniform rural addressing system.

**Motion** (Route/Jepsen) to approve and recommend passage by the County Board. Chair Luke called for a voice vote on the motion to approve and recommend passage of Resolution No. 47-18 to the County Board. Public hearing will be set up in regard to addressing. **Motion** (Jepsen/Demulling) to amend date on line 29 from June to October. **Motion** to amend date to October carried by unanimous voice vote.

**Motion** to approve and recommend passage of Resolution No. 47-18 as amended to the County Board carried by roll call vote with 3 voting yes and two voting no (Supervisors Luke and Bonneprise voting no).

### **Matters for Upcoming Meetings**

Next meeting: Tuesday, July 3, 2018 at 11:00 a.m. at Justice Center

July: Work plan items, Jail tour

Chair Luke called for a motion to adjourn. **Motion** (Bonneprise/Jepsen) to adjourn. **Motion** carried by unanimous voice vote. Chair Luke declared meeting adjourned at 3:52 p.m.

Respectfully submitted,

Sharon Jorgenson, County Clerk

# Highway Department

Emily Norby, Highway Commissioner

## DEPARTMENT SUMMARY

### DEPARTMENT DESCRIPTION:

The department provides all highway services for 662 lane miles of county roads and 364 lane miles of state highway. These services include; construction, winter/ice/snow activities, surface maintenance, drainage, signs, woody vegetation, material inventory, equipment maintenance, and record keeping.

### MISSION:

To serve our customers and community more effectively than anyone else by treating our customers and co-workers as we, personally, would like to be treated, and to make a difference in their lives within Polk County by developing and maintaining a safe, efficient and environmentally sound county and state road system.

### LINK TO COUNTY BOARD STRATEGIC GOALS:

Responsive transportation system  
Upgraded road network

### STRATEGIC PRIORITIES:

Decrease the volume of deficient roads proportionate to available funding. Extend the life, maintain the integrity and enhance the safety of all county roads.

### PROGRAM OVERVIEW

The department provides all highway services for 662 lane miles of county roads and 364 lane miles of state highway. Provides construction and maintenance activities to other Municipalities as requested.

### LIST OF SERVICES BOTH INTERNALLY AND EXTERNALLY PROVIDED BY YOUR DEPARTMENT:

Services include; construction, winter/ice/snow activities, surface maintenance, drainage, signs, woody vegetation, material inventory, equipment maintenance, and record keeping.

# Highway Department

Emily Norby, Highway Commissioner

## DEPARTMENT REVENUE AND EXPENDITURES BY ECONOMIC CLASSIFICATION

	2017 Actual	2017 Budget	Actual vs. Budget Percentage Difference	2018 Estimated Budget
<b>Revenue</b>				
General Property Tax	3,200,150	3,200,150		3,261,243
State Aids	1,596,831	1,596,426		1,787,064
Intergovernmental Revenue	2,378,956	2,421,676		2,319,976
Misc. Revenue	48,006	49,200		49,200
Other Financing Sources	1,106,220	-		-
<b>Total Revenue</b>	<b>8,330,164</b>	<b>7,267,452</b>	<b>13%</b>	<b>7,417,483</b>
<b>Expense</b>				
Operating Expense	-	20,000		10,000
Personnel Services	2,665,388	2,659,884		2,646,279
Contractual Services	1,552,269	1,270,515		1,106,207
Supplies & Expenses	1,787,714	2,337,412		2,774,404
Fixed Charges	954,721	751,910		749,210
Other Grant Contributions				
Capital Outlay	19,138	32,680		935,288
Cost Reallocation	190,094	13,825		106,095
<b>Total Expenditures</b>	<b>7,169,324</b>	<b>7,086,226</b>	<b>1%</b>	<b>8,327,483</b>
<b>Net Revenue and Expenditures</b>	<b>1,160,840</b>	<b>181,226</b>		<b>(910,000)</b>

In the box below explain any deviation over 2% (greater or less than) between the 2017 actual and 2017 budgeted amount.

The increase in revenue is due to the cost of the Bishop building and property is brought into the Highway budget as a revenue then transferred to an Asset account. This is an internal process but shows the increase in the revenue line OTHER FINANCING SOURCES.

