

BOARD OF SUPERVISORS

Brown County



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EXECUTIVE COMMITTEE

Tom Lund, Chairman
Patrick Moynihan, Jr., Vice-Chairman
Steve Fewell, Patrick Wetzel, Patrick Evans
Bernie Erickson, Patrick Buckley

EXECUTIVE COMMITTEE
Monday, August 6, 2012
5:30 p.m.
Room 200, Northern Building
305 E. Walnut Street

**** NOTE TIME ****

- I. Call meeting to order.
- II. Approve/modify agenda.
- III. Approve/modify minutes of July 9, 2012.

Communications

1. Communication from Supervisor Zima re: Refer to Corporation Counsel to seek an opinion from the Attorney General's office regarding whether or not Brown County Supervisors have a right to apply for and have health and dental benefits in accordance with policy set at the County Board Annual Meeting in November 2011. (Communication to coincide with Supervisor Haefs June 11, 2012 Communication – see attached). *Referred from June County Board.*
2. Communication from Supervisor Robinson re: Request that the County Board (1) hold a special visioning session or series of visioning sessions and (2) consider putting together a Master Plan to guide the work of County Government. *Held for one month.*
3. Communication from Supervisor Sieber re: To have Human Resources include their rationale for the salary assigned to any new department head in the packet which the County Board receives prior to confirmation vote. *Referred to August to have staff provide.*
4. Communication from Supervisor Fewell re: To reduce all fees for Senior Citizens that Brown County charges by 33% including golf course, zoo, museum, Frisbee golf, rental fees, Register of Deeds, Medical Examiner fees, all County Clerk fees, including boat launch fees to honor all Senior Citizens in Brown County. *Referred from July County Board.*
5. Communication from Supervisor Vander Leest re: Request to investigate hiring on-call or part-time employees for 24-7 employees in Brown County. *Referred from July County Board.*
6. Communication from Supervisor Vander Leest, Van Dyck, and Steffen re: Request to the Brown County Executive to prepare a budget for 2013 that freezes or lowers property taxes for Brown County taxpayers. *Referred from July County Board.*

Legal Bills

7. Review and Possible Action on Legal Bills to be paid.

Reports

8. **County Executive Report.**
 - a) (None)

9. Labor Attorney Report.

- a) Telecommunicator / Correction Officer discussion.

Vacant Budgeted Positions (Request to Fill)

10. Child Support – Child Support Specialist – Paternity – vacated 6/15/12
11. Human Services – AODA Counselor II – vacated 6/28/12
12. Human Services/CTC – Clerk II – vacated 7/20/12
13. Human Services/CTC – Medical Transcriptionist – vacated 8/3/12

Resolutions, Ordinances

14. Initial Resolution Authorizing the Issuance of Not to Exceed \$3,900,000 General Obligation Airport Refunding Bonds of Brown County, Wisconsin.
15. Initial Resolution Authorizing the Issuance of Not to Exceed \$3,365,000 General Obligation Refunding Bonds of Brown County, Wisconsin.
16. Resolution Granting Authority to pay Additional Compensation to Brown County Employees.
17. Resolution Adopting Brown County's 2013 five-Year Capital Improvement Plan.
18. Resolution Recognizing Library Board Autonomy.

Other

19. Such other matters as authorized by law.

Tom Lund, Chair

Notice is hereby given that action by the Committee may be taken on any of the items, which are described or listed in this agenda. The Committee at their discretion may suspend the rules to allow comments from the public during the meeting. Please take notice that it is possible additional members of the Board of Supervisors may attend this meeting, resulting in a majority or quorum of the Board of Supervisors. This may constitute a meeting of the Board of Supervisors for purposes of discussion and information gathering relative to this agenda.

PROCEEDINGS OF THE BROWN COUNTY EXECUTIVE COMMITTEE

Pursuant to Section 18.94 Wis. Stats., a regular meeting of the **Brown County Executive Committee** was held on Monday, July 9, 2012 in Room 200 of the Northern Building – 305 East Walnut Street, Green Bay, Wisconsin

- Present:** Tom Lund, Patrick Moynihan, Jr., Pat Buckley, Bernie Erickson, Pat Evans, Steve Fewell, Pat Wetzel
- Also Present:** Supervisors Kaster, Steffen, Williams, Schuller, Van Dyck, Landwehr, Executive Streckenbach. Brent Miller, Paul Van Noie, Doug Marsh, Brian Shoup, Paula Kazik, Darlene Marcelle, Sandy Juno, Maria Lasecki, Fred Mohr, Other Interested Parties, Media.
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I. Call Meeting to Order:

The meeting was called to order by Chairman Tom Lund at 6:10 p.m.

II. Approve/Modify Agenda:

Motion made by Supervisor Erickson, seconded by Supervisor Wetzel to modify agenda to take items #13-19 after item #7. Vote taken. MOTION UNANIMOUSLY APPROVED.

Motion made by Supervisor Evans, seconded by Supervisor Erickson to modify the agenda to move item #23 before item #10. Vote taken. MOTION UNANIMOUSLY APPROVED.

III. Approve/modify minutes of June 11, 2012.

Motion made by Supervisor Moynihan, seconded by Supervisor Wetzel to approve. Vote taken. MOTION UNANIMOUSLY APPROVED.

Appointments

1. **Appointment of Supervisor Tom Sieber to Land Information Council.**

Motion made by Supervisor Erickson, seconded by Supervisor Evans to approve. Vote taken. MOTION UNANIMOUSLY APPROVED.

Communications

2. **Communication from Supervisor Steffen re: Term-limits for Brown County Supervisors. *Held for one month.***

Supervisor Steffen stated he was hoping this committee would show support to his communication as it was important for their county and democracy to have term limits for positions. He felt their democracy was better served, more people who were serving it and he was hoping they could do their part to foster participation with his communications tonight. There was a question as to, and it wasn't fully explored by Corporation Counsel as to whether a county or municipality had the ability to self-impose term limits. Whether or not you can they could still show their support by self-impose on or authorize a resolution requesting the state legislator to allow counties or municipalities to take that step. He felt it was positive for democracy and positive for participation, he would like to see more people a part of this process.

Moynihan felt due to the legalities because it's far more stringent of an item that it would supersede

State Statute. Steffen stated perhaps Corporation Counsel could weigh in on it, it would be helpful.

Motion made by Supervisor Erickson, seconded by Supervisor Evans to receive and place on file. No Vote taken.

Wetzel questioned if they could do this or was it in the State Statutes that they could or couldn't, he'd like to find that out before they received and placed it on file.

Erickson stated he spoke with the attorney, they were the arm of the state, and this was a state requirement. He didn't understand why they wanted to override what the state put down. There were no term limits according to the state.

Supervisor Buckley arrived at 6:13 p.m.

Motion made by Supervisor Moynihan, seconded by Supervisor Wetzel to refer to Corporation Counsel for disposition of communication. Vote taken. MOTION UNANIMOUSLY APPROVED.

3. **Communication from Supervisor Steffen re: Nomination signature threshold for candidates seeking the office of County Supervisor to lower to 50 and 100 signatures. *Held for one month.***

Steffen believed they were better served to have additional competition and participation at this level. He felt by dropping the limit, which was allowed by law according to the Government Accountability Board (GAB), they had the ability to drop it to 50. One additional benefit, he felt could be helpful to those disabled or senior citizens, those who don't feel comfortable in that one month in the winter, often in the dark going door to door to get signatures. He felt it was about allowing, encouraging, fostering additional participation in the part of government. He was hopeful that the committee was supportive of dropping to 50 signatures.

Buckley informed that the city only required 20 signatures. He liked 100 because you end up taking to the people and spending time with them. It's a good time for the people to get a chance to talk with you one on one. He believed each district had around 9,000 people, so in some cases it was really about 50 households if you have husband and wife, etc.

Erickson agreed with Supervisor Buckley, he felt even 200 would be acceptable. You could get 100 signatures in about two evenings, which was very minimal. If there was an individual unable to get around, they had the opportunity to have other people obtain signatures, it could be done. It was a golden opportunity to get out and speak with constituents.

Wetzel stated he understood where Steffen was coming from it was spelt out, they could do it, it was legal. If he had to get 50, he would still get 100.

Fewell stated the earlier communication was to encourage more people to run, if it was 50 it may encourage more to run. Supervisors that go out and get 100, usually they get 200. If the goal was to encourage more people to run he would be in support of 50.

Evans stated he would stay with 100, he didn't feel people ran for office because there were term limits or because it was easy to get signatures. As a constituent, he was more interested in someone who had the passion to run. He felt lowering it was another way of diminishing the supervisor position and that was bothersome to him. He took this position very serious. Being a County Board Supervisor meant something, they had a lot of say and do make a lot of hard decisions.

Steffen felt there were minimal tools to encourage additional participation at this level. He could respect Evans comments regarding passion but he was far more interested in having the best and

the brightest making decisions for the county of 250,000 people they represent. He didn't want that determined on whether they were able bodied or not. He didn't care if they were half in it but they were the smartest people who supplied the best input. He didn't know if this community was better served by having people serve 20, 30, 40 years in the same position. Steffen felt there was value in both the term limits and signature limit.

Buckley agreed on the term limit part but with regard to the signature limit, in all the people he had talked to about running, getting signatures was never a factor, it was always based on what they saw on TV or experienced at meetings, etc.

Motion made by Supervisor Buckley, seconded by Supervisor Evans to receive and place on file. Vote taken. Ayes: 6 (Evans, Erickson, Lund, Moynihan, Buckley, Fewell); Nays: 1 (Wetzel).

4. **Communication from Supervisor Steffen: Review, discuss and take action on requiring standardized, staff reports for public policy items and monthly reports. *Referred from June County Board.***

Steffen would like to see a standardized report from staff, a coversheet, for any report that came before each committee and be available in advance. He felt some of the info was not standardized. He felt having all issues clearly defined in advance and provided was important. Too many meetings information was provided orally. He felt that was not helpful to the public who were not in attendance. If it was important enough to discuss, it was important to put in writing. It was an important element to allow them to be more prepared, he felt questions would be answered ahead of time, meetings would go faster. It would have additional accountability and more transparency.

