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Sussex, Wisconsin 53089  
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Website: [www.villagesussex.org](http://www.villagesussex.org)

**PUBLIC SAFETY & WELFARE COMMITTEE  
VILLAGE OF SUSSEX  
6:00 P.M. TUESDAY, NOVEMBER 21, 2023  
SUSSEX CIVIC CENTER – COMMITTEE ROOM 2<sup>nd</sup> FLOOR  
N64W23760 MAIN STREET**

Pursuant to the requirements of Section 19.84, Wis. Stats., notice is hereby given of a meeting of a Village Committee, at which a quorum of the Village Board may attend in order to gather information about a subject which they have decision making responsibility. The meeting will be held at the above noted date, time and location. Notice of Village Board Quorum, (Chairperson to announce the following if a quorum of the Village Board is in attendance at the meeting: Please let the minutes reflect that a quorum of the Village Board is present and that the Village Board members may be making comments under the Public Comments section of the agenda, during any Public Hearing(s) or if the rules are suspended to allow them to do so.)

1. Roll call
2. Consideration and possible action on minutes from meeting of February 21, 2023.
3. Discussion and possible action on Police Items:
  - A. Police Chief's Report
  - B. 2024-2028 Sheriff's Contract
  - C. Resolution 23-30 Updating Certain Bond Amount
  - D. Flock Camera Usage Report
4. Discussion and possible action on Fire Items
  - A. Fire Chief's Report
  - B. 9-11 Joint Powers Agreement
5. Resolution 23-31 Approving the Municipal Court Budget
6. Adjournment.

Stacey Riedel  
Chairperson

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Jeremy Smith  
Village Administrator

Please note that, upon reasonable notice, efforts will be made to accommodate the needs of disabled individuals through appropriate aids and services. For additional information or to request this service, contact Jeremy Smith at 246-5200.

**VILLAGE OF SUSSEX  
SUSSEX, WISCONSIN**

**Minutes of the Public Safety and Welfare Committee of  
February 21, 2023**

**1. Roll Call:**

The meeting was called to order at 6:00 p.m. at the Civic Center.

Members present: Ron Wells, Anthony LeDonne, Ben Jarvis

Members absent: Kasey Fluet, Stacy Riedel

Also present: Fire Chief Kris Grod, Police Captain Lisa Panas, Administrator Jeremy Smith

**2. Consideration and possible action on minutes:**

A motion by Jarvis, seconded by Wells to approve the September 20, 2022 minutes as presented. Motion carried 3-0

**3. Police Items:**

**A. Police Chief's Report**

Captain Panas summarized the report included in the meeting packet.

**4. Fire Items:**

**A. Fire Chief's Report**

Chief Grod summarized the report included in the meeting packet.

**5. Emergency Government Items:**

**A. Joint Powers Agreement**

A motion by Jarvis, seconded by Wells to recommend approval of the Joint Powers Agreement with Waukesha County.  
Motion carried 3-0

**6. Adjournment**

A motion by Wells, seconded by Jarvis to adjourn the meeting at 6:25p.m. Motion carried 3-0

Respectfully submitted,

Jeremy Smith  
Village Administrator

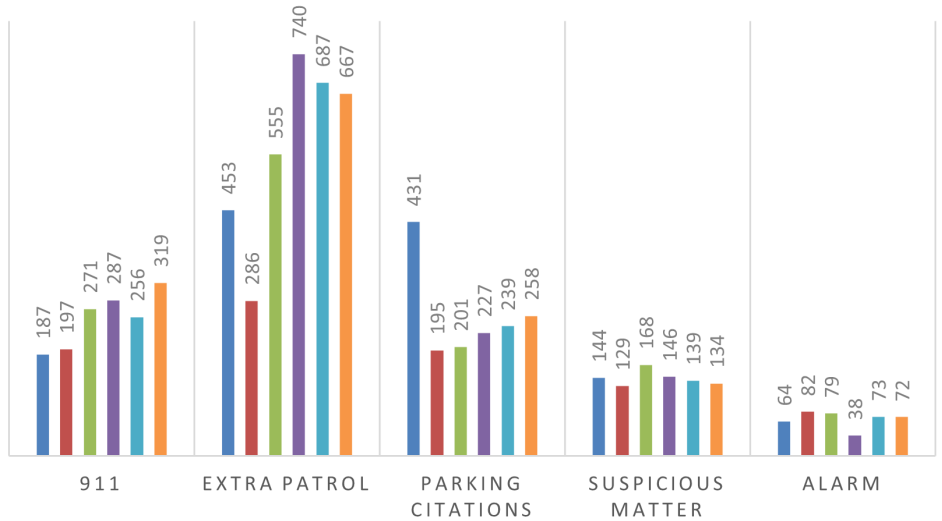


# Waukesha Sheriff Department North East Substation

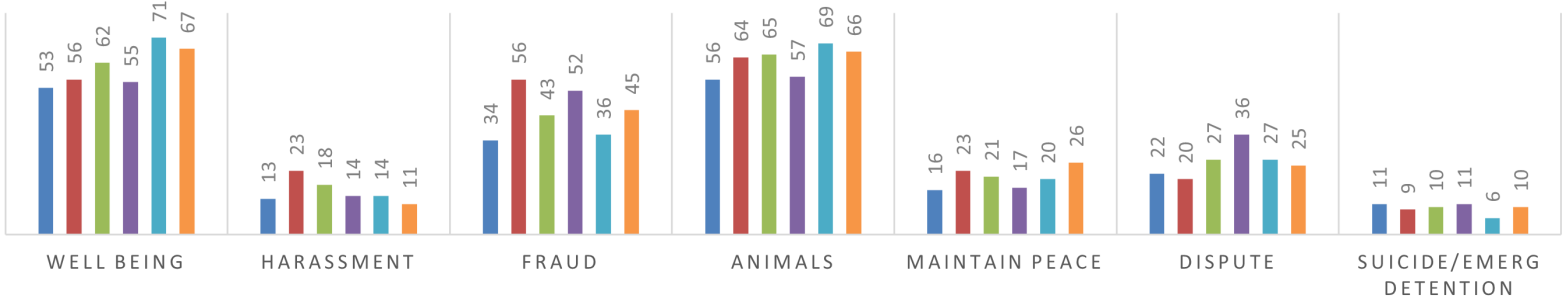
2023

## JANUARY TO JUNE COMPARISON BY YEAR

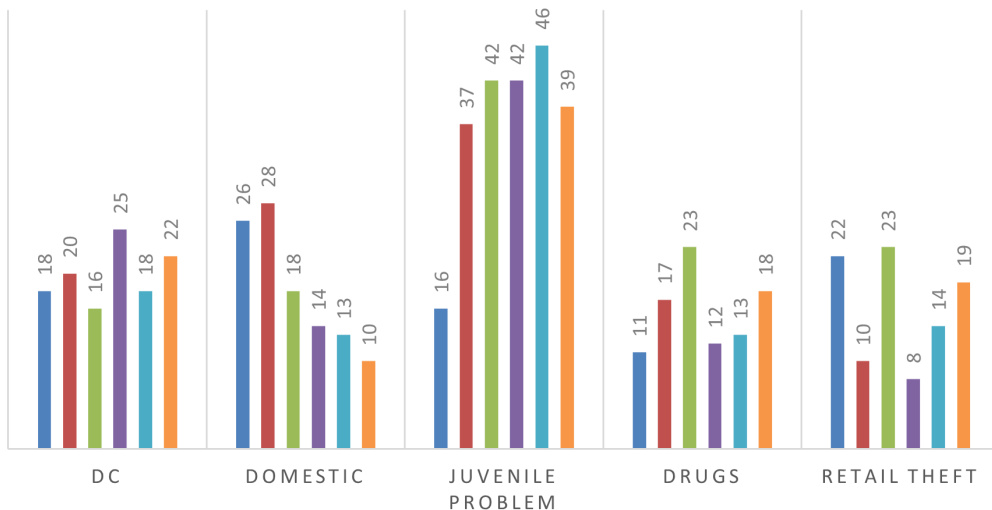
■ 2018 ■ 2019 ■ 2020 ■ 2021 ■ 2022 ■ 2023