## EMPLOYMENT BY JOB CLASSIFICATION

	2017 Budget	2018 Budget
<b>FTE Employees</b>		
Officials/Administrators	1	1
Professionals		
Technicians/Para-Professionals		
First/Mid Level Officials and Managers	3	3
Administrative Support	1	1
Skilled Craft/Service Maintenance	32.45	32.45
<b>Total</b>	<b>37.45</b>	<b>37.45</b>

# Highway Department

Emily Norby, Highway Commissioner

## SECTION 2: PROGRAM SUMMARY

Program name:

### Construction and reconstruction of county roads

Program objective: Decrease the volume of deficient roads proportionate to available funding; To maintain the integrity of the highway infrastructure and to enhance safety by maintaining pavement quality.

Link to Board Priority:

PROGRAM REVENUES AND EXPENDITURES			
	2017 Actual	2017 Budget	2018 Budget
<b>Revenue</b>			
General Property Tax	1,376,065	1,376,065	1,402,334
Other Revenues	2,205,906	1,748,940	1,787,183
<b>Total Revenue</b>	<b>3,581,971</b>	<b>3,125,004</b>	<b>3,189,518</b>
<b>Expenditure</b>			
Recurrent Expenditure	3,082,809	3,047,077	3,580,818
Capital/One-time Expenditure			
<b>Total Expenditure</b>	<b>3,082,809</b>	<b>3,047,077</b>	<b>3,580,818</b>
<b>Net Revenue and Expenditures</b>	<b>499,161</b>	<b>77,927</b>	<b>(391,300)</b>

### PROGRAM PERFORMANCE INFORMATION

KEY PROGRAM STRATEGIES 2017	ACTUAL/PROJECTED RESULTS 2017
Develop a Highway Facebook page to enhance communication with the public so they can travel more efficiently by knowing road closures and travel conditions	The Highway Facebook page has been developed and is being used to increase communication with the public on construction and maintenance activities .

#### KEY PROGRAM STRATEGIES 2018 - 19

1. Optimize funding by long term planning for highway construction projects to lengthen the life of a highway, such as new asphalt mix designs.
2. Completion of the new Highway facility, ensuring that future needs and demands of the transportation system are met.

### KEY PERFORMANCE INDICATORS

Output indicators	2017 Actual	2017 Planned	2018 Estimate	2019 Estimate
Miles overlaid, reclaimed, chip sealed and prepped for construction	38	34	26	40

Outcome indicators	2017 Actual	2017 Planned	2018 Estimate	2019 Estimate
Paser rating	7.1	7	6.9	6.8

Assumptions and factors affecting program performance:

1. With current funding levels and anticipated minor increases in budgets, current maintenance levels cannot be maintained and will affect Highway's goal of a 7.0 Paser rating.
2. The increase in miles of construction in 2019 indicates a move from reconstruction to more chip sealing, due to constrained funding. More roads can be covered but chip sealing has a much shorter life than an overlay.
3. Current lower fuel costs have stretched our construction dollars; however, fuel prices are projected to increase and this savings cannot be counted on.

**If mandated, statutory reference**

**Units of service**

**Program cost per unit of service**

**Measure of client satisfaction**

**Issues affecting performance**

# Highway Department

Emily Norby, Highway Commissioner

## SECTION 2: PROGRAM SUMMARY

**Program name:**  
**Road maintenance and repair**

Program objective: Extend the life, maintain the integrity, and enhance the safety of all county roads; To provide a safe and responsive road system

Link to Board Priority:

PROGRAM REVENUES AND EXPENDITURES			
	2017 Actual	2017 Budget	2018 Budget
<b>Revenue</b>			
General Property Tax	1,824,086	1,824,086	1,858,909
Other Revenues	2,924,108	2,318,362	2,369,057
<b>Total Revenue</b>	<b>4,748,193</b>	<b>4,142,448</b>	<b>4,227,965</b>
Recurrent Expenditure	4,086,515	4,039,149	4,746,665
Capital/One-time Expenditure			
<b>Total Expenditure</b>	<b>4,086,515</b>	<b>4,039,149</b>	<b>4,746,665</b>
<b>Net Revenue and Expenditures</b>	<b>661,679</b>	<b>103,299</b>	<b>(518,700)</b>