Evans could see the benefits and felt a report broken down would be beneficial especially for new supervisors. He would like to see some more explanation involved. He saw the benefit in this type of structure and supported the concept. He suggested sending this to Board Chairman and vice-chairman to take a look at. He could see enhancing more of what they were doing.

Erickson liked the concept, had merit, could see this done but would like it condensed, detailed down to a single page.

Wetzel stated he liked the idea and was in support.

Moynihan could see the benefits and liked it as well.

Fewell felt they should standardize the form for staff as well as for communications and supervisors.

Motion made by Supervisor Evans, seconded by Supervisor Wetzel to send to County Board Chairman Moynihan and County Board Vice-Chairman Lund and work in concert with Administration. Vote taken. MOTION UNANIMOUSLY APPROVED.

5. **Communication from Supervisor Robinson re: Request that the County Board (1) hold a special visioning session or series of visioning sessions and (2) consider putting together a Master Plan to guide the work of County Government. *Held for one month to bring back additional information.***

Information provided and attached.

Motion made by Supervisor Fewell, seconded by Supervisor Buckley to hold for one month. Vote taken. MOTION UNANIMOUSLY APPROVED.

6. **Communication from Supervisor Sieber re: To have Human Resources include their rationale for the salary assigned to any new department head in the packet which the County Board receives prior to confirmation vote.**

Motion made by Supervisor Erickson, seconded by Supervisor Moynihan to receive and place on file. Vote taken. MOTION UNANIMOUSLY APPROVED.

The committee returned to this item after item 23 as Supervisor Seiber was present.

Sieber stated at the County Board meetings when Directors were approved, salaries were put in front of them. He was hoping to see the homework that HR did to pick these salaries and have them attached to their packets so they are able to view their salary justifications.

Brent Miller informed that he would bring the form forward next month. He informed that it went through how every position was rated, what the grades were in, based on experience, education, responsibilities, budget impact and the impact of your decisions.

Motion made by Supervisor Moynihan, seconded by Supervisor Erickson to reconsider Communication #6. Vote taken. MOTION UNANIMOUSLY APPROVED

Motion made by Supervisor Moynihan, seconded by Supervisor Wetzel to refer to next month's Executive Committee to have staff provide their point factoring information. Vote taken. MOTION UNANIMOUSLY APPROVED

Item #10 was taken at this time.

7. **Communication from Supervisor Moynihan re: Request approval of amending Brown County Code of Ordinances 2.13 (5)(f) to delete "and discussion pertinent to the subject matter". Referred from June County Board.**

Moynihan informed that this communication was in concert to what was provided at Administration Committee having to do with streaming and archiving video and audio. Until they get those answers from Information Services he would like to hold for 60 days.

Motion made by Supervisor Moynihan, seconded by Supervisor Wetzel to hold for 60 days. Vote taken. Vote taken. MOTION UNANIMOUSLY APPROVED.

Items #13-19 were taken at this time.

Request for Approval

8. **Public Works Director's Report on Central Library Maintenance Assessment. Referred from Library Board Informational Meeting and PD&T.**

Van Noie informed that he had brought the report forward for informational purposes. He felt most of the info prior to this talked about deferred maintenance. They took in an essence the facility condition study that was done in 2009 along with efforts from their facility team where they went out and reviewed each of the items and spent time with the facility management at the library and tried to categorize the best they could in specific definitions. They broke it in four groups: safety, deferred maintenance (definition in packet material), planned maintenance (over a 5-year period), and capital improvements. They concluded that basically the safety and deferred maintenance issues were approximately \$801,000, plan maintenance at \$1.879M for those three categories, and the balance of the \$3.5M/\$3.6M were basically capital improvements. They believed that those were

the expenses that would be necessary to put the central library into solid working condition.

Moynihan referred to pg. 9, Exhibit C, #3. Book Drop Modifications, in the comment area there was verbiage pertaining to security issues, would that not be something they wanted to move to a higher priority. Van Noie informed that the conversation he had dealt with the possibility of someone dropping an explosive device in the book shoot. He wasn't sure how you could affectively deal with that. He didn't think there was an appropriate solution at this time. He felt people may look at this and move things around. It was their best attempt.

Erickson stated he had several discussions with Mr. Van Noie and had attended several library meetings, and read the report over several times and to get everything back over the next 5 years, \$1.879M, they budgeted \$1.5M for repair and or renovation. On this \$1.875M they have \$375,000 already in this year's budget; they were backed down almost to do the complete repair job for what was bonded for at the \$1.5M. Moynihan responded \$375,000 was budgeted in November towards those repairs. Erickson stated subtract the \$375,000 from the \$1.879 they would have that covered. He added this was a report that they had been asking for for several years and never had, it was an eye opener. He felt they should consider taking a thorough look at this.

Wetzel questioned how does the maintenance assessment relate to the RFP for \$1.5M? Back in February he had asked what they were actually talking about with the library with the \$17/\$18M and he had asked what they absolutely needed to fix and the number was around \$12M and a lot had to do with the HVAC. What does this report mean for the next item? If they use the \$1.5M it did not take the RFP off the table. Van Noie responded that the \$3.5M was aggregated in the report. Basically deals with building maintenance issues. The difference between that and the \$12.5M were program related issues. Not necessary to have a good sound building but maybe necessary to have a good sound library program. He did not review anything with regard to library programs, just building conditions.

Buckley stated that when he looked at this and looked at the \$15-\$18M, he would like to hear from the people from the library to explain the other bearings. Lund responded that they will do that under item 9. This report was just a guideline of what the building needed to move forward.

Fewell questioned where the numbers came from. Van Noie stated they started with the Boldt Facility Management Assessment, they had similar look and arrange of items but he felt it was obscured, it was buried in documentations. They also called people and used their facility team that had some background and knowledge in HVAC and electrical. They used whatever intelligence they could gather. There were some ranges and he took the high end ranges on the table.

Kaster informed that he was one of the supervisors looking for a report like this, a different view. This report and the Library Board agreed that the superstructure and foundation are in great shape, the building was a great building. This report addressed everything. He couldn't understand taking these huge jumps and revamping the whole building; they could be responsible to the taxpayer, take care of our facilities and do this in a responsible way. He didn't believe the library would be slighted. This will take care of everything plus more, furniture, etc. Kaster felt it was a very good report and everyone should take a serious look at it and consider it.

Evans appreciated the report and the info, they did a great job. He supported the library and fought for the library for years. He felt this issue was similar to the Mental Health Center discussion, stating it was a great building, he felt it was a bunker. After doing additional research, times had changed, functionality of the facility needed to change. Evans appreciated everything in the report, he didn't disagree with anything, but it showed that their facility was in very rough shape. He considered himself a conservative and didn't have a problem spending money wisely. He looked at the functionality of the library, library system, what it will be 10 years from now. You hear that what

they had now was a functional space was extremely antiquated. If they were going to spend money, they should do it the correct way. Evans supported the RFP and felt it would bring back information people weren't expecting. Two main points: 1. Yes, this facility was in great need; 2. it was basically an antiquated facility both physically and the functionality of it.

Motion made by Supervisor Fewell, seconded by Supervisor Wetzel to receive and place on file. Vote taken. MOTION UNANIMOUSLY APPROVED.

9. **Central Library RFP.**

Library Board Members: John Hickey, Dr. Watermolen, Lynn Stainbrook

Hickey informed that the process they used in 2009 in reviewing the building assessment report, it was part of their process that began over 5 years ago which got them to where they were now. It was decided that after reviewing these reports the Central Library was past the point of patchwork repair and the systematic approach was necessary to avoid wasting taxpayer's funds and constant disruption of the library system. It was mentioned a number of times that the facility was not in compliance with federal regulations and had to be brought up to standards if significant alterations start to be made. This decision wasn't made by only the Library Board members; the Library Board had County Board members on it over the years. The decision was made in conjunction with the County Executive, County Board committees, and former county facilities people. They went the next step which brought them to now.

Stainbrook provided a handout (attached) re: changes made by Admin, Ed & Rec and PD&T Committee to the RFP for Central Library Final Design and walked through the changes with the committee. With regard to the design process that would include input from the County Board, Library Staff, County Public Works Facility, Engineers, Director, as they go through the different parts of the structure either remodeled/repared the Public Works Department, County Board Supervisors and people from the community will be involved. That would be Friends of the Library as well as people who are not part of the library staff or board who have their own ideas. They had talked to the City of Green Bay to see if they could do something in conjunction with them since they were doing a lot of work downtown at the same time, etc. They were working with Downtown Green Bay, people who have the businesses downtown. There were a lot of ideas. They would like to see some joint work with departments in the county such as the Museum. They were hoping that they could get together and have everyone come in with a clear view and see if there was a better way to serve the public in that process, at a lower cost and still have what they need. What that may be, they have ideas but hope everyone had an open mind. They would like the committee to approve the RFP so they can move forward with the design services, take the next step, etc.