■ 2018 ■ 2019 ■ 2020 ■ 2021 ■ 2022 ■ 2023



■ 2018 ■ 2019 ■ 2020 ■ 2021 ■ 2022 ■ 2023



Contract for Police Patrol Services  
Between Waukesha County and the Village of Sussex

This contract is hereby entered into between WAUKESHA COUNTY, a municipal corporation, hereinafter referred to as "COUNTY" and the VILLAGE OF SUSSEX, a municipal corporation, hereinafter referred to as "MUNICIPALITY" as follows:

1. The COUNTY shall furnish to the MUNICIPALITY police patrol services to be rendered by deputies with all necessary equipment for the following periods:
  - Two (2) deputies from 7:00 am to 3:00 pm seven (7) days a week.
  - Two (2) deputies from 3:00 pm to 11:00 pm seven (7) days a week.
  - Two (2) deputies from 11:00 pm to 7:00 am seven (7) days a week.
  - One (1) deputy from 3:00 pm to 11:00 pm on a rotating schedule consisting of five days on, followed by two days off, then four days on, followed by two days off, which will continue rotating in the same fashion thereafter. This position will not be backfilled if the deputy assigned is out for any reason including benefit time, training, or other extended leaves of absence.
2. The COUNTY will provide one captain position for dedicated contract supervision provided that the Village of Merton and the Village of Lisbon enter contracts to proportionately share in the cost of this position. The captain position will not be backfilled with a deputy when he/she is on benefit time. The captain position will be shared by the Village of Merton (2 hours per week) and the Village of Lisbon (4 hours per week) and the costs for the captain position will be shared proportionately across the three contracting communities.
3. The COUNTY will provide one lieutenant position for dedicated contract supervision. The lieutenant position will not be backfilled with a deputy position when he/she is on benefit time. The lieutenant position will primarily work second shift. The cost of the lieutenant position will be the responsibility of the MUNICIPALITY. The MUNICIPALITY shall have the right to change this schedule of days per week, hours or supervision upon thirty (30) days written notice to the Sheriff of Waukesha County provided that the hours within a shift always remain consecutive and that the changes are acceptable to the Sheriff.
2. The Sheriff shall have supervisory control over the personnel providing these services. The Sheriff shall retain the final authority to make decisions as to the manner in which services shall be rendered.
3. The Sheriff will provide patrol functions as follows:
  - (a) During patrol hours, the patrol unit will provide continual patrol in the MUNICIPALITY. The unit will be first responder to all dispatched events in the MUNICIPALITY. The unit will begin and end its patrol tour from a location

mutually agreed upon by the MUNICIPALITY and the COUNTY. It may leave the boundaries of the MUNICIPALITY in those situations that would require mutual aid assistance by the COUNTY or neighboring municipality.

- (b) Every effort will be made to respond to MUNICIPALITY needs and desires. The MUNICIPALITY will designate a liaison person(s) to provide the Sheriff with any information as to concentration of patrol efforts, special assignments, etc. the MUNICIPALITY desires.
  - (c) To ensure continuity, the Sheriff will assign officers to the MUNICIPALITY patrol on an annual basis whenever possible. The Sheriff will consider requests by the MUNICIPALITY for changes in assignment but retains final authority in those assignments.
  - (d) The MUNICIPALITY will be provided with two vehicles with a two-year use life and one vehicle with a five-year useful life for use by the deputies assigned to the MUNICIPALITY'S contract and one vehicle with a six-year use life for the captain and lieutenant to use jointly. Each year, the MUNICIPALITY will be responsible for paying one-half of the cost of the two-year use life vehicle, one-fifth of the cost of the five-year use life vehicle, and one-sixth of the cost of a six year vehicle. Equipment installed in the vehicle will be assessed to the MUNICIPALITY through a yearly charge based on the average use life of the equipment and the acquisition cost of the equipment. All vehicles furnished by the COUNTY under this contract shall carry the identifying marks of the Sheriff's Department and will also bear the name of the MUNICIPALITY. However, the Waukesha County Sheriff reserves the right under this contract to use any vehicle or equipment as he deems necessary under the circumstances. All vehicles shall remain the property of the COUNTY.
  - (e) The MUNICIPALITY will be assessed a yearly charge for equipment (other than the equipment installed in the vehicle and referred to in the section above) used by the COUNTY to perform the duties outlined in the contract. The equipment shall remain the property of the COUNTY.
4. Payment terms are:
- (a) The MUNICIPALITY shall pay the COUNTY a sum of \$175,087.21 per month for 12 months. The COUNTY will issue the bills in the following manner: two monthly bills will be issued in January and one bill will be issued February-November so the MUNICIPALITY will pay for the services prior to it being delivered. Payment will be made monthly, no later than thirty days after the bill is issued. In addition to this monthly charge, the MUNICIPALITY shall reimburse the COUNTY on a quarterly basis for overtime expenditures as

calculated by the COUNTY thereunder for overtime hours arising from MUNICIPALITY patrol functions, including overtime spent in court in connection with the prosecution of MUNICIPAL ordinances.

- (b) Costs for this contract are based on Attachment One (1) which is incorporated herein by reference. These costs will be recalculated annually and provided to the MUNICIPALITY and considered an attachment to this contract when provided. Costs in Tables 1-7 are based on the budgeted costs for the contract year pending collective bargaining contract negotiations; costs in Table 8, Facility Usage Charges are based on COUNTY indirect cost studies for the most recently available year, adjusted for inflation to reflect current year estimated costs. Costs in Table 9, County-wide Indirect Costs will be calculated as a percentage of the total contract costs for tables 1-8. The County-wide Indirect Costs will be 3.5% of the cost of the contract.
    - i. Full costs per shift from Tables 1-7 and Table 9 of Attachment one (1) are charged in each contract year.
    - ii. Costs for Table 8, Facilities Usage Charge, are only charged once per year regardless of number of shifts contracted.
  - (c) MUNICIPALITY currently has an outstanding principal balance of \$78,758.40 due and owing to the COUNTY pursuant to the terms of the Municipal Patrol Contract Amendment #3 for the 2023 calendar year. In order to pay back the smoothed contract amount from the 2023 calendar year, the MUNICIPALITY shall pay the COUNTY an additional \$1,312.64 per month for sixty (60) months and until the balance of \$78,758.40 is fully repaid, whichever occurs first. This amount will be listed as a separate line-item and invoiced in the manner as set forth in Section 4(a) of this contract. If the contract is terminated for any reason by either party, the entire remaining amount shall at once become immediately due and payable to the COUNTY.
5. The MUNICIPALITY shall continue to provide a workspace location with security in compliance with Criminal Justice Security Information (CJIS) requirements and a parking location for any vehicles.
  6. Any records generated as a result of the service provided under this contract are considered the records of the COUNTY and will be managed in accordance with COUNTY records retention schedules.
  7. The deputies will enforce all local ordinances. The MUNICIPAL ATTORNEY will handle the prosecution of those matters in any proceedings. It is further agreed that the fines or forfeitures for State charges shall be turned over to the COUNTY and the fines

and forfeitures for those offenses that are violations of MUNICIPALITY ordinances will be turned over to the MUNICIPALITY.