### PROGRAM PERFORMANCE INFORMATION

KEY PROGRAM STRATEGIES 2017	ACTUAL/PROJECTED RESULTS 2017
Develop a county-wide spraying program to control woody vegetation and invasive plants in the highway right-of way.	Program is complete and used to sprayed beam guards on the State and County highways.
Provide outreach to local towns and municipalities to let them know of the services Highway can provide and programs available to them, such as spraying of woody vegetation and invasive plants.	Program has provided services to others including Burnett and Barron County
Assist the general public in traveling more efficiently and safer by providing up-to-date road closures and conditions via Highway's to-be-developed Facebook page	The Highway Facebook page has been developed and is being used to increase communication with the public on construction and maintenance activities .
Work with staff and engineers on development, design and construction of a new Highway facility	Work continues with Market Johnson and Aryers on the new Highway Facility with a completion date of 8/13/18

#### KEY PROGRAM STRATEGIES 2018 - 19

1. Optimize funding by using new processes and improved materials to lengthen the life of a highway, such as new asphalt mix designs and pothole patching methods.
2. Completion of the new Highway facility will allow highway trucks and equipment to be stored indoors and have access to a washing facility, increasing the life of the equipment.

#### KEY PERFORMANCE INDICATORS

Output indicators	2017 Actual	2017 Planned	2018 Estimate	2019 Estimate
Miles of county highway plowed annually (estimates based on a 5-year average.	78,966	88,416	88,416	88,416
Lane line miles of highways maintained	662	662	662	662

Outcome indicators	2017 Actual	2017 Planned	2018 Estimate	2019 Estimate
Average cycle times per plow route	2.58	3.00	3.00	3.00

Assumptions and factors affecting program performance:

1. Maintaining current levels of funding for construction will mean less dollars for maintenance and result in lower levels of service such a reduced mowing operations and icy or snow-covered roads in winter. Both examples will be unpopular with transportation users.
2. Public demand for clear, dry roads in winter has a definite cost associated with it. Crews must be out longer and more materials must be used to provide this level of service.

#### If mandated, statutory reference

Units of service

Program cost per unit of service

Measure of client satisfaction

Issues affecting performance

# Polk County Sheriff Office

Sheriff Pete Johnson

77FTE, 11 PT = 81.09 FTEs

**Admin/Support** -7 FTE, 5 PT. Sheriff, Chief Deputy, 2 Records Clerks, Civil Process/Admin Assistant, Receptionist, Jail records, 2 PT transport, 2 PT Bailiffs, and PT Background Investigator

Records/UCR/Public Records Requests

Bailiffs

Civil Process

Reception

Transports

Background Investigations

**Field Services** – 27 FTE, 4 PT patrol/Evidence. Captain, 3 Patrol Sergeants, Investigative Sergeant, 15 Patrol deputies, 4 Investigators, School Resource deputy, Court Security deputy, Civil Process Deputy, 3 PT Patrol deputy, PT Evidence deputy.

Patrol/calls/traffic enforcement

Court Security

Recreation Patrols – ATV/Boat/Snowmobile + Youth training

K-9

School Resource

Civil Process

Evidence Processing

Investigations – drug, computer/financial, Property, and Sensitive Crimes (Sex crimes / Child abuse, etc.).

ERT/Armored Car/New Ambulance

Traffic Reconstruction/mapping

Drone

Drug Taskforce

**Communications** – 12 FTE. Administrator, Supervisor, 10 Dispatchers

Dispatching/911

Warrant entry/update/verification

Radio/CAD/microwave system

False Alarm processing

**Corrections** – 30 FTE, 2 PT. Captain, 4 sergeants, 24 Jailers, 2 PT Jailers

Safety and Security of Inmates

Library

Medical/mental health

Programing/classes (AA, GED, Court Ordered)

Commissary/canteen

DNA Collection/submission

Food/laundry

Huber

Inmate Phone Service and video visitation (coming soon)