Buckley questioned what they were thinking as far as cooperation with the museum. Hickey felt there could be discussions with moving their history section over to the museum. This would be part of the design process. Stainbrook informed that the RFP included a target value engineering piece and this was a core to it. It had four County Board members who agreed to be on the steering committee and all had stakeholders that would be helping out with that as well. Looking at the Target value engineering is the piece where they look at a program item and have input as to a holistic approach of what needed to be done, should be done, and could be done vs. the cost of doing that. There will be buy in from the County Board members and the community as to how far the process should go, what they should include and how much they want to pay for in that process. Buckley was confused on why they were spending \$1.5M to discuss what they wanted to do in the library. To him they should figure it out before spending \$1.5M. Watermolen interjected that these costs went back to 2009 and they found out they had problems, to the Library Board, if they were going to recommend spending money to repair something and still end up with a non-functional building, it wasn't a wise use of taxpayers' dollars, they then said let's look at what the options are and if they were going to spend \$300,000 on elevators, they needed to have a plan. In order to get

that plan they go through this process which should end up giving them the best value on the taxpayers' dollars. He couldn't imagine anyone being comfortable putting \$3.5M in and ending up with the exact same thing they had four years ago. You may end up doing that but the RFP will come up with the options on the end, basic repair and what it would take to do that and what it would take with basic repair that would fit in a long range plan. If they were going to spend that kind of money they needed a master plan, there was great input from all the boards they had been before on what they would like to see. This process allowed for that, what would this option do and how much would it cost, etc. Buckley questioned if they could have a similar report to the one Van Noie provided for the program side before spending \$1.5M. They already know what had to be fixed but what they were going to do with the program side, they seemed like they didn't really have a direction. Stainbrook stated they did but it cost \$23M so they had to cut that down. Buckley felt they were going to have supervisors not agree to spend \$23M on the facility and the \$1.5M will sit on a shelf. They would be better off on the program side to have a report of what they agree was a necessity for the library. Stainbrook informed that the \$1.5M included the target value design process but also included doing all of the engineering work which wasn't included in what had to do to do the things in the repair process and they all had to be engineered correctly. They don't want to do the engineering part until they know exactly what the program statement was going to be, and using consultants who were qualified to be able to do that. Purchasing Department stated in order to do construction bids they had to have specifications detailed out before they could put that bid out there. Buckley questioned if they had to have an engineer study to make the repairs that were outlined in the report. Van Noie felt Stainbrook was talking about the entire project. Van Noie felt individual pieces could be dealt with by vendors that had their own staff engineers that could bring in solutions. That was Buckley's experience in the commercial side. He was trying to extinguish between needs and wants. Stainbrook informed the target value design would do that. Watermolen stated that they needed to have the engineering design on what part of the building needed to be changed, how they will do it, how they will meet code before they can do anything. Once they have this, they had the choice to do the minimal amount to meet safety and code requirements, ADA, asbestos, lighting and all the things they had to do and not proceed with the rest at that point that they had a plan. There may be grants out there that could be added to the basic amount or could do in-house. When this is done, everyone will have all the input to know what the end project should look like and how far to proceed. Buckley's concern was spending the \$1.5M on a project when the \$1.5M could have been spent on the repairs. He'd rather see a report on the program similar to what facilities gave them for the repair-end of it. The other part of it, it would be nice to have a levy impact on different options on what it would cost them. Watermolen responded that they didn't know the cost yet but they could do that, once they get this done they will have actual numbers.

Fewell stated he still struggled with RFP process and not that they shouldn't get the cost, but when you look at the numbers, look at what it costs to build libraries, they were looking at spending \$1.5M to get a plan to renovate the library. If they were to spend \$18M on the library they would be spending about \$200 a sq. ft. If they were to spend \$17M it would be \$189 per sq. ft. They were told they could build a brand new library for \$150 per sq. ft. If Green Bay would step up with some land they could build a new building for cheaper that was designed for their programming. He's not against spending money or against the Library Board; he wanted to do in the end what was best for the community and for the long run. If they were going to retrofit a building and spend more dollars per square foot then he won't vote for it.

Wetzel assumed if they approved the RFP then they were spending \$1.5M, he didn't feel that was the case. He felt they were asking what it would cost. How much would it cost to put the RFP out? They could approve the RFP, have vendors come back with a price and the County Board could say no and still have the \$1.5M. He was in favor of the RFP because they could still say no. He felt an RFP was just a request for your proposal and if they don't like the proposal they could say no. He felt they could still have those discussions on this maintenance report and what they wanted to have in the meantime and still say no.

Van Dyck believed physical condition and the issues within the library was the whole driving force behind this whole process not necessarily functionality. They had a report from facilities which stated it would cost \$3M-\$4M. Is engineering included in there, no, according to the one study it was 10% of the cost, around \$400,000. It was a far cry from what they were told the necessary repairs would cost, \$9-\$12M. Even if facilities were off 10% they were still looking at \$4/\$5M for necessary repairs. The driving force behind the whole process was that this building needed to be renovation for safety concerns. He understood that there was talk about fixing things from a program standpoint; he didn't think this RFP was necessary to come up with new ideas. There was a BC Central Library Space Needs Analysis from 2008, a BC Central Library Boldt Engineering Assessment Final Report from 2009, a BC Central Library Renovation Cost Analysis from 2012, he questioned how many reports did they needed. Everything the Library Board and the people that had input were all there. If they were going to approve \$1.5M RFP they mine as well plan on approving an \$18M renovation plan. It made no sense to spend \$1.5M to find out that they need \$4M dollars in repairs, it had already been done.

Erickson stated he had been voting at committee in favor of the RFP but did not see this report until Friday, he agreed with Van Dyck.

Motion made by Supervisor Evans, seconded by Supervisor Moynihan to approve.

Fewell informed that he didn't like the RFP process the way it was, if they were looking at coming up with a design and cost at \$17/\$18M why weren't they comparing that to building new as well in the RFP, he felt that should be considered. If it came back that the renovation was in the neighborhood of \$17/\$18M it would be too much per square foot for him to support renovating that building. If it came in a lot less, then he would entertain it. Fewell felt building new needed to be included in the RFP, it needed to be compared to what they were doing as far as renovation costs.

Motion made by Supervisor Fewell, seconded by Supervisor Evans to amend the motion to approve with the addition of adding building new as an option in the RFP.

Ayes: 5 (Evans, Lund, Moynihan, Wetzel, Fewell);

Nay: 2 (Buckley, Erickson). MOTION PASSED

Motion made by Supervisor Evans, seconded by Supervisor Moynihan to suspend the rules to take item 12b with item 23. Vote taken. MOTION UNANIMOUSLY APPROVED

Items 12b & 23 were taken at this time.

Supervisor Fewell was excused at 7:55pm.

Legal Bills

10. **Review and Possible Action on Legal Bills to be paid.**

Motion made by Supervisor Erickson, seconded by Supervisor Evans to pay the bills. Vote taken. MOTION UNANIMOUSLY APPROVED.

Reports

11. **County Executive Report.**

a) **Budget Update.**

Executive Streckenbach informed that as they were working on the budget they anticipated a \$3.5M structural deficit. \$1.1M was due to new debt with increase in bonding. The debt payments were approximately \$16.5M of their levy is in debt payments that increase by \$1.1M. \$900,000 was a

one-time funding through the Highway Fund Balance which brought them to \$2M. Operational cost of roughly \$1.5M. They were waiting to see where WRS contribution rates were going estimated at .5%-.9% increase which equated to \$360,000-\$700,000. He hoped around a \$500,000 cost as they weren't calculating it initially. This was something that just came out within the last two weeks. They also found out there was a possibility that they can't change the scope, the prisons may not be getting any funding, which would be another cost that they would have to absorb that they weren't prepared for. He wanted it cognizant that every cost they were increasing, they had to find \$3.5M to cut out of the budget in order to keep the cost to continue the way it was. It was one thing they had to address one way or the other. He was bringing it to their attention that for every dollar they increase, it's something they would have to fund.

Motion made by Supervisor Erickson, seconded by Supervisor Buckley to receive and place on file. Vote taken. MOTION UNANIMOUSLY APPROVED.

12. **Labor Attorney Report.**

a) **Healthcare Plan 2013.**

Fred Mohr informed that with ObamaCare they had to submit by September their plan document. Their 3rd party administrator wanted to get the County Board's approval to move forward with the progression they were following. In 2009 they had been trying to move people off the PPO on the high deductible plan. They had a migration about 25%. In 2013 their plan was to go entirely to the high deductible plan. The county will fund using excess of the health care plan and offset with a HRA contribution what the additional cost would be for the deductible the first year. By shifting to the high deductible plan, the employee impact would be negligible the first year. The net effect was a terrific cost savings should save the county around \$1.7M if they made this conversion hoping to offset the huge deficit. They would like the committee to give them direction to move forward toward moving everyone to the high deductible plan in 2013. 2014 would have to determine and make a recommendation to you of what percentage of the high deductible they will fund with the HRA. The deductibles on the PPO plan are currently \$750 per family, \$250 single, they will go up to \$3,000 for family, \$1,500 single but the county will pay 80% of the \$2,400 toward an HSA to fund the deductible. Employees will actually gain. The high deductible is cheaper.

Streckenbach informed that the performance of the high deductible had shown that the intent behind it had been working for the counties benefit. Their goal was after they monitor it next year to come back, when they find out how the performance was, and then it would vary between 80% & 50% depending on how well the county employees take care of themselves.

Buckley's concern would be that they had a lower deductible and then in 2014 employees get hit. Mohr stated that the belief was and projections were that if they shift people to the high deductible plan they will have the same experience and success with the 25% that already did. If that occurred then they would be closer up to the 80%. Since 2009 in health today, basically the cost to the county for medical insurance had dropped by millions. They had saved millions by shifting the responsibility for intelligent healthcare to the employee. It's worked well.

Motion made by Supervisor Moynihan, seconded by Supervisor Wetzel to approve adopting the high deductible plan for 2013. Vote taken. MOTION UNANIMOUSLY APPROVED.

b) **Discussion of Chapter 4 Revisions. See item #23**

Vacant Budgeted Positions (Request to Fill)

13. **Child Support – Accounting Technician – vacated 6/2012**
14. **County Clerk – Account Clerk – vacated 6/2012**
15. **Human Services/CTC – Clerk III – vacated 5/2012**

16. Human Services/CTC – Food Service Supervisor (.5 FTE) – vacated 6/2012
17. Human Services – Social Worker/Case Manager – Adult LTC – vacated 5/2012
18. Human Services – Social Worker/Case Manager – Child Protection Intake/Ongoing x2 - vacated 3/2012 & 6/2012
19. Public Works/Facility Management – Clerk Typist II – vacated 6/2012

Motion made by Supervisor Moynihan, seconded by Supervisor Fewell to suspend the rules to take 13 through 19 as one item.

Ayes: 6 (Evans, Erickson, Lund, Moynihan, Wetzel, Fewell);

Nays: 1 (Buckley). MOTION PASSED

Motion made by Supervisor Moynihan, seconded by Supervisor Evans to approve items 13 through 19.

Ayes: 6 (Evans, Erickson, Lund, Moynihan, Wetzel, Fewell);

Nays: 1 (Buckley). MOTION PASSED

Back to item 8 at this time.

Resolutions, Ordinances

20. **Resolution re: Authority to Execute a 2012 Labor Agreement with the Brown County Human Services Professional Employees Association.**

Motion made by Supervisor Moynihan, seconded by Supervisor Buckley to approve. Vote taken. MOTION UNANIMOUSLY APPROVED.