8. Any violation by the MUNICIPALITY of any portion of this contract shall constitute a breach of this Contract by the MUNICIPALITY. In the event of such breach, the MUNICIPALITY shall be given notice of the breach and shall have forty-five days from the date of notice to remedy the breach in a manner that is acceptable to the COUNTY. If the breach is not remedied, the COUNTY shall have the option of declaring this Contract immediately terminated by giving written notice of the termination. If this Contract is declared terminated by the COUNTY, the MUNICIPALITY shall pay the COUNTY for such police service rendered through the date of termination, prorated on the basis of the monthly charge set forth above.
9. Any violation by the COUNTY of any portion of this contract shall constitute a breach of this Contract by the COUNTY. In the event of such breach, the COUNTY shall be given notice of the breach and shall have forty-five days to remedy the breach in a manner that is acceptable to the MUNICIPALITY. If the breach is not remedied, the MUNICIPALITY shall have the option of declaring this Contract immediately terminated by giving written notice of the termination. If this Contract is declared terminated by the MUNICIPALITY pursuant to this paragraph, the MUNICIPALITY is not liable for any charges for police services rendered after receipt of written notice of termination by the COUNTY, with payment for services rendered prior to receipt of that notice to be prorated on the basis of the monthly charge set forth above.
10. It is the intent of the parties that the relationship of COUNTY and MUNICIPALITY is that of an independent contractor. The COUNTY is not the employee or agent of the MUNICIPALITY and the MUNICIPALITY is not the employee or agent of the COUNTY. Each party will therefore be responsible for its own acts or omissions and neither party will be obligated to defend or indemnify the other for any claim, loss or liability that results from the other's acts or omissions. Nothing in this paragraph is intended to preclude or foreclose the right of either party to bring a cross claim or third-party claim against the other for contribution as a joint tortfeasor.

Nothing in this Contract or the acts of Waukesha County shall in any way constitute a waiver by Waukesha County, its agents, officers and employees of any immunity, liability limitation, limitation on the amount recoverable, or other protections available to Waukesha County under Chapter 893, Wisconsin Statutes, any other applicable statute or law.

11. Additional Terms:

- (a) The term of this Contract shall be from January 1, 2024, through December 31, 2028, regardless of the dates of the signatures set forth below.

- (b) The MUNICIPALITY shall provide written notice to the COUNTY no later than April 1<sup>st</sup> of the fifth year of the contract to notify COUNTY that it will renew the contract for an additional five-year period or it will not renew the contract at the end of the fifth year. The MUNICIPALITY may request to negotiate a contract amendment by notifying the COUNTY in writing of the desired amendment by June 1<sup>st</sup> of the year preceding the amendment.
  - (c) Should the MUNICIPALITY terminate the contract under paragraph 11(b) of this Contract, the COUNTY shall make every effort to reassign personnel within law enforcement functions. In the event the COUNTY is unable to reassign personnel and is required to lay off COUNTY law enforcement personnel, the MUNICIPALITY shall pay the COUNTY the costs of unemployment for the COUNTY personnel until such time that the personnel are rehired or no longer receiving unemployment compensation. The costs associated with the personnel laid off are the responsibility of the MUNICIPALITY, even if the laid off personnel is not necessarily the specific contracted personnel. Such costs will be billed to the MUNICIPALITY on a monthly basis on 30 days net terms.
  - (d) MUNICIPALITY understands and agrees that the COUNTY'S ability to fill the captain position under Section 2 is contingent upon the Village of Merton and the Village of Lisbon entering contracts to continue to share in this service. If circumstances arise wherein one of these municipalities no longer wish to continue this service, the COUNTY has the option to terminate the captain position under this contract. The COUNTY will make every reasonable effort to continue this service but any such failure to do so under these circumstances will not be considered a breach of this contract.
12. This Contract constitutes and contains the entire agreement of the parties, and supersedes any and all other contracts, agreements or understandings between the parties, whether oral or written. Any amendments shall be by mutual agreement of the parties and must be in writing signed by both parties.
13. Approval of the Contract: This Contract is subject to the approval of the Waukesha County Board of Supervisors prior to the execution by the Sheriff.
14. Notice required under this contract shall be sent to:
- MUNICIPALITY:  
Village of Sussex  
Attn. Jeremy Smith, Village Administrator  
N64 W23760 Main Street  
Sussex, WI 53089



Police Services Contract – Waukesha Sheriff and Village of Sussex  
2024-2028

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Fax: 262-246-5222

COUNTY:

Waukesha County Sheriff's Department,

Attn: Joshua Joost, Business Manager

515 W. Moreland Blvd.

Waukesha, WI 53188

Phone: 262-548-7164

E-Mail: jjoost@waukeshacounty.gov

Attachments: Attachment One

Dated this        day of        , 2023 .

WAUKESHA COUNTY

VILLAGE OF SUSSEX

\_\_\_\_\_  
Eric Severson  
Sheriff

\_\_\_\_\_  
Date

\_\_\_\_\_  
By:

\_\_\_\_\_  
Date

\_\_\_\_\_  
By:

\_\_\_\_\_  
Date

**Table 1 - Deputy Direct Salary Costs**

	<b>2024 Budget</b>	
Salary	\$	10,359,147
Education Incentive	\$	66,972
Retirement	\$	1,424,398
Health Insurance	\$	1,481,358
Dental Insurance	\$	80,986
Life Insurance	\$	29,850
FICA	\$	792,484
Vision Insurance	\$	7,737
Uniform Allowance	\$	82,500
Post Employment Health Insurance	\$	49,200
Workers Compensation	\$	380,640
<b>Total Cost for Deputy Sheriffs</b>	<b>\$</b>	<b>14,755,272</b>
Number of Deputy Sheriff Positions		123
Average Cost Per Deputy	\$	119,962
Average Hourly Charge (1,744 hours)	\$	69
Cost for 5 day a week coverage	\$	143,073
Cost for 7 day a week coverage	\$	200,853

<b>Municipality</b>	<b># Shifts</b>	<b>Coverage</b>	<b>Cost</b>
<b>Village of Sussex</b>	<b>6</b>	<b>1.67 \$</b>	<b>1,205,118.46</b>
<b>Village of Sussex</b>	<b>1</b>	<b>1.00 \$</b>	<b>119,961.56</b>

**Table 2 - Direct Supervision**

Lieutenant Allocation

	# of Lieut.	Ave. Cost Per Supervisor	Total Cost	% Alloc to Patrol	\$ Alloc to Patrol	% Alloc to Contracts	\$ Alloc to Contracts
Lieutenant	8	\$157,853	\$1,262,827	0.67	\$846,094	28.1%	\$237,462
Sussex Captain/LT	2	\$167,748	\$335,496	1	\$335,496		
City of Pewaukee	2	\$157,853	\$315,707	1	\$315,707		

Lieutenant Allocation

	Adj Deputies	Sft 1	Sft 2	Sft 3	Total	Adj Alloc	% of Contracts	Lieut Allocation	Shared Capt/ Sussex LT Pewaukee Lts	Total Lieutenant
Village of Sussex		1.71	1.75	3.35	6.81	7.6%	25.9%	\$61,429	\$303,716	\$365,144
Town of Delafield		0.00	1.19	0.00	1.19	1.3%	4.5%	\$10,764	\$0	\$10,764
Village of Merton		0.00	1.15	0.00	1.15	1.3%	4.4%	\$10,381	\$10,593	\$20,974
Town of Merton		0.00	0.00	0.00	0.00	0.0%	0.0%	\$0	0	\$0
Town of Lisbon		1.56	1.67	1.67	4.90	5.5%	18.6%	\$44,256	\$21,187	\$65,443
Town of Waukesha		0.00	1.19	0.00	1.19	1.3%	4.5%	\$10,764	0	\$10,764
City of Pewaukee		2.43	2.91	4.54	9.87	11.0%	37.5%	\$89,105	\$315,707	\$404,811
					26.31	29.4%	100.0%	\$237,462	\$651,202	\$888,664
Adj Contract Deputies		5.69	9.87	9.56	25.12	28.1%				
Non Contract Dep		24.95	21.99	17.44	64.38	71.9%				

\* The V. of Sussex, V. of Merton, T. of Lisbon and C. of Pewaukee deputy counts are adjusted downward to account for supervision that the municipality is purchasing.