**Emergency Management** – 1 FTE. Director

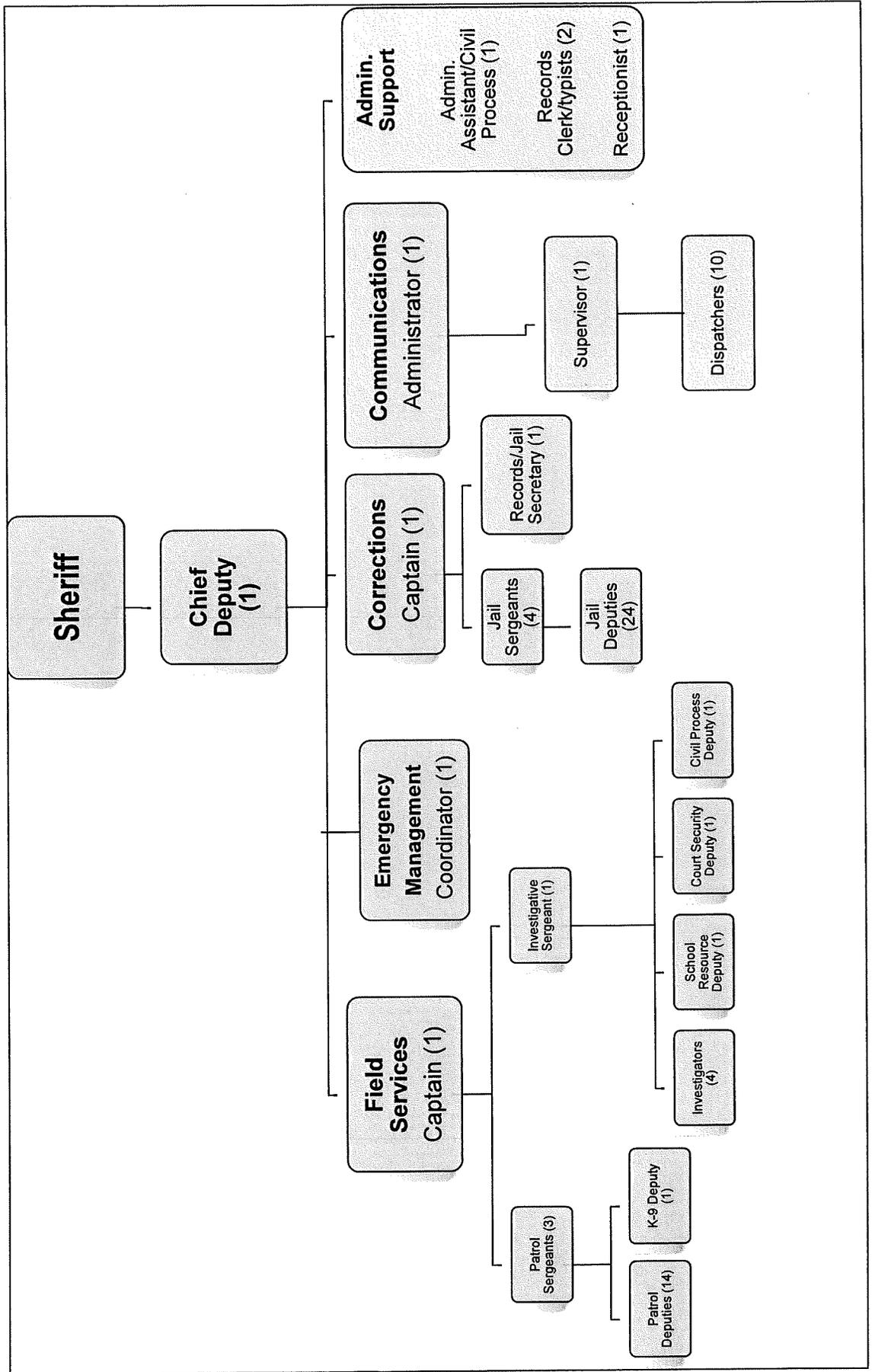
Emergency Planning

Grant writing/administration

Emergency Shelters

Preparedness Training

# Polk County Sheriff's Office Organization Chart



## Polk County Sheriff's Office 2017 Budget/Annual Report

	2017 Actual	2017 Budget
<b>Revenue</b>		
General Property Tax	7,278,378	7,278,378
State Aids	206,620	132,573
Public Charge for Services	331,399	273,850
Intergovernmental Revenue	133,976	57,100
Misc Revenue	50,144	38,500
Other Financing Sources	25,000	25,000
<b>Total Revenue</b>	<b>8,025,517</b>	<b>7,805,401</b>