21. **Resolution re: Authority to Execute a 2012 Labor Agreement with the Brown County Human Services Para-Professional Employees Association.**

Motion made by Supervisor Evans, seconded by Supervisor Moynihan to approve. Vote taken. MOTION UNANIMOUSLY APPROVED.

22. **Resolution re: the Reclassification of the Director of Port and Solid Waste Position. *Held for one month.***

Motion made by Supervisor Erickson, seconded by Supervisor Moynihan to approve. Vote taken. MOTION UNANIMOUSLY APPROVED.

23. **Ordinance to Amend Chapter 4 of the Brown County Code entitled “Personnel Rules and Regulations”.**

Fred Mohr provided a handout, a copy of which is attached, and briefly went through the changes.

Miller wished to comment that the department heads met with the County Executive and Fred Mohr and many of the department heads were in attendance at the meeting in support of this. This was an intensive and thorough process.

Buckley stated that he still had concerns with regard to inverting employees who may be on a short week and therefore do not get overtime pay but are still being forced to stay. He has an issue with this as he knows that it can be an inconvenience to employees and their families. He stated he brought this up with one of the department heads that has this problem, but the department head was unable to tell him how much they were spending on inverse overtime. Buckley felt that when the County is forcing an employee to be there or forcing them to come in early, they should be compensated. Mohr responded that he would like the same data that Buckley wants and that data

he did have has been checked with records but does not correspond. Mohr continued that if the numbers are what he thinks they are, he would consider recommending that time and a half be paid on inverse, but he cannot make that recommendation without knowing what the true numbers are. Buckley felt that the department heads should be able to figure out a pretty good guess on the numbers from their payrolls. He stated that he had received e mails from employees who have had four of five days worked and can be inversed. Buckley wondered if this shows there is a problem in the department overall, and if there is, he felt that it was being taken out on the employees by inverting.

Streckenbach stated that this was discussed previously and he would like to have three months to work with departments to address the issues of the 24/7 operations mandatory staffing requirements. Streckenbach stated that they are continuing to work on that and there are still a lot of things that need to be discussed. He continued that they had a meeting at the Sheriff's Department recently which was attended by about 75% of the department heads and thereafter and thereafter another meeting was held which was attended by about 80% of department heads. At these meetings they discussed how to handle overtime after eight hours, the issues with multiple start times and the work week schedule as well as holidays. The consensus was that there needs to be continued discussion as to how to address management issues and they would like to find a way to prevent the inverting from happening, but more importantly, how to prevent staff from potentially working 14 hours in one shift. Streckenbach continued that he wants to start to look at how the County is addressing scheduling and have the opportunity to come back to the Committee in 2 ½ months to report the findings and discuss solutions as to how to address the findings. Buckley asked Streckenbach if he would support paying inversed employees time and a half until a solution is reached. Streckenbach answered that they would have to address how this would impact the budget, but stated that he knows one department for sure that does not want that because they have their scheduling under control and this could impact their budget. Buckley felt that staffing issues have been long neglected in one department in particular and this is being taken out on the employees. Mohr did not feel that they could authorize something that will have a temporary fiscal impact and he stated that when an ordinance is passed it is not necessary to include a fiscal impact, but if the Committee were to pass a temporary thing such as inverting at time and a half, there would have to be a resolution with a fiscal impact. Streckenbach felt that inverting was a management issue. Buckley understood but stated that in the Communication Center there is no choice but to have bodies in the chairs and if this matter is not addressed the issues with personnel will continue. Mohr felt that within a month they should have data as to how often this happens and then costs can be figured out as to how much this is costing and at that point suggestions could be made as to how to accomplish a solution. Buckley stated that he is not comfortable with Chapter 4 until this issue is addressed.

Buckley continued that his other concern was why employees will be given another half a holiday but then have a personal day taken away. Mohr stated that they are not taking away a whole personal day. What was done is they would take away the equivalent of what they are gaining. In other words, they are gaining a half day but then a half personal day will be taken away.

With regard to the grievance procedure, Wetzel wanted to know if there would be any costs incurred by an employee in the event of an appeal. Mohr stated that it would depend on what the cost for the impartial hearing would be and continued that the County would select the impartial hearing panel and presumably find someone to do it for no cost if possible.

Wetzel also had a question concerning funeral leave. He wanted to know what the explanation was for reducing funeral leave from five days to three days for immediate family members and he questioned if they could add a caveat that funeral leave could go up to five with department head approval. Mohr stated that as a practical matter an employee would not be forced to return to work

until they can be productive. Mohr continued that this type of issue is looked at on a case by case basis and there would be flexibility if necessary. The intent of this change was to standardize the leave and in looking at comparables they found that three days was the standard. Wetzel asked if the flexibility referred to would mean that the employee would have to use vacation and Mohr stated they could take it as vacation or personal time off.

Moynihan pointed out that from the Executive's perspective this is still a work in progress. Streckenbach stated that there was a lot of time spent on what is currently before the Committee but he also acknowledged that all of the issues and concerns that are being addressed are not necessarily resolved at this time. He pointed out that this is a living document that can be changed at any given time and major changes have been made which will allow stability in the budget process. He also stated that they have discussed many of the issues brought up by staff but also noted that there are costs associated with all of these issues. Streckenbach stated that at the last Executive Committee meeting it was recommended that staff come back in September with a report as to how to address the issues with the 24/7 departments. Current issues such as the inverting need more time to be examined and they will come back with those as well.

Motion made by Supervisor Moynihan, seconded by Supervisor Buckley to open the floor to allow interested parties to speak. Vote taken. MOTION UNANIMOUSLY APPROVED

Supervisor Williams stated that he agreed with Buckley in that we need to look at how employees are being compensated for the hours that they work. He understood what it takes to work in a 24/7 operation because he has done it and he acknowledged that they have to give up family time as well as weekends off. He understood that it is difficult to find people to work those hours due to the sacrifice of family time. He felt the County employees working in the 24/7 departments are providing a great service for the County and are giving up a lot and he felt this needs to be looked at closely.

Patricia Perez – 2814 N. New Franken Rd, New Franken, WI

Perez stated that she works in the Communication Center and has addressed both the Executive and Public Safety Committees before and she appreciates everybody looking at Chapter 4 and reviewing it. She stated that the Brown County Communication Center is the best in Wisconsin and is looked at frequently for comparison purposes. She stated that every single day employees are being inverted and forced in four hours before or after their shifts. This is not a new situation. She stated that they have 60 people who are being forced in on 12 hour shifts and this is burning the younger people out and she does not feel they will stay unless they are properly compensated. With regard to weekends off, she stated that they have some portion of a weekend off every three months. She acknowledged that Mohr said they do not work as many days as other employees and she understands that, but they also do not have time off with their families. She appreciates that these things are being looked at and also appreciates the fact that the Committee is standing up for them and bringing back further ideas. Perez also stated that they could get the numbers regarding inverting by looking at their schedules and stated that the inverted hours are highlighted in red. She stated that most shifts on Thursday, Friday, Saturday, Sunday and Monday are 12 hour shifts and most are inverted.

Mark Zeratski , 3030 Curry Lane

Zeratski is a correctional officer and stated that he also appreciates all the work that has been done on Chapter 4. He stated his biggest issue is the work week. He does not understand how it is legal or ethical to work over 40 hours in a week and not be paid overtime. He still has not heard any response on this from Mohr or the Board. He has heard excuses that it causes problems in the computer system but pointed out that this program has been used for 20 years. He acknowledged that they work 10 less days through the year, but the work week is not a short work week. It is 40

hours. He also continued that they do not have as much overtime as the Telecommunicators, but he is seeing more people being forced for overtime in the last 6 – 7 months.

George Frye, 3030 Curry Lane

Frye is a correctional officer and stated he felt more people would sign and volunteer for overtime if it was compensated fairly at time and a half. If it is not compensated at time and a half people feel it is not worth giving up time with family to come in. He also felt there were other options that he has not heard discussed that people who do not work in their operation understand. He explained that personal days do not work the same for them as they do for other people in the County. They have to pick what shift they want to work the following year and what days they want off a year in advance and then they look at their calendars and pick vacation time and personal days for the following year. If someone is already on vacation on a day they would like to use a personal day, they are unable to use the personal day and these are then lost at the end of the year and Frye felt this was unfair. He also brought up the fact that they have to go to training on off days, but they do not know ahead of time when it will be. Often this shows up in the middle of scheduled vacation time. He said that they do try to work around this, but what has been happening lately is training is scheduled on off days on the short time card period so you have to come in on your day off and get paid straight time. He also does not understand how Mohr explains how holidays work. For a Monday through Friday person with weekends off, if a holiday falls on their workday, they get the day off. If the holiday falls on their day off, they get another day off with pay at a different time during the week and if at any time you have to come in and work on the holiday it is at premium pay. He thought maybe the only fair way is to make everyone in the County go on a 5/2, 5/3 schedule and have services available in the County seven days a week to force other departments to work what they have to work.

Sheriff John Gossage

Sheriff Gossage thanked the men and women in public safety for all they do. He stated that what Supervisor Williams said is true in that these employees are giving up time spent with their families. He recognized that this comes with the job and the territory but he did not feel this could be compared with the 5/2 employees. Gossage also wished to clarify that when the department heads got together as a group, they did not agree on the four hour personal day. He continued that he does not want to see the County start to lose good employees. He explained that there is a 16 week training period for corrections staff and that it is expensive to do background investigations and train individuals. He also does not want to see the County lose the experience that staff brings to the various positions. Gossage felt the work the corrections staff and telecommunication staff does is imperative to public safety and he would like to ensure that we retain the good employees we have. He also stated that he agreed with Supervisor Evans' statement that he does not mind spending money on wise investments and felt that good personnel was a wise investment. He applauded the County Executive for pulling the department heads together to be able to discuss this and felt that we are moving in the right direction. Gossage also advised Supervisor Buckley that he will start to pull statistics on inverting from his agency to find out what the fiscal impact is.