Captain Allocation

Deputies	Deputies	% Alloc	Lieutenants	% Alloc	Total	% Alloc	\$ Alloc
Village of Sussex	11.05	10.6%	1.61	15%	12.65	11%	\$45,357
Town of Delafield	1.19	1.1%	0.11	1%	1.30	1%	\$4,657
Village of Merton	1.19	1.1%	0.10	1%	1.30	1%	\$4,643
Town of Merton	0.00	0.0%	0.00	0%	0.00	0%	\$0
Town of Lisbon	5.02	4.8%	0.44	4%	5.46	5%	\$19,575
Town of Waukesha	1.19	1.1%	0.11	1%	1.30	1%	\$4,657
City of Pewaukee	17.78	17.1%	2.88	26%	20.66	18%	\$74,060
Non-Contract	65.38	62.9%	3.65	33%	69.03	61%	\$247,419
	104.00	100.0%	11	0%	113.00	0%	\$405,024

Deputies/P. Detective  
Lieutenants  
Captains

	Cost/Capt.	Total Capt.	
Captain	4	\$177,642	\$710,569
Lieutenant	\$13	\$157,853	\$2,209,947

**Village of Sussex Supervision Costs**

**\$410,501**

**Table 3 - Department Level Supervision/Administration**

Position	2020 Bud. Amt	% Alloc to patrol	\$ Alloc. to patrol	\$ Alloc. per position	% Alloc to Contract	\$ Per 1.67 Cont. Pos	\$ Per 1.19 Cont. Pos	\$ Per 1.00 Cont. Pos
Inspector	\$234,456	33%	\$77,370	\$757	25%	\$317	\$226	\$189
Deputy Inspector	\$207,039	90%	\$186,335	\$1,824	30%	\$916	\$653	\$547
Business Manager	\$161,387	50%	\$80,693	\$790	100%	\$1,323	\$942	\$790
Administrative Captain	\$163,316	90%	\$146,984	\$1,439	30%	\$723	\$515	\$432
Office Service Coordinator	\$86,170	50%	\$43,085	\$422	25%	\$177	\$126	\$105
Fiscal Specialist (Payroll)	\$82,734	50%	\$41,367	\$405	50%	\$339	\$242	\$203
Programs and Projects Analyst	\$98,066	100%	\$98,066	\$960	30%	\$482	\$344	\$288
Fiscal Specialist (AP)	\$80,165	35%	\$28,058	\$275	60%	\$276	\$197	\$165
Admin Specialist (Acc & Trng)	\$73,222	100%	\$73,222	\$717	20%	\$240	\$171	\$143
Financial Analyst	\$100,349	50%	\$50,175	\$491	100%	\$822	\$586	\$491
<b>Total</b>	<b>\$1,286,904</b>		<b>\$825,356</b>	<b>\$8,081</b>		<b>\$5,615</b>	<b>\$4,000</b>	<b>\$3,354</b>

	# Shifts	Coverage	Cost
Village of Sussex Supervision Costs Deputies	6	1.67	\$33,692
Village of Sussex Supervision Costs Deputies	1	1.00	\$3,354
Village of Sussex Supervision Costs Captain & Lieutenant	2	1.82	\$6,108
<b>Total Village of Sussex Supervision Costs</b>			<b>\$43,154</b>

**Table 4 - Operational Costs**

	Operating Costs	# Employees	\$ per 1.00 Pos.	\$ per 1.67 Pos.	\$ per 1.19 Pos.
Ammunition	\$47,563	118.14	\$403	\$674	\$480
Medical Supplies	\$19,678	118.14	\$167	\$279	\$199
Small Tools/Equip	\$43,591	118.14	\$369	\$618	\$440
Spillman Maintenance	\$78,031	118.14	\$660	\$1,106	\$788
TYME System Access	\$16,679	118.14	\$141	\$236	\$168
Phone Costs	\$56,921	118.14	\$482	\$807	\$575
Radio Charges	\$191,318	118.14	\$1,619	\$2,711	\$1,931
Operational Comp Costs	\$418,629	118.14	\$3,543	\$5,933	\$4,226
Annual Training	\$43,944	118.14	\$372	\$623	\$444
<b>Total Operational Costs</b>			<b>\$7,757</b>	<b>\$12,987</b>	<b>\$9,251</b>

	# Shifts	Coverage	Cost
Village of Sussex Operating Costs Deputies	6	1.67	\$77,920.90
Village of Sussex Operating Costs Deputies	1	1.00	\$7,756.51
Village of Sussex Operating Costs Captain & Lieutenant	2	1.82	\$14,125.39
<b>Total Village of Sussex Operating Costs</b>			<b>\$99,803</b>

**Table 5 - Initial Equipment Purchases - Annual Cost**

	2020 Bud Amt	Assumed Life	Annual Chrg	Charge for 1.67 FTE	Charge for 1.19 FTE
Weapon (Hand Gun)	\$500	8	\$63	\$104	\$74
Badges	\$300	10	\$30	\$50	\$36
Body Armor	\$500	5	\$100	\$167	\$119
Pre-employment psych eval	\$300	20	\$15	\$25	\$18
Collapsible Baton w/ holder	\$115	8	\$14	\$24	\$17
Taser	\$1,500	7	\$214	\$358	\$255
Hand Cuffs	\$50	8	\$6	\$10	\$7
<b>Total Equipment Purchases</b>			<b>\$442</b>	<b>\$739</b>	<b>\$526</b>

	# Shifts	Coverage	Cost
Village of Sussex Equipment Purchases Deputies	6	1.67	\$4,433
Village of Sussex Equipment Purchases Deputies	1	1.00	\$442
Village of Sussex Equipment Purchases Captain & Lieutenant		1.82	\$806
<b>Total Village of Sussex Equipment Purchases</b>			<b>\$5,681</b>

**Table 6 - Risk Management Costs**

	1.00 FTE
Property Insurance Per FTE	\$266
General Liability Per FTE	\$751
Auto Liability per FTE	\$406
Auto Liability per Vehicle	\$715
Self Insured Collision Per Vehicle	\$450

	# Shifts	Coverage	Cost
Village of Sussex Risk Mangmt Costs Deputies	6	1.67	
Village of Sussex Risk Mangmt Costs Deputies	1	1.00	
Village of Sussex Risk Mangmt Costs Captain & Lieutenant		1.82	
Village of Sussex Risk Mangmt Costs Vehicles	3		
Total Village of Sussex Risk Mangmt Costs			<b>\$22,760</b>