<b>Expense</b>		
Personnel Services	6,727,434	6,359,322
Contractual Services	717,078	763,878
Supplies & Expenses	352,804	410,365
Fixed Charges	3,277	4,060
Grants, Contributions, Indem	518	2,750
Capital Outlay	174,087	193,000
Cost Reallocation	72,026	72,026
<b>Total Expenditures</b>	<b>8,047,223</b>	<b>7,805,401</b>
<b>Net Revenue and Expenditures</b>	<b>(21,707)</b>	

# Emergency Management

## Key Performance Indicators

<b>Output indicators</b>	<b>2017 Actual</b>	<b>2017 Planned</b>
Volunteers Recruitment	4	10
Community Presentations	10	12
Planning initiatives	1	2
<b>Outcome indicators</b>	<b>2017 Actual</b>	<b>2017 Planned</b>
POW Compliance-	100%	100%
Planning Initiatives	100%	100%

## 2017 Operational Changes

1. Received full allocation for the EMPG and EPCRA Plan of Work (POW) Grants. Also received additional redistribution funding for having successfully completed all POW requirements.
2. Debris Management Plan was completed in late 2017 and approved by all stakeholder in early 2018

## Challenges

1. Timing of the receipt of Grant funds. We don't always receive the grant payments in the same fiscal year that funds are expended making it appear that we are over (and/or under) budget.

## Communications

<b>Output indicators</b>	<b>2017 Actual</b>	<b>2017 Planned</b>
Total Calls For Service	36580	35,500
Total number of 911 Calls	*	11,550
Total Incidents	14609	13804
Total Cases	2628	2632
<b>Outcome indicators</b>	<b>2017 Actual</b>	<b>2017 Planned</b>
Percentage of overtime as compared overall payroll	8.5%	8.0%
Average time to answer 911 calls	2 sec	2 sec

\*Due to upgrade we only have partial information

### 2017 Significant Operational Changes

1. Upgraded radio console, microwave system upgrade, upgraded 911 system

### 2017 Challenges

1. Overtime
2. Technology

# Corrections

KEY PERFORMANCE INDICATORS		
Output indicators	2017 Actual	2017 Planned
Cost per inmate day	85.1	83.21
Bookings	1,504	1,500
Jail Bed days	32,194	32600
Outcome indicators	2017 Actual	2017 Planned
Percentage of overtime as compared overall payroll	8.5%*	3.9%
Annual state inspection compliance	2 Violations	Full Compliance
Use of Force Incidents as compared to Jail Bed Days	10/32194	6/32600

PROGRAM PERFORMANCE INFORMATION	
KEY PROGRAM STRATEGIES 2017	ACTUAL/PROJECTED RESULTS 2017
1. Maintain PREA Compliance	1. Re-drafted and implemented updated PREA policy and procedure to ensure we are operating within PREA standards
2. Implement education programs that work toward reducing recidivism	2. Continuously provided 8 Inmate Program options with a total attendance of 2,676 inmates.

## 2017-2018 Operational Changes

1. New Jail Administrator
  - a. Began on June 26, 2017
2. Prison Rape Elimination Act upgrades
3. Inmate Classification
  - a. Implementation of NorthPointe Decision Tree Classification system
4. Internal Cell Checks
  - a. Added cell check trackers inside the housing units requiring staff to enter the units upon completion of cell checks
5. New Food & Laundry Service Vendor
  - a. CBM took over our contract in December 2017

## 2017-2018 Challenges

1. Corrections staff retention

## Field Services

<b>Output indicators</b>	<b>2017 Actual</b>	<b>2017 Planned</b>
Case files	2,628	3,100
Emergency Response Safety	100.00%	100.00%
Adult Arrests	802	1,150
Transports	331	300
Traffic Accidents	478	510
<b>Outcome indicators</b>	<b>2016 Planned 2017 actual</b>	<b>2017 Planned</b>
Percentage of overtime as compared overall payroll	8.320%	8.30%
Violent crime arrest per occurrence	57%	52%
Unresolved performance complaints	0	0

### 2017 Operational Changes

1. Focus on training and preparing for more in-house training by getting deputies to instructor schools.

### 2017 Challenges

1. Overtime
  - a. Traffic enforcement
  - b. Drug investigations
  - c. Shift Staffing
  - d. Court
  - e. Training