Tina Baker, 3028 Curry Lane

Tina Baker stated that she was a telecommunicator. She is hearing the suggestion that this be brought back in September to talk about again, but what she is thinking is that in the meantime her incentive is being taken away to answer her phone and say she will come in when needed. Ultimately she felt that this is making her hurt her coworkers and what will begin to happen is 16 hour shifts because people won't answer their phones to come in. She felt this would cause a snowball effect in that if there is no incentive to come in and work, she will not be answering the phone and she added that she is not the only person who feels this way. She felt it was imperative that this issue be dealt with right now and not be put off any longer. She felt this was over talked about and has dragged on too long. She also felt that people are becoming physically ill from working so many hours. They have several people that are on eight hour restrictions. When people

are restricted to eight hour shifts because they are told they cannot work any longer, there is nobody left to inverse. They are starting to see 14 and 16 hour shifts. She also stated that they are losing intelligent experienced people because of this. Further she felt that this may lead to bad media if errors start happening because workers are tired.

Supervisor Tom Sieber

Supervisor Sieber felt that working 16 hour days and 60 hours a week was too much and he felt that the County needs to do the right thing and further, this has gone on way too long. He felt that if employees were forced in after eight hours that they need to be compensated at overtime for that. He does not know of any other job where you would work more than 40 hours in a week and not get paid overtime. He would like to see language passed tonight if at all possible addressing forced overtime and the short work week. He also had a question with regard to 4.71 and 4.72 and was wondering if there was a County policy and, if so, where it would be as he would like to see this. Mohr stated that this would be contained in the employee handbook. Sieber then asked what the difference was between Chapter 4 and the employee handbook. Mohr stated that they are similar but the intent of Chapter 4 is setting the upper bar of the general policy while the employee handbook is more specific as to each department.

Motion made by Supervisor Moynihan, seconded by Supervisor Buckley to return to regular order of business. Vote taken. MOTION UNANIMOUSLY APPROVED

Evans asked for clarification on the short work week. Mohr responded that what happened was they determined a work week, starting on a certain day. Because they are on a 15 day rotating schedule of 5/2, 5/3, what can happen is they can overlap on weeks so technically within that timeframe they may be scheduled to only work four days. If they are called in to work a fifth day in that timeframe they are not getting overtime. They could occasionally work six days in a row but it would be spread over two pay periods and this is what they are referring to as the short week and saying that they are being shortchanged. What they are requesting is that the work week not start on one particular day but rather be started on the day that they start to work. The County has more than 600 employees working in 24/7 departments and this would result in an administrative nightmare and Mohr is not aware of any other operation anywhere near the size of Brown County that has a rotating work week. What is done in Brown County is determine when the work week starts and then do this uniformly down the line so if they work more than 40 hours in that week they get paid overtime but it just so happens that they may work a Saturday but then work five days in the next work week. Evans asked if this practice violates any fair labor laws and Mohr said that labor laws are absolutely not being violated and furthermore, the vast majority of operations work this same way. Evans said it seems to him that employees are being taken advantage of if they are not getting paid time and a half.

Motion made by Supervisor Moynihan, seconded by Supervisor Buckley to suspend the rules to allow interested parties to speak. Vote taken. MOTION UNANIMOUSLY APPROVED.

Mark Zeratski, 3030 Curry Lane

Zeratski stated that until January 1 scheduling had been done the same way for about 20 years. He also said that the pay period starts on a Saturday and runs through Thursday. This is five days in a row, but the time card does not show that; it just shows that the new pay period starts on Sunday so it looks like he worked four hours that pay period, but he has actually worked five days in a row and this is where the confusion comes.

Heather Tiedtke, 3028 Curry Lane

Tiedtke had an example of what a four month rotation would look like. Lund asked how many

times in a four month rotation an employee would have a short pay period and Tiedtke said that would happen every other week. Tiedtke continued that the acknowledgement of their work week would go a long way to retaining staff and showing some appreciation of the work they do. She did acknowledge that the Committees have complimented their work and shown some verbal appreciation, but she said that sometimes the words fall short of the actions and there is a lot of frustration on their end. She noted that she first met with the Public Safety Committee in May, 2011 and has been to 19 meetings. She has worked in the department for 11 years and stated that if this is not resolved soon her experience may no longer be available to constituents. She concluded by stating that this has been a long road to haul and they are routinely working 60 hour weeks.

Tina Baker

Baker stated that before they went to this Chapter 4 there were 1,960 hours for a 5/2, 5/3. This was divided and they were paid 76 hours one week and 80 hours the next week and anything over eight hours was time and a half. This is the way it was done for many, many years and this is also how GBPD does it. She stated that to take away the time and a half when you volunteer to come in is going to hurt the next co-worker as she will not come in on straight time to alleviate pressure from her co-workers and she felt that this will result in the junior people being hammered.

Jennifer von Haden, 3030 Curry Lane

von Haden stated that she figured out the hours for their work weeks. When they were getting paid the 76 hours per pay period as Baker mentioned, they had 1,976 hours per year when in actuality one group works 2,001 hours so they are actually getting paid less than they work and she felt that this was offsetting some of the getting paid for overtime after eight hours. The other group works 1,993 hours and when you count in the Monday through Friday people, she used 7.5 holidays and for the hours they work, their hours will change because whether the Monday through Friday people work the holiday or not, they still work it. So they are still working the 2,001 hours while the 5/2 people are going from 2,080 hours to 2,020. The Monday through Friday people are not really working that much more than they are and she also noted that there are some Monday through Friday people that work eight hours a day but do not get paid for their lunch although they are allowed to leave their work stations. Von Haden noted that they are not allowed to leave their work station and when you have the 7.5 hour day for Monday through Friday people they actually work less than they do. They work 1,893 hours.

George Frye

Frye indicated that he heard Mohr talk about how there would have to be 600 pay periods to start the period on the first day they work, but he stated that they only have three groups. There are two groups that work and one group that covers the days off of those groups. He also did not agree that this would involve 600 people because the only people he sees at the meetings are correctional officers and dispatchers and one of the dispatchers stated that their personnel staffing was about 60 while his usually averages between 140 – 150.

Motion made by Supervisor Moynihan, seconded by Supervisor Buckley to return to regular order of business. Vote taken. MOTION UNANIMOUSLY APPROVED

Van Dyck stated as a citizen there had been a couple things that he heard that concern him, one being employees working long shifts and being tired which could result in them not being able to perform at their peak levels. As a citizen this concerns him. He agreed that the issue of compensation was also important but noted that working long hours is not good for anybody.

Evans asked if the Communication Center was down employees and Brent Miller stated that they were although he did not know how many. Evans asked if these were funded positions and it was stated that they are, however they have not been filled. Evans pointed out that a working schedule is a different subject than lack of staff and he stated that lack of staff is not the County Board's fault. He understands that these people are upset that they are working a lot of extra hours and he appreciates their frustration, but said the fact is that money for staffing is in the budget and what needs to be done is for administration to fill the positions. He suggested that HR bring a report to the next meeting to let the Committee know how they are doing on staffing.

Erickson stated that this issue has been going on for several months and it keeps coming back that they work these 5/2, 5/3 schedules but it has never been explained if the schedule also involves moving to different shifts such as from daytime shifts to nighttime shifts. He felt that other scheduling options are available and asked Mohr if there was an absolute reason that the 5/2, 5/3 schedule had to be used. Mohr responded that this is the way it has been done traditionally but Erickson felt that department heads and managers needed to sit down and take a look at scheduling from Sunday through Saturday. He felt this would solve a high percentage of the problems. He also agreed with Evans that many of the overtime issues are a result of not having appropriate staffing. He stated that when budgeted positions sit open and we are using a completely different schedule contradictory to what the work week is, we are causing a lot of problems. He would be willing to sit down with managers and department heads to discuss these things and he felt it would solve a lot of issues.

Wetzel said he has not heard anyone argue that the 5/2, 5/3 schedule is wrong, but it was more of the fact that employees were being asked to come in outside of their schedule but not being compensated appropriately. He did not think a different work week for everyone would be appropriate and felt a standard Sunday through Saturday week could be used, but if an employee would get called in for hours outside of their schedule then they should be compensated at overtime rates. Mohr stated that there is an enormous cost to overtime and Wetzel asked if there was a fiscal impact to show what was being saved by cutting the overtime out as of January 1. He would like to see these figures as soon as possible so this can be resolved.

Streckenbach stated they would like to come back next month to address these things. He would like to have the opportunity to bring fiscal impacts back with different scenarios for consideration. He reiterated what he said earlier that there had been a great deal of work done to get to this current format and stated that it could be amended, but he would like the opportunity to bring figures to the Committee. Streckenbach stated that he recognizes the impact these employees bring to the community and that it is sometimes a difficult situation to work in a 24/7 environment, and he wanted to make sure people are being compensated appropriately.

Wetzel stated that he would like the fiscal impact to include what the impact is of being short staffed. With regard to the short staffing issue, Streckenbach reminded the Committee that there is a long learning curve to bring someone one to do an adequate job. He did not have any doubt of the ability of the staff to perform their tasks but he did realize there are concerns. He wants to continue these dialogues to come up with something that is manageable for both the employees and the County.

Buckley said that it had been indicated that the amount of money being discussed for overtime is an enormous amount of money, but he wanted to know specifically what the amount was. Mohr stated that he recollected that if the County was to go back to the overtime for hours worked after eight hours it would be cost close to \$1 million dollars. Buckley wanted to know if that included the savings from the empty positions and Mohr pointed out that coverage is still being provided for open positions. Mohr stated that the average salary at the Communication Center was \$55,000 and there are some people that cost nearly \$90,000 with benefits. Buckley stated that this would not increase the costs of benefits but Mohr disagreed and said that WRS contributions, social security and FICA are all paid based on salaries.

Buckley continued that as supervisors he felt that the Board does have somewhat of a responsibility in this issue because we do make policies that affect the employment of the County. He was concerned about losing employees because this issue is dragging on. He felt that the employees, especially new employees, are getting burned out and will end up quitting. It was indicated that the Communication Center has not been fully staffed in 17 years and Buckley felt this was a problem and the issues are becoming worse. He stated that there has been more turnover in the last year than in years past. He also stated that not any person can do these 24/7 jobs and you have to find someone with a passion to do them. He felt if we do not treat the good employees we do have right, we will not be able to retain them. He understands we need to look at the scheduling, but he also urged the Committee to keep in mind that some schedules will end up increasing the number of staff needed.