**Table 7 - Vehicle Costs**

Vehicle Fixed Costs	2020 Budget	2-Yr Useful Life		6-Yr Useful Life		5-Yr Useful Life	
		Assumed Useful Life	Annual Cost	Assumed Useful Life	Annual Cost	Assumed Useful Life	Annual Cost
Vehicle Purchase*	\$45,000	2	\$22,500	6	\$7,500	5	\$9,000
Residual Value	-\$14,000	2	-\$7,000	6	-\$2,333	5	-\$2,800
Sirens/Lights/etc.	\$4,000	5	\$800	5	\$800	5	\$800
Install Lights/Siren	\$900	2	\$450	6	\$150	5	\$180
Poly Seat	\$1,100	8	\$138	8	\$138	8	\$138
Push Bumper	\$345	5	\$69	5	\$69	5	\$69
MDC Repl Charge**	\$5,500	5	\$1,100	5	\$1,100	5	\$1,100
AED Replacemnt	\$1,500	8	\$188	8	\$188	8	\$188
Trunk Kit	\$700	5	\$140	5	\$140	5	\$140
Radar	\$1,500	8	\$188	8	\$188	8	\$188
Rifle	\$900	15	\$60	15	\$60	15	\$60
Benellii Shotgun	\$600	10	\$60	10	\$60	10	\$60
Total			\$18,692		\$8,058		\$9,122

Village of Sussex Fixed Costs	Useful Life	Fixed Costs
Village of Sussex Contract Cars (2)	2	\$37,383.00
Village of Sussex Contract Cars	5	\$9,121.50
Village of Sussex Contract Car - Supervisor	6	\$6,616.57
		<b>\$53,121</b>

**Vehicle Variable Costs**

Miles:	55 Per Day	365 Days per Year	30 Per Day	218 Days per Year
Total Miles	20,075		6,540	
Price/Gallon	\$3.71		\$3.71	
MPG	12.5		12.5	
Gasoline	\$5,958		\$1,941	
Repair/Maintenance	\$4,015		\$1,308	

Village of Sussex Variable Costs	# Shifts	Coverage	Mileage	Gasoline	Repair	Total
Village of Sussex Contract Car Deputies	6	1.67	60	\$35,750	\$24,090	\$59,840
Village of Sussex Contract Car Deputies	1	1.00	30	\$1,941	\$1,308	
Village of Sussex Contract Car Captain & Lieutenant	2	1.82	30	\$3,535	\$2,382.00	\$5,917
Total Village of Sussex Contract Car Costs				\$41,226	\$27,780	<b>\$69,006</b>

**Village of Sussex Vehicle Costs \$122,127**

**Table 8 - Department Level Facilities Charges**

	Space Alloc	% of Adm Building	\$ Alloc to Pos	% Effort for Patrol	# of Pos	\$ Alloc for Patrol	\$ per Deputy	1.67 FTE
Sheriff	250	1.22%	\$2,692	40%	1.00	\$1,077	\$11	\$18
Inspector	160	0.78%	\$1,723	25%	1.00	\$431	\$4	\$7
Deputy Inspector	150	0.73%	\$1,615	60%	1.00	\$969	\$9	\$16
Captain	150	0.73%	\$1,615	90%	4.00	\$5,814	\$57	\$95
Lieutenant	145	0.71%	\$1,561	90%	9.00	\$12,645	\$124	\$207
Business Manager	150	0.73%	\$1,615	50%	1.00	\$807	\$8	\$13
Financial Analyst	150	0.73%	\$1,615	50%	1.00	\$807	\$8	\$13
Deputy II (Training Officer)	130	0.64%	\$1,400	50%	1.00	\$700	\$7	\$11
Office Service Coordinator	130	0.64%	\$1,400	35%	1.00	\$490	\$5	\$8
Account Clerk II	100	0.49%	\$1,077	35%	1.00	\$377	\$4	\$6
Account Clerk I	100	0.49%	\$1,077	35%	1.00	\$377	\$4	\$6
Programs and Projects Analyst	100	0.49%	\$1,077	50%	1.00	\$538	\$5	\$9
Property Storage Room	2272	11.12%	\$24,460	60%	2.00	\$29,353	\$287	\$481
Square feet of sheriff admin	20436	100.00%	\$42,924			\$54,384	\$532	\$891
<b>Village of Sussex Facility Charge</b>	<b>\$891</b>							

**Table 9 - County Wide Indirect Costs**

3.5% of total Contract

**Total for Village Of Sussex**

**\$71,050**

**Table 11 - Summary**

<b>Village of Sussex</b>	
<b>Contract Summary</b>	
	<b>Total</b>
Table 1: Deputy Salary and Benefit Cost:	\$1,325,080
Table 2: Direct Supervision Costs:	\$410,501
Table 3: Departmental Administrative Costs	\$43,154
Table 4: Operational Costs:	\$99,803
Table 5: One time Equip-Annual Costs	\$5,681
Table 6: Risk Management Costs	\$22,760
Table 7: Vehicle Costs:	\$122,127
Table 8: Facilities usage charge:	\$891
Table 9: County-wide Indirect Costs:	\$71,050
<b>Total 2020 Contract Amount</b>	<b>\$2,101,047</b>
2020 Monthly Charge	\$175,087.21

**RESOLUTION NO. 23-30**

**WHEREAS:** The Village Board reviews Fees for various services to ensure proper cost recovery for said services, and

WHEREAS: The cost of police services has gone up significantly due to inflationary pressures; and

WHEREAS: This should be reflected in the cost of various fines for violations that lead to police services, and

NOW, THEREFORE, BE IT RESOLVED by the Village Board of the Village of Sussex, Waukesha County, Wisconsin, that:

1. The bond amounts on Exhibit A be implemented.
2. The bond amounts shall remain in effect until superseded by a new resolution and unless otherwise stated are effective January 1, 2024.
3. The Village Clerk is hereby authorized and directed to administratively implement these changes in all fee schedules, and for billing, collection, and financial record keeping purposes.

Adopted:

\_\_\_\_\_  
Village President

ATTEST: \_\_\_\_\_  
Clerk-Treasurer

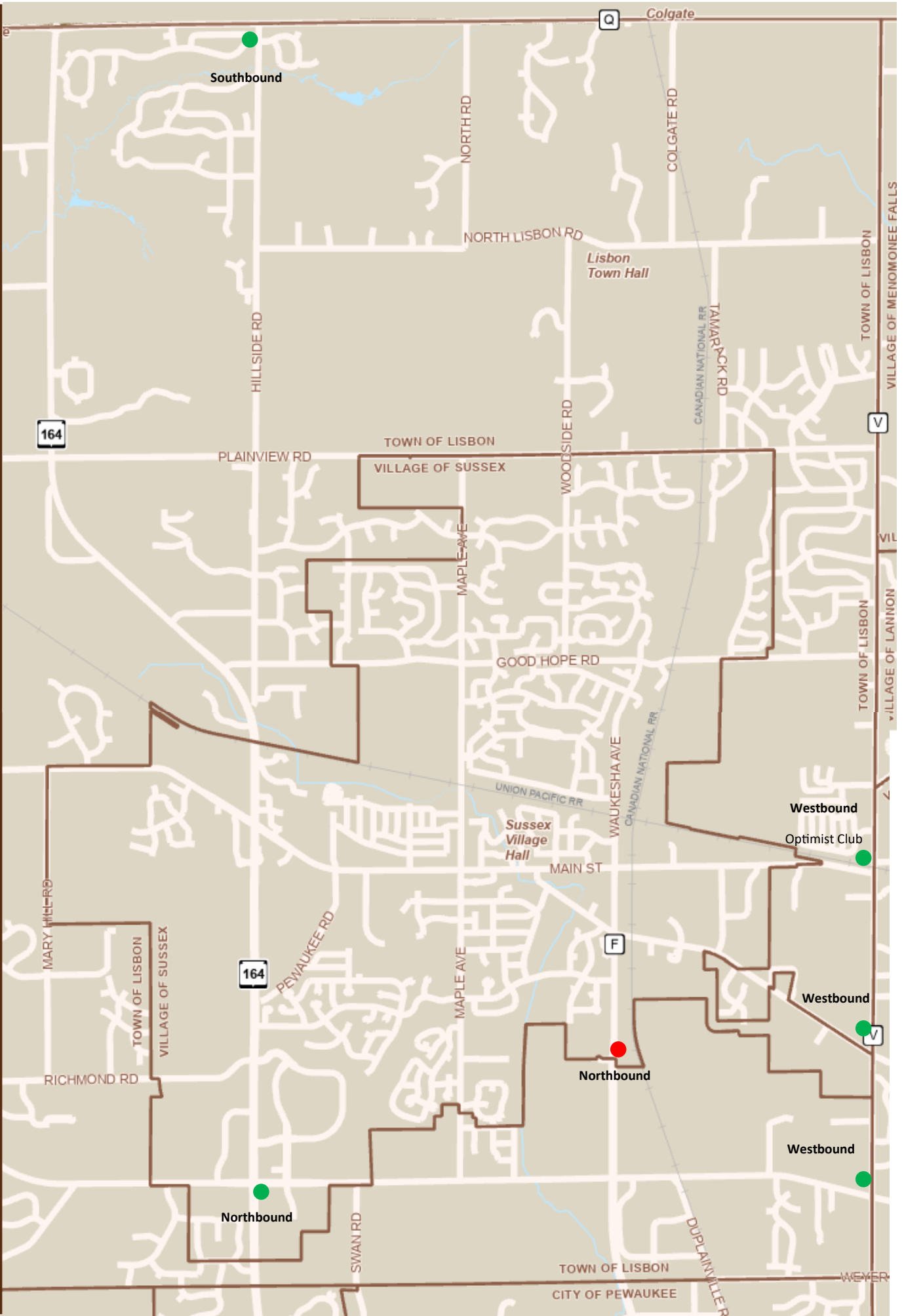
**Village of Sussex  
Proposed Bond Amount Increases**