Motion made by Supervisor Buckley to go back to overtime after eight hours worked and move forward. *No second, no vote taken.*

A number of different scenarios were discussed at this time and Buckley stated that if employees are forced to work outside their normal hours, barring training, they should be paid time and a half.

Van Dyck understood Buckley's frustration with the length of time this issue has been drawn out acknowledged that not getting to an answer is bothersome. He did not feel, however, that trying to make a decision when there are numerous ramifications for any decision that is made without any kind of budgetary numbers or any other kind of fiscal impact is prudent. He stated he would be comfortable with having staff provide answers within 30 days so a decision can be made. He understood that that would mean another delay, but he did not feel that making this amendment and decision at this meeting is something he would support at the County level because it had been thrown together too quickly and without appropriate information. He urged the Committee to take the time necessary and refer it back to staff and have them meet further to come back with something concrete.

Lund suggested that the motion be made, and then the fiscal impact be requested and if there is no fiscal impact by the time of the County Board meeting, then there would not be a vote. Moynihan stated that if this motion is passed tonight it will appear on the County Board agenda. Lund stated he understood and said that the fiscal impact should be asked for in the motion.

Human Services Director Brian Shoup felt the prudent thing to do is to look at this from a cost standpoint. He also stated that he is not addressing issues in departments other than his own but he understood the challenge of finding dollars to cover these things.

Williams stated that if the Communication Centers was, for instance, understaffed by five people, those five spots have to be covered. They are not creating any more spots, but there are just those spots that are open. Those open spots would be covered with overtime which costs more than paying someone their wages and benefits. He felt that the emphasis should be on getting the department up to full staffing which would significantly reduce overtime.

Moynihan reiterated that this is a living document. He also stated that administration would have to come back with additional language under 4.57 specific to the groups. He felt if employees are getting called in they should be paid accordingly in overtime.

**Motion made by Supervisor Moynihan, seconded by Supervisor Erickson to approve chapter 4 as presented and also have administration provide the fiscal impact under 4.57 in regard to forced overtime over 8 hours and have those numbers be presented at the next regular Executive Cmte meeting. Vote taken. MOTION CARRIED 5-2.
Ayes: 5 (Moynihan, Lund, Erickson, Wetzel, Fewell)
Nays: 2 (Buckley, Evans).**

The committee returned to item #6 at this time.

24. **Resolution re: Change in Table of Organization Information Services – Delete Technology Services Manager / Add Server, Storage and Virtualization Specialist.**

Motion made by Supervisor Evans, seconded by Supervisor Erickson to approve. Vote taken. MOTION UNANIMOUSLY APPROVED.

25. **Resolution re: Change in Table or Organization Human Services – Delete Administrative Assistant I / Add Clerk IV.**

Motion made by Supervisor Evans, seconded by Supervisor Moynihan to approve. Vote taken. MOTION UNANIMOUSLY APPROVED.

26. **Resolution to Authorize Use of Funds to Retain Outside Counsel.**

Motion made by Supervisor Moynihan, seconded by Supervisor Wetzel to approve. Vote taken. MOTION UNANIMOUSLY APPROVED.

27. **Such other matters by authorized by law.**

Motion made by Supervisor Moynihan, seconded by Supervisor Erickson to adjourn at 10:22 p.m. MOTION UNANIMOUSLY APPROVED

Respectfully submitted,

Alicia A. Loehlein
Recording Secretary



**BROWN COUNTY
BOARD OF SUPERVISORS
COURT HOUSE
GREEN BAY, WISCONSIN**

BROWN COUNTY BOARD OF SUPERVISORS

Meeting Date: June 20, 2012
Agenda No. : Report 9C - A, B, C, D.

Motion from the Floor

I make the following motion: To refer to Corporation Counsel Office to seek an opinion from the Wis Attorney General's office regarding whether or not Brown County Supervisors have a right to apply for and have health & dental benefits in accordance with policy set at the County Board annual meeting in November 2011

Signed: [Signature]
District No.: 8

9C - A, B, C, D

(Please deliver to the County Clerk after the motion is made for recording into the minutes.)

TO THE MEMBERS OF THE BROWN
COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

The EXECUTIVE COMMITTEE met in regular session on June 11, 2012 and recommends the following motions:

1. Appointment of Supervisor Sieber, Supervisor Buckley and County Board Chairman Moynihan to Facility Master Plan Subcommittee. To approve.
2. Communication from Supervisor Robinson re: Request that the County Board (1) hold a special visioning session or series of visioning sessions and (2) consider putting together a Master Plan to guide the work of County Government. To hold for one month to bring back additional information.
3. Communication from Supervisor Hopp re: Engage in discussion, formulation, and negotiation with the City of Green Bay to provide County Employees a reduced rate annual parking permit, to be utilized in the downtown Green Bay parking ramps upper levels. To refer to staff.
4. Communication from Supervisor Steffen re: Term-limits for Brown County Supervisors.
5. Communication from Supervisor Steffen re: Nomination signature threshold for candidates seeking the office of County Supervisor to lower to 50 and 100 signatures. To hold items 4 and 5 for one month.
6. Communication from Supervisor Steffen re: Eliminating access to health and dental insurance by Brown County Supervisors. Receive and place on file.
7. Communication from Supervisor Van Dyck re: Supervisor Health Insurance and Dental Insurance. To terminate health, dental, vision, and life insurance benefits.
8. Communication from Supervisor Hoyer re: Resolution expressing the Brown County Board of Supervisor's support for locating the Medical College of Wisconsin in the Green Bay area. To approve.
9. *** Communications from Supervisor Haefs re:
 - a) Request that the Brown County Board of Supervisors seek a Declaratory Judgment on the legality of supervisors buying health insurance, and
 - b) Request that the Brown County Board of Supervisors seek a Declaratory Judgment on the legality of supervisors buying health insurance for the 2012/2013 term under the terms, rates and conditions of the policy passed by the County Board at the Nov. 7, 2011 meeting (50%/55% policy), and
 - c) Request the Executive Committee send a motion to the County Board on whether or not board members can buy health insurance directly, and
 - d) Request that the Executive Committee send a motion to the County Board on whether or not board members can buy health insurance for 2012/2013 term under the terms, rates and conditions of the policy passed by the County Board at the Nov. 7, 2011 meeting (50%/55% policy).
 - i. To go with "a" and "b" and request a declaratory judgment on those and live with what comes back.
Ayes: Evans, Erickson
Nays: Fewell, Buckley, Wetzel, Moynihan, Lund. Motion failed.
 - ii. To receive and place on file "c" and "d"

*** ITEM #9-A,B,C,D – REFERRED TO CORPORATION COUNSEL AS PER THE COUNTY BOARD ON 6/20/12.

CORPORATION COUNSEL OFFICE

Brown County

305 E. Walnut Street, Suite 680
P.O. Box 23600
Green Bay, WI 54305-3600

Juliana M. Ruenzel
Corporation Counsel

PHONE (920) 448-4006
FAX (920) 448-4003
ruenzel_jm@co.brown.wi.us

August 1, 2012

J.B. Van Hollen, Attorney General
P. O. Box 7857
Madison, WI 53707-7857

Re: Attorney General Opinion
County Board Supervisors – unfunded health, dental and life Insurance

Dear Attorney General Van Hollen:

Brown County is requesting a formal opinion from the Attorney General's office in regard to unfunded health, dental and life insurance benefits for County Board Supervisors. In Brown County, the Board of Supervisors had been given the option to participate in the County insurance plan by personally contributing an amount of 25% of the total premium. On November 7, 2011, at the Annual Budget Meeting, the Board established the compensation for the supervisors for the following term, and further adopted a separate motion to set the contribution of the supervisors for insurance benefits increasing the contribution to 50% for 2012 and 55% contribution for 2013. On November 16, 2011, the County Executive partially vetoed the adopted motion eliminating the funding which had been included in the budget in the amount of \$64,638.00 which is the amount earmarked to pay for the insurance benefits of the County Board Supervisors, effective April 17, 2012. (See veto letter attached). Although the County Executive vetoed the funding on the insurance for the supervisors, he left in place the benefit and did not address the 50%, or the 55% contribution for 2013. The partial veto of the motion was returned to the supervisors, but nothing was acted on to overturn the veto. Thereby, the benefit remains in place, but there is no funding for it. Based on the above facts, the County requests your opinion on the following questions:

1. A. Whether the health, dental and life insurance fringe benefits are considered salary to be fixed by a two-thirds vote of the members at the annual meeting for supervisors to be elected?

In Brown County, which is not self-organized, salaries for the supervisors are set pursuant to **Wis. Stat. §59.10(3)(i)**: “[t]he Board at its annual meeting, by a two-thirds vote of the members entitled to a seat, fix the compensation of the supervisors to be next elected at an annual salary for all services for the county.... “

Although the word “compensation” can be viewed broadly to include fringe benefits, as the Attorney General has found in the past (See **OAG 5-11, December 19, 2011**), Wisconsin Statute §59.10(3)(i) limits the term’s meaning, under this section, to wages or periodic cash payments for services rendered, as the legislature qualified compensation in this statutory section to be an “annual salary.” Therefore, it could be argued that fringe benefits were not contemplated to be included in the compensation that is fixed annually. As for the **OAG 5-11, December 19, 2011**, this opinion may be distinguished from the situation facing Brown County by the very fact that Brown County is not self-organized, and operates under a different statutory section which places limits on the term “compensation”. **Wis. Stat. 59.10(3)(i)**.

Furthermore, insurance benefits for county officers and employees are addressed under separate statutory sections (See Wis. Stats. §§ 59.52(11) (c) and 66.0137(5)). These separate sections do not set any time period in which to adopt the insurance benefits, or a need for a super majority vote to pass the benefit. Therefore, it could be argued that the legislative intent was to handle these benefits separately without fixing them at the annual meeting, and then require merely a simple majority vote, not a two-thirds majority vote to adopt.

B. If no super majority vote of two-thirds was required to adopt the motion to change the insurance benefit, how should the County view a prior motion that passed by a simple majority?

What procedure is required of the County Board at this time to correct their actions?