<b>SUSSEX MUNICIPAL CODE</b>	<b>§§</b>	<b>OFFENSE</b>	<b>PROPOSED Deposit Amount &amp; Total Bond</b>	<b>CURRENT SUSSEX TOTAL BOND</b>
7.04(1)		NO PARKING ZONE	<b>\$25.00</b>	\$20.00
7.04(2)		OVER TIME LIMIT	<b>\$25.00</b>	\$20.00
7.04(3)		OVERNIGHT	<b>\$25.00</b>	\$20.00
7.04(5)		VILLAGE OWNED / LEASED PROPERTY	<b>\$25.00</b>	\$10.00
7.04(8)	346.505 (2)(a-c)	HANDICAP	<b>\$250.00</b>	\$100.00
9.09(8)	938.34	TRUANCY	<b>\$124.00</b>	\$92.50
9.09(7)		ON SCHOOL PROPERTY WITHOUT PERMISSION	<b>\$187.00</b>	\$124.00
9.09(7)(D)	101.123(4m)	SMOKING ON SCHOOL PROPERTY	<b>\$187.00</b>	\$124.00
9.11	943.21(1m)(a)-(c )	FRAUD ON INKEEPER, TAXI, REC ATTRACTIONS	<b>\$376.00</b>	\$250.00
9.11	943.21(1m)(d)	FRAUD ON GAS STATION	<b>\$376.00</b>	\$250.00
4.06(9)		BARKING OR HOWLING	<b>\$124.00</b>	\$87.20
	<b>In Tracs 4.09</b>	DOGS NUISANCE		
4.06(3)		DOG AND CAT AT LARGE	<b>\$124.00</b>	\$87.20

Comparison study completed August 31, 2023



# F L O C K C A M E R A S



# FLOCK SUCCESS

DATE	CAMERA	ALERT TYPE	RESULT
April 14,2023	Townline and Lisbon		Camera Installation
April 21,2023	Townline and Silver-spring		Camera Installation
May 13, 2023	Townline-Multiple Cameras	Stolen	Vehicle Recovered
May 18,2023	Townline/Lisbon	Stolen	Located, driver arrested vehicle TOT owner.
May 21, 2023	Townline/Lisbon	Gang Vehicle	Hit on a gang vehicle. No PC for stop.
May 25.2023	WKPD Sunset/ Foxriver	Missing Person	Missing person out of Sussex located in C/ Waukesha
July 13, 2023	Townline/VV	Stabbing	Identified suspect in Lisbon Stabbing/ Arrested
September 19, 2023	Townline/Main	Hit and Run-Hotlist	Vehicle stopped, driver ID'd and cited
October 6, 2023	CTH F/Westwood	Metal Theft in area	Vehicle ID'd, stopped, and driver arrested/charged
November 1, 2023	CTH F/Westwood	Stolen Plate	Vehicle stopped, driver arrested



**Village of Sussex Fire Department**  
**N63 W24335 Main Street**  
**Sussex, Wisconsin 53089**

Kristopher Grod  
 Fire Chief  
 Fire Station - Business  
 262-246-5235  
 Fire Station - FAX  
 262-246-5196

**Date: November 7, 2023**

**To: Village of Sussex Public Safety and Welfare Committee**

**From: Kristopher Grod, Fire Chief**

**RE: BOFC Fire Chief's Report November 2023**

**EMPLOYEE DEVELOPMENT**

2023 SUSSEX FIRE DEPARTMENT TRAINING HOURS											
JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
144.0	140.5	150.5	155.0	146.5	140.0	136.0	142.0	152.5	143.0		

*(Table represents total training hours for ALL SFD staff)*

**Average Response Times 2023:** (For emergency responses, time of notification to arrival on scene)

Month	EMS	Fire	Month	EMS	Fire
January	4:54	4:50	July	4:34	5:17
February	5:06	5:33	August	4:58	5:45
March	4:32	6:33	September	5:02	6:05
April	4:08	4:22	October	4:54	5:57
May	4:36	5:24	November		
June	5:11	5:15	December		

**CURRENT STAFF**

SFD Personnel by Rank	
Chief	1
Deputy Chief	2
Lieutenant	3
Firefighter	28
Recruit	2
<b>Total Members</b>	<b>36</b>

SFD Certifications		
Certification Name	Members Certified	Percentage of Members Certified to That Level
Firefighter I	34	94%

<b>Certification Name</b>	<b>Members Certified</b>	<b>Percentage of Members Certified to That Level</b>
Firefighter II	27	75%
Driver/Operator - Pumper	24	66%
Driver/Operator - Aerial	19	53%
Emergency Services Instructor I	11	30%
Emergency Services Instructor II	1	2%
Fire Officer I	15	42%
Fire Officer II	1	2%
Fire Inspector	14	39%
No Fire Certifications	2	5%
EMT-BASIC	9	25%
EMT-Advanced	3	8%
EMT-Paramedic	16	44%
Critical Care Paramedic	6	17%
No EMS Certifications	2	5%
ICS 100	36	100%
ICS 200	28	78%
ICS 300	10	28%
ICS 400	5	14%
ICS 700	36	100%
ICS 800	18	50%
Haz Mat Awareness	0	0%
Haz Mat Operations	29	80%
Haz Mat Technician	4	11%
Haz Mat Specialist	1	2%

## 2023 STATISTICS

<b>Incident Type Summary</b>	<b>January 1, 2023, through July 31, 2023</b>	
<b>Incident Type</b>	<b>Count</b>	<b>Percentage of Total</b>
Fire	31	3.3%

Overpressure Rupture, Explosion, Overheat (No Fire)	1	0%
Rescue and Emergency Medical Service (EMS) Incidents	677	72.4%
Hazardous Condition (No Fire)	22	2.3%
Service Call	67	7.2%
Good Intent Call	72	7.7%
False Alarm and False Call	65	7.1%
Severe Weather and Natural Disaster	0	0%
Special Incident Type	0	0%
<b>Total</b>	<b>935</b>	<b>100%</b>

**Mutual Aid Given – EMS**

Lisbon – 13  
Menomonee Falls – 17  
Pewaukee – 2  
Western Lakes – 1

**Mutual Aid Received - EMS**

Lisbon – 27  
Menomonee Falls – 4  
Merton – 1

**Mutual Aid Given – Fire**

Lisbon – 10  
Brookfield (City) – 2  
Southern Ozaukee – 1  
Menomonee Falls - 2  
Pewaukee – 4  
Western Lakes – 3  
Hartland – 2  
Merton – 1  
Germantown – 2  
Slinger – 1  
Richfield – 3

**Mutual Aid Received - Fire**

Merton – 7  
Pewaukee – 5  
Lisbon – 14  
Menomonee Falls – 5  
Richfield – 5

**Calls Totals Per Shift**

Red Shift - 298  
Blue Shift - 319  
Green Shift – 318

**Fire Department Highlights:**

- Adam Christopherson started full-time on October 10<sup>th</sup> and is currently assigned to Blue Shift with Lt. Bonville.
- Ryan Hubley started as a Paid-on-Call member on September 29<sup>th</sup> and is currently assigned to Red Shift with Lt. Heisler and FF/PM Fehl.

- Jason Langland started as a Paid-on-Call member on September 26<sup>th</sup> and is currently assigned to Green Shift with FF/PM Wolff, FF/PM Travis, and FF/PM Wicherski.

**Paul Farrow**  
County Executive

**Gary A. Bell**  
Director of Emergency Preparedness

**Waukesha County**  
Department of Emergency Preparedness  
Waukesha County Communications

JOINT POWERS AGREEMENT  
COUNTY 9-1-1 EMERGENCY SYSTEM

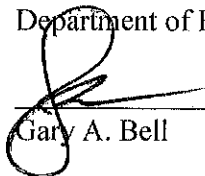
WHEREAS, Waukesha County and the municipalities located within the boundaries of Waukesha County have implemented an Emergency 9-1-1 System for the purposes of providing emergency services to residents and visitors of these municipalities, including the fire fighting, law enforcement, ambulance, medical and other emergency services; and

WHEREAS, Sec 256.35(9), Wis. Stats, "Joint Powers Agreement," requires that in implementing a 911 system as has been done in Waukesha County, municipalities shall annually enter into a Joint Powers Agreement, which Agreement shall be applicable on a daily basis and which shall provide that if an emergency services vehicle is dispatched in response to a request through the Waukesha County 911 System, such vehicle shall render its services to the persons needing the services, regardless of whether the vehicle is operating outside the vehicle's normal jurisdictional boundaries.

THEREFORE, in consideration of the mutual promises, agreements and conditions contained herein, it is hereby jointly agreed between Waukesha County and the Village of Sussex, as follows:

1. That effective January 1, 2024 this Agreement shall, thereafter, be applicable on a daily basis from said date through December 31, 2024.
2. That if an emergency services vehicle operated by the municipality, or operated by an agency with which the municipality contracts for that particular emergency service, is dispatched in response to a request through the Waukesha County Emergency 911 System, such vehicle (whether owned and operated by the municipality or by the agency) shall render its services to the persons needing the services, regardless of whether the vehicle is operating outside the vehicle's normal jurisdictional (or as defined by contract) boundaries.
3. That a copy of this Agreement shall be filed with the State Department of Justice, as required by Sec. 256.35(9)(c), Wis. Stats.

Waukesha County  
Department of Emergency Preparedness

  
\_\_\_\_\_  
Gary A. Bell

*10/25/23*  
\_\_\_\_\_  
Date

Village of Sussex

BY: \_\_\_\_\_  
Anthony J. LeDonne, President      Date

BY: \_\_\_\_\_  
Jennifer Moore, Clerk/Treasurer      Date

TO: City, Village and Town Clerks

RE: Lake Country Municipal Court  
Court 2024 Budget Approval

Dear Clerks:

I enclose herewith a proposed Municipal Court budget for 2024. Note the projected surplus for 2023 is \$20,848.00. This is only a "Year End Estimate." If you have any questions, feel free to contact me.

Also enclosed is a resolution approving the budget. It would be appreciated if you would take this resolution to your governing body and have it approved, returning a signed copy to the Municipal Court. Thank you for your cooperation.

Sincerely,

Donald G. Wiemer, Chairman  
Administrative Committee  
LAKE COUNTRY MUNICIPAL COURT

Enclosures cc:  
Municipal Court Representatives (letter only)  
Municipal Court Clerk  
Judge Timothy Kay  
Lake Country Municipal Court



RESOLUTION No. 23-31

RESOLUTION APPROVING MUNICIPAL COURT BUDGET

WHEREAS, the Intermunicipal Agreement for the operation of the Lake Country Municipal Court requires formation of an annual budget no later than the 15<sup>th</sup> day of November and approval of said budget by governing bodies of member municipalities; and

WHEREAS, the Court Administrative Committee, Court personnel and the Municipal Court Judge have formulated a budget for 2024 which has estimated revenues of \$437,767 and anticipated expenditures of \$437,767.

NOW, THEREFORE, BE IT HEREBY RESOLVED that the attached Municipal Court budget for 2024 be approved.

Adopted this \_\_\_\_ day of \_\_\_\_\_, 2023.

Village of Sussex

By:

\_\_\_\_\_  
Anthony LeDonne - Village President

ATTEST:

\_\_\_\_\_

ADOPTED: \_\_\_\_\_

POSTED: \_\_\_\_\_

PUBLISHED: \_\_\_\_\_

# 2024 Lake Country Municipal Court Budget

9 Months = 75.00%

2024 Budget 11-8-2023 Final

Acct #: Account Description:	2022 Actual	2023 YTD Nine Months	2023 Budget	2023 Year End Estimate	2024 Budget	2024 Budget VS 2023 Budget
<b>Revenues:</b>						
4000 Court Fees	433,361	306,438	392,123	392,123	434,367	110.77%
4900 Interest Income	1,347	494	500	600	500	100.00%
4300 Court Assessment		0	600	0	600	100.00%
Transfer from Designated Fund			0		0	
4800 Miscellaneous	440	304	700	350	700	100.00%
Municipal Subsidies		0	1,600	0	1,600	100.00%
<b>Total Revenues</b>	<b>435,148</b>	<b>307,236</b>	<b>395,523</b>	<b>393,073</b>	<b>437,767</b>	<b>110.68%</b>
<b>Total Assets</b>	<b>1,300,461</b>	<b>642,405</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Total Liabilities</b>	<b>693,960</b>	<b>170,448</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Deferred outflows of Resources</b>	<b>154,413</b>	<b>0</b>				
<b>Deferred Inflow of Resources (Stark)</b>	<b>195,663</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Total Fund Balance</b>	<b>565,251</b>	<b>471,957</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Expenditures:</b>						
Wages & Benefits	222,847	176,608	278,436	259,196	309,176	111.04%
Purchased Services	44,375	41,245	47,406	47,406	51,840	109.35%
Operating Supplies & Expenses	20,015	7,800	13,300	11,800	18,050	135.71%
Fixed Charges	53,568	42,148	55,181	56,115	55,701	100.94%
Capital Outlay	0	680	1,200	0	3,000	
Restitution	0	0	0	0	0	
Bad Debt	0	0	0	0	0	
<b>Total Expenditures:</b>	<b>340,805</b>	<b>268,480</b>	<b>395,523</b>	<b>374,517</b>	<b>437,767</b>	<b>110.68%</b>
<b>Total Surplus/Deficit</b>	<b>94,343</b>	<b>38,755</b>	<b>0</b>	<b>18,556</b>	<b>0</b>	