The County Board of Supervisors made numerous motions attempting to change the 25% insurance contribution for its members. The motions included contributions from 30% to 100%. The Board at the time of the vote was informed that there was a required two-thirds majority vote necessary to pass pursuant to **Wis. Stat. §59.10(3)(i)**. So if the two-thirds vote was not required to adopt the insurance benefit change, how does the County correct this action? Was the first motion that passed by a simple majority actually adopted, despite any subsequent votes that erroneously required a two-thirds majority? Does the fact that **Wis. Stat. 65.90 (5)(a)** requires a two-thirds vote to make changes to the adopt budget control, making a two-thirds vote a requirement to change the insurance benefit?

In addition, the Attorney General has recognized “[A]s a general rule the county board has continuing power to reconsider its actions and adopt an ordinance or resolution which has previously been defeated.” (**OAG 16-85, May 9, 1985, Citing 56 Am. Jur. 2d Municipal Corporations §352**). Therefore, should the Board correct this matter by action in the form of a resolution?

2. Whether the County Board may set future insurance contributions for future terms?

The statutory sections dealing with insurance for the County officers and employees do not appear to require any set time for setting the insurance benefits. **Wis. Stats. §§ 59.52(11) (c) and 66.0137(5)**. The County Board fixed the health, dental and life Insurance contribution for both 2012 and 2013. If insurance benefits are not part of salary, then by this section it would appear

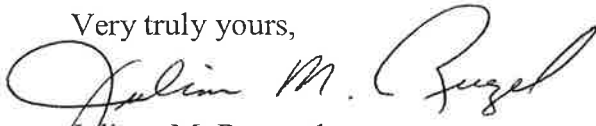
that the Board could fix the amounts of said contributions at any time and for future elected. Is the fixing of the contribution for supervisor's insurance benefits for 2013 at 55% valid? Also, does the benefit once fixed by the Board carry on from term to term without the Board fixing it each year, until the Board determines otherwise by voting to change said benefit?

3. Whether the Brown County Supervisors have a right to apply for and have insurance benefits through the County in accordance with the policy set by the County Board on November 7, 2011 with the adoption of the motion?

The County Executive vetoed the funding for the insurance for the Board of Supervisors during the budget process. The statutes require the County Board to have a two-thirds vote of the entire membership in order to approve a change in the appropriations in the budget. **Wis. Stats. §65.90(5)**. Does this apply to the funding for the insurance for the supervisors. There has been no reconsideration of the veto by the supervisors as to the funding. So the question remains whether the Executive veto defunding the insurance benefits, but leaving the required benefit contribution in place at 50% for 2012 and 55% for 2013, results in any benefit for the supervisors? Do the supervisors have a right to apply for and receive the insurance benefit in accordance with the County Board approval? Is the County obligated to fund the benefit if the supervisor pays their 50% or 55% contribution, or are they required to pay the full premium amount in order to have the unfunded benefit? Does the veto of funding for the 50% and 55% result in the reinstating of the 25% contribution?

Thank you for your assistance in this matter.

Very truly yours,



Juliana M. Ruenzel
Brown County Corporation Counsel

Enc: Motion on insurance
Veto Letter

In addition, a raise of \$200 per year for all Supervisors in salary plan for a savings of \$11,530 from committee". Supervisor Schuller's motion did not receive a second.

Chairman Zima called a ten minute recess at 10:15 p.m.

The Board returned to order of business at 10:25 p.m. All Supervisors present.

A motion was made by Supervisor Tumpach and seconded by Supervisor Theisen **"to increase the employee contribution for healthcare to a rate of 14%. Note: Current contribution is 13%. Savings will total an estimated \$177,408"**. Vote taken. Roll Call #13a(1):

Ayes: Tumpach, Nicholson, Theisen, Miller, Brunette, Evans, Vander Leest, Kaster

Nays: De Wane, Haefs, Erickson, Zima, Buckley, Dantine, La Violette, Andrews, Van Vonderen, Schuller, Fleck, Clancy, Wetzel, Moynihan, Scray, Carpenter, Lund, Fewell

Total Ayes: 8 Total Nays: 18

Motion defeated.

A motion was made by Supervisor Andrews and seconded by Supervisor Fleck **"to increase the Supervisors' salary by \$2,367"**.

Following discussion, an amendment to Supervisor Andrews motion was made by Supervisor Kaster and seconded by Supervisor Van Vonderen **"at the start of the second year of the next term for County Board Supervisors compensation same as present; mileage same as present and health benefits paid 100% by Supervisors"**. Vote taken. 2/3 vote required to pass (18 votes). Roll Call #13a(2):

Ayes: Tumpach, Nicholson, Miller, Vander Leest, Buckley, La Violette, Kaster, Van Vonderen, Schuller, Fleck, Clancy, Wetzel, Carpenter, Lund, Fewell

Nays: De Wane, Theisen, Haefs, Erickson, Brunette, Zima, Evans, Dantine, Andrews, Moynihan, Scray

Total Ayes: 15 Total Nays: 11

Motion defeated.

A motion was made by Supervisor Schuller and seconded by Supervisor Andrews **"to increase employee share/contribution for those participating in the health insurance plan to 45% in year one and 50% in year two. In addition, a raise of \$200 per year for all Supervisors in salary plan for a savings of \$11,530 from committee"**. Vote taken. Roll Call #13a(3):

Ayes: Theisen, Miller, Haefs, Erickson, Zima, Evans, Andrews, Schuller, Fleck, Clancy, Scray

Nays: Tumpach, De Wane, Nicholson, Brunette, Vander Leest, Buckley, Dantine, La Violette, Kaster, Van Vonderen, Wetzel, Moynihan, Carpenter, Lund, Fewell

Total Ayes: 11 Total Nays: 15

Motion defeated.

A motion was made by Supervisor Moynihan and seconded by Supervisor Wetzel **"that Brown County Supervisor Compensation and mileage will remain the same. Health and Dental Benefits contributions for 2012 at 50% and Health and Dental Benefits contributions for 2013 at 100%"**.

INFORMATIONAL PURPOSES ONLY.

2012 --Insurance premiums based on 100% contribution by Supervisor

Single -- \$303.79 per month

Family -- \$809.92 per month

Single -- \$3,645.59 per year

Family -- \$9,719 per year

Salary: \$7,956 remains the same.

An amendment was made to Supervisor Moynihan's motion by Supervisor Theisen **“that Brown County Supervisor Compensation and mileage will remain the same. Health and Dental Benefits contributions for 2012 at 50% and Health and Dental Benefits contributions for 2013 at 55%”**. Vote taken on Supervisor Theisen's amendment to Supervisor Moynihan's motion. Roll Call #13a(4):

Ayes: De Wane, Nicholson, Theisen, Miller, Haefs, Erickson, Evans, Vander Leest, Andrews, Van Vonderen, Schuller, Fleck, Clancy, Wetzel, Scray, Carpenter, Lund

Nays: Brunette, Zima, Buckley, Dantine, La Violette, Kaster, Moynihan, Fewell

Abstain: Tumpach

Total Ayes: 17 Total Nays: 8 Abstained: 1

Motion carried.

Vote taken on main motion by Supervisor Moynihan with Supervisor Theisen's amendment **“that Brown County Supervisor Compensation and mileage will remain the same. Health and Dental Benefits contributions for 2012 at 50% and Health and Dental Benefits contributions for 2013 at 55%”**. Roll Call #13a(5):

Ayes: De Wane, Nicholson, Theisen, Miller, Haefs, Erickson, Brunette, Evans, Vander Leest, Andrews, Van Vonderen, Schuller, Fleck, Clancy, Wetzel, Scray, Carpenter, Lund, Fewell

Nays: Zima, Buckley, Dantine, La Violette, Kaster, Moynihan

Abstain: Tumpach

Total Ayes: 19 Total Nays: 6 Abstained: 1

Motion carried **“that Brown County Supervisor Compensation and mileage will remain the same. Health and Dental Benefits contributions for 2012 at 50% and Health and Dental Benefits contributions for 2013 at 55%”**. **

** PARTIAL VETO BY THE COUNTY EXECUTIVE ON 11/16/2011

**County Executive's Veto
on the
following page.**

November 7, 2011

TO THE MEMBERS OF THE BROWN
COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

The EXECUTIVE COMMITTEE met in regular session (**budget items**) on November 3, 2011 and recommends the following motions:

*** Please Note****

The following numbers correspond to the Executive Committee minutes for the Budget portion of the meeting.

17. Non-Divisional Budgets - County Executive – Review of 2012 department budget.
- i. To budget \$50,000 to Advance, an increase of \$25,000 over the Executive's proposal.
 - ii. To delete a proposed Deputy Executive Assistant position at a savings of \$92,779 (including salary and fringes).
 - iii. To add a Legislative Assistant position at a cost of \$68,963 (including fringes).
 - iv. To eliminate the proposed Deputy Executive Assistant position and replace with an Administrative Executive Assistant at Grade 16 - a cost of \$68,693 (with fringes).
Ayes: 5 (Evans, DeWane, Erickson, Scray, Zima);
Nays: 2 (Brunette, Lund). MOTION DEFEATED 5-2
 - v. To add an Executive Administrative Assistant position – Grade 13 at a salary of \$59,097 with fringes.
Ayes: 1 (Lund);
Nays: 6 (Brunette, DeWane, Erickson, Evans, Scray, Zima). MOTION DEFEATED 1-6
 - vi. To remove \$750 from the Executive budget for a lobbyist license.
 - vii. To approve the 2012 County Executive Department Budget as amended.
18. * Non-Divisional Budgets - Board of Supervisors - Review of 2012 department budget.
- i. To add charge backs of \$43,200 for the Board Attorney to the 2012 Department budget.
 - ii. To make a technical adjustment to remove \$10,500 from the 2012 Board of Supervisors Budget for contracted services, and to adjust wages and fringes for the Board Office reorganization and Internal Auditor reclass already approved at the October Board meeting –net change of \$1,606.
 - iii. To approve the 2012 Board of Supervisors Department Budget as amended.
19. Resolution re: Approving New or Deleted Positions during the 2012 Budget Process.
(Administration – Admin Committee) See item #35

18a: 8ca(iii) – Increased the Supervisor Insurance Contribution to 50% in 2012 and 55% in 2013. Savings of \$23,194 from Committee Action. Approved by the County Board on 11/7/2011.