Acct #: Account Description:	2022 Actual	2023 YTD Nine Months	2023 Budget	2023 Year End Estimate	2024 Budget	2024 Budget VS 2023 Budget
5000 Full Time Salaries Clerk of Courts & Deputy Clerk of Courts	62,010	80,769	110,529	110,529	120,477	109.00%
5010 Assistant Clerks Clerk Salaries - Overtime	58,282	21,337	41,638	40,000	44,660	107.26%
5015 Part Time Judge	46,667	34,834	47,667	47,667	50,050	105.00%
Bailiff/Deputy Services	13,272	9,784	15,000	15,000	20,000	133.33%
5030 Employer FICA	11,892	10,136	15,287	15,300	16,462	107.68%
5040 Retirement EE-ER	8,680	7,861	10,283	10,300	13,489	131.17%
5050 Health	21,852	11,688	37,432	20,000	43,539	116.32%
5060 Long Term Disability Ins.			0	0	0	
5070 Life Insurance	192	200	600	400	500	83.33%
Unemployment Benefits			0		0	
Substitute Judge	0		0		0	
<b>TOTAL:</b>	<b>222,847</b>	<b>176,608</b>	<b>278,436</b>	<b>259,196</b>	<b>309,176</b>	<b>111.04%</b>

Acct #: Account Description:	2022 Actual	2023 YTD Nine Months	2023 Budget	2023 Year End Estimate	2024 Budget	2024 Budget VS 2023 Budget
<b>PURCHASED SERVICES:</b>						
5400 Professional/Outside Services	325	125	1,500	1,500	1,500	100.00%
5405 Accounting	10,108	8,020	10,000	10,000	11,040	110.40%
5410 Auditor	9,900	10,300	10,300	10,300	11,300	109.71%
5415 Professional Services						
5415 Legal Services	0	0	1,000	0	1,000	100.00%
5420 Computer Consultant Advertising		2,162	3,000	3,000	3,000	100.00%
5425 Court Software Support	18,950	15,306	15,306	15,306	15,800	103.23%
5550 Telephone	3,173	2,213	4,000	3,800	4,000	100.00%
Internet/Web	1,856	1,169	800	1,000	1,200	150.00%
5500 Repair/Maint. Contracts Equip.	63	1,949	1,500	2,500	3,000	200.00%
5540 Substitute Judge	0	0	0	0	0	
<b>Total:</b>	<b>44,375</b>	<b>41,245</b>	<b>47,406</b>	<b>47,406</b>	<b>51,840</b>	<b>109.35%</b>

**OPERATING SUPPLIES & EQUIPMENT**

5250 Office Supplies/Printing	11,711	3,907	6,000	6,000	6,000	100.00%
5300 Postage	6,341	2,021	5,000	5,000	8,700	174.00%
5350 Newspaper Publishing	0	0	50	0	0	0.00%
5200 Memberships	850	800	900	800	900	100.00%
5160 Books & Publications	132		150	0	150	100.00%
Shredding	310	625	500	0	600	120.00%
Printing	0	0	0			
Non Capital Equipment Purchases						
Miscellaneous	0	0	200	0	200	100.00%
5600 Training & Travel	671	448	500	0	1,500	300.00%
<b>Total:</b>	<b>20,015</b>	<b>7,800</b>	<b>13,300</b>	<b>11,800</b>	<b>18,050</b>	<b>135.71%</b>

**FIXED CHARGES**

5100 Insurance and Bonds	0	0	0	0	0	0.00%
5105 Workman's Comp		0	0	0	0	0.00%
5120 Public Officials Ins.	0	0	0	0	0	0.00%
Property Insurance Coverage	0	0	0	0	0	0.00%
5130 G Liability Ins./ Hired & non-owned MV	4,644	6,402	5,200	6,434	7,000	134.62%
5140 Bonds	0	0	0	0	0	0.00%
5150 Bank Charges	236	168	300	0	300	100.00%
5125 Facility Expenses (utilities, plowing)	14,188	9,703	15,181	15,181	13,901	91.57%
5475 Equipment Lease	0	0	0	0	0	0.00%
5450 Rent	34,500	25,875	34,500	34,500	34,500	100.00%
<b>Total:</b>	<b>53,568</b>	<b>42,148</b>	<b>55,181</b>	<b>56,115</b>	<b>55,701</b>	<b>100.94%</b>

**CAPITAL OUTLAY**

8000 Capital Equipment		680	1,200	0	0	0
<b>Total:</b>	<b>0</b>	<b>680</b>	<b>1,200</b>	<b>0</b>	<b>3,000</b>	<b>0</b>

2023 Salary:	2022 Salary	2023 Salary		2023	2023	Retirement	Retirement
		-		<u>Salary</u>	<u>FICA</u>	<u>Employee 6.8</u>	<u>Employer 6.8</u>
		Per Hour					
Terri	63,014.00	31.51	Full Time	65,535	5,013	4,260	4,260
Tracy	25,958.00	21.63	40 Hrs.WK	44,995	3,442	2,925	2,925
Kathy	22,013.00	18.35	22 Hrs/Wk	20,987	1,606	0	0
Elaine	<u>19,858.00</u>	<u>16.55</u>	<u>24 Hrs/Wk</u>	<u>20,650</u>	<u>1,580</u>	<u>0</u>	<u>0</u>
Judge	44,454	46,667		<u>47,667</u>	<u>3,647</u>	<u>3,098</u>	<u>3,098</u>
				<b>199,833</b>	<b>15,287</b>	<b>10,283</b>	<b>10,283</b>

2023		2023	Employee	Employer
Health Insurance:			<u>Contribution 12%</u>	<u>Contribution</u>
Terri Health	single	9,603.36	1,152.40 12%	8,450.96
Terri Dental	single	439.80	52.78 12%	387.02
Judge Health	single	9,603.36	4,801.68 50%	4,801.68
Judge Dental	single	439.80	219.90 50%	219.90
Tracy Health	family	23,613.12	2,833.57 12%	20,779.55
Tracy Dental	family	1,185.24	142.23 12%	1,043.01
Deductible Cost:		1000, 500, 250		<u>1,750.00</u>
Employer Total Cost:				<b>37,432.12</b>

2024 Salary:	2023 Salary	2024 Hourly		2024	2024	Retirement	Retirement
		-		<u>Salary</u>	<u>FICA</u>	<u>Employee 6.9</u>	<u>Employer 6.9</u>
Terri	65,534.56	34.34	Full Time	71,433	5,465	4,929	4,929
Tracy	44,994.56	23.58	Full Time	49,044	3,752	3,384	3,384
Deborah	20,987.37	20.00	24 Hrs/Wk	24,960	1,909	1,722	1,722
Elaine	<u>20,649.91</u>	<u>18.04</u>	<u>21 Hrs/Wk</u>	<u>19,700</u>	<u>1,507</u>	<u>0</u>	<u>0</u>
Judge	<u>47,667.00</u>			<u>50,050</u>	<u>3,829</u>	<u>3,453</u>	<u>3,453</u>
Total:	<b>199,833.39</b>			<b>215,187</b>	<b>16,462</b>	<b>13,489</b>	<b>13,489</b>

(Starting on 5/24)

2024		2024	Employee	Employer
Health Insurance:			<u>Contribution 12%</u>	<u>Contribution</u>
Terri Health	single	11,320.80	1,358.50 12%	9,962.30
Terri Dental	single	440.00	52.80 12%	387.20
Judge Health	single	11,320.80	5,660.40 50%	5,660.40
Judge Dental	single	440.00	220.00 50%	220.00
Tracy Health	family	27,854.64	3,342.56 12%	24,512.08
Tracy Dental	family	1,190.00	142.80 12%	1,047.20
Deductible Cost:		1000, 500, 250		<u>1,750.00</u>
Employer Total Cost:				<b>43,539.19</b>