Partial veto of this adopted motion to reflect a reduction of \$64,638 in reference to the cost associated with 50% in 2012, effective April 2012. 11/16/11

11c
18a-8caiii

EXECUTIVE
Brown County

305 E. WALNUT STREET
P.O. BOX 23600
GREEN BAY, WI 54305-3600

PHONE (920) 448-4001 FAX (920) 448-4003



Troy Streckenbach

BROWN COUNTY EXECUTIVE

November 16, 2011

Honorable Members of Brown County Supervisors:

I want to thank the Board of Supervisors for their time and effort in deliberating an annual budget I believe met the taxpayer's expectations of strengthening the county's operations while at the same time maintaining our core mandated services and our cultural institutions. The adopted budget represents some major achievements that should be recognized and I appreciate the opportunity to work with the Board to craft a budget that freezes the property tax levy and addresses a strategy for long term debt reduction.

I am vetoing \$64,638 that is earmarked for paying for the health and dental benefits of county supervisors, effective April 17, 2012, for the newly elected County Board Supervisors. Brown County is one of just six counties in the state – and the only one in Northeast Wisconsin – that offer this benefit to part-time supervisors, and more importantly none of the Brown County's other part-time employees working less than 50 percent are offered health benefits per the recent adoption of the Chapter 4 rewrite of the Brown County code of ordinances.

Because of the differing opinions on the effect of the vetoing the resolution passed by the Board that establishes the 50 and 55 percent premium payments, I am only vetoing the funding associated with the benefit. It is my hope that the Board will quickly vote to align Brown County with the vast majority of counties that do not offer supervisors this expensive perk.

At a time when we are asking other employees to make sacrifices and families across the county are struggling, it is simply unjustifiable to give part-time elected supervisors taxpayer-funded benefits.

As stated in the past, my door is always open and I will continue to look forward to working with the Board to find long lasting solutions that will make Brown County an affordable, family and business friendly community.

Best Regards,

A handwritten signature in black ink, appearing to read 'Troy Streckenbach'.

Troy Streckenbach

He
18a-2a111

July 9, 2012

Dear Chairman Lund and members of the Executive Committee of the Brown County Board of Supervisors,

My apologies for not being able to attend tonight's Executive Committee meeting and taking part in the discussion about a special visioning session or series of visioning sessions and possibly putting together a Master Plan to guide the work of County Government. Unfortunately, my full-time job requires that I be out of town at a conference this week and thus my absence.

I ask that this letter be publicly read into the official record of the meeting, and that the attached sheet be shared with the members of the committee. The sheet is a short summary of the information I've gathered in discussions with staff from the Brown County UW extension and from the Wisconsin Counties Association. Supervisor Wetzel has also gathered some very good information as we prepared for this evening's meeting.

In this summary, you'll find:

1. A listing of a few other municipalities that have done strategic planning, including Brown County departments, other counties in Wisconsin, and some municipalities outside Wisconsin (thanks to Supervisor Wetzel for these last two examples)
2. Some elements of a longer-term strategic planning process that was common among many of the communities I looked at
3. Resources that we could utilize if we decide to do some kind of visioning and/or planning process, including staff from UW extension and the Wisconsin Counties Association
4. A list of questions that might be considered as we decide whether or not to start this kind of effort.

Obviously it is up to the committee as to what action you take tonight. If you decide to move forward with the discussion tonight, I'm sure Supervisor Wetzel can help with this, as he has been gathering information just as I have. If you decide to defer to the August meeting when I can attend, that is fine, too. I trust the judgment of the committee.

Should you decide not to defer but move the effort forward tonight, I would suggest that you consider whether or not you would like to do some work in preparation for the 2013 budget process. It might be that we have a day-long visioning session, facilitated by one of the resource people listed on the sheet that could possibly:

1. Articulate a vision for where we want to be as a county in the next one to five years, and/or
2. Clarify areas of county government that we want to have as priorities for the coming year.

Ultimately, though, I believe we need to have a longer-term strategic planning process that involves the many stakeholders in the community, that results in a master plan for all areas of government, and that would guide the work of the County for the 2014 budget and beyond.

Again, my apologies for not being able to attend the meeting tonight. Thanks to the committee for considering a strategic planning effort and thanks to Supervisor Wetzel for his work. I look forward to hearing what the committee decides.

Sincerely,
Dan Robinson
Brown County Supervisor, District 19

CHIPPEWA COUNTY
STRATEGIC PLANNING

A. Strategic Goal

Coordinate and collaborate with government entities at all levels to ensure effective and efficient government services

Strategic Objectives

1. Encourage coordination/sharing of services with other government & private sector entities
2. Educate County Board members and other local elected officials about how different units of government operate/function
3. Develop open communication with government at all levels

B. Strategic Goal

Strive to enhance our internal operations to better address future needs

Strategic Objectives

1. Review all departments for efficiencies and opportunities to work together more effectively
2. Enhance citizen involvement in County government-encourage competition for elections and volunteerism
3. Clarify the role and structure of the County Board

C. Strategic Goal

Address the fiscal challenges of Chippewa County Government while providing the right mix and level of public service

Strategic Objectives

1. Promote economic development that contributes to a stable or growing tax base (better utilization of business parks)
2. Analyze and prioritize County's spending including additional ways to fund services and privatization of some services
3. Negotiate labor costs and union contracts

D. Strategic Goal

Provide a safe, healthy, and prosperous environment for Chippewa County employees, clientele, and citizens

Strategic Objectives

1. Promote a strong economy (jobs and incomes for Chippewa County residents)
2. Maintain and improve public safety/law enforcement
3. Manage and protect the County's natural resources for the future including water, forests, etc.

Brown County Strategic Planning

A few examples of other municipalities that have done strategic planning

- In Brown County
 - Port of Green Bay (2010)
 - Solid Waste (2012)
- In Wisconsin
 - Adams County
 - Chippewa County
 - Ozaukee County
 - Sauk County
 - Shawano County
 - Village of Hortonville
- Outside Wisconsin
 - Peoria County, IL
 - Colorado Springs, CO

Possible Elements in a strategic planning process

- Evaluating current state of Brown County government
- Gathering input from various sectors of the community (e.g., community members, businesses, non-profit organizations, other elected officials, other resources available to the Board such as the Brown County 20/20 document, etc.)
- Articulating a Vision and Mission for the County
- Setting Goals for the next few years based on the Vision and Mission
- Deciding on objectives that concretely move the County towards the goals
- Putting together measures that evaluate progress on the goals and objectives

Resources

- Wisconsin Counties Association
- UW Extension (both Brown County and state's Local Government Center)
- Brown County Planning Department
- Private consultants (e.g., Diane Chamness, from Milwaukee)
- Many printed resources (e.g., WCA and UW Extension publications)

Questions to be answered

- What would be the desired outcome of this effort?
 - Short-term input that would guide budget process for 2013?
 - Long-term plan that would guide county government?

- Combination of the two?
- One-time event or more-involved process?
 - Time commitment?
 - Openness of the supervisors?
 - What goal are we trying to accomplish?
- Who would facilitate?
 - External or internal?
 - UW Extension? WCA?
 - Brown County planning department?
- How much money could we commit to this effort? Is that adequate for the task?
- Who do we want to involve?
 - Just the supervisors?
 - County staff?
 - General public?
 - Other organizations, businesses, etc.?
 - Reports from other efforts? (e.g., 20/20 report?)
- How do we want to propose something to the Board?
 - One option?
 - A menu of options?
 - A description of possibilities and get more feedback?

OZAUKEE COUNTY – STRATEGIC PLANNING

Four Phase Plan for the Implementation of Ozaukee County Strategic Planning Process

Phase I – Process Design and County Board Approval

- Chairman and Vice Chair develop Strategic Planning Ad Hoc Committee
 - Comprised of County Board members who are supportive of strategic planning efforts, i.e., ‘cheerleaders’
 - Ad Hoc reports to Executive Committee
 - Builds consensus among County Board membership and Department Heads
 - Committee charged with the development and review of strategic planning process
 - Establishes purpose and significance of effort for Ozaukee County
 - Establishes timelines
 - Develops presentation for County Board policy meeting
 - Ad Hoc Committee forms Citizen Input Committee: each Ad Hoc member selects an Ozaukee County citizen to add the public perspective to process.

Phase II – Review of County Mandates and Mission

- Strategic Planning Ad Hoc Committee reviews County Mission and Mandates
 - Establishing what we do, and why we do it?
 - Visioning – where do we want to be?

Phase III – Identification of Countywide Strategic Issues

- Strategic Planning Ad Hoc Committee develops SWOT analysis survey to identify strategic issues facing County
 - Survey distributed to each County Board Member, Department Head, and Citizen Input Committee Member
 - ****Important to include Department Heads to gain ‘buy-in’**
- Strategic Planning Ad Hoc Committee analyzes strategic issues and categorizes all issues into 5-10 strategic areas of focus
- Strategic Planning Ad Hoc Committee presents strategic areas to County Board, Department Heads, and Citizen Input Committee Members at off-site meeting
 - Meeting goal is to develop consensus on strategic areas of focus

Phase IV – Development of Strategy, Long-Term Goals, and Strategic Plan

- Ad Hoc begins strategy discussions to address strategic areas.
 - Strategic areas of focus assigned to appropriate Standing Committee(s) to refine long-term goals and set course to achieve them, i.e., action plans
- Plan Presented to County Board at off site meeting for review
- Plan approval.

PROPOSED APPOINTEES STRATEGIC PLANNING AD HOC COMMITTEE

Supervisor Dan Becker – Chairperson
Supervisor David W. Barrow III – Vice Chairperson
Supervisor Cindy G. Bock
Supervisor Thomas H. Richart
Supervisor Jennifer K. Rothstein
Supervisor Jean Stern
Supervisor Gustav “Sandy” Wirth Jr.

**ATTORNEY BILLS SUBMITTED TO THE EXECUTIVE COMMITTEE
FOR AUGUST 6, 2012 MEETING**

LAW FIRM	INVOICE NUMBER	DATE	AMOUNT	FOR
Michael, Best & Friedrich LLP	1201899	7/17/2012	\$ 174.00	Implementation of Brown Co. Landfill Siting Agreement
	1201900	7/17/2012	\$ 162.00	FOX RIVER CLEANUP - INSURANCE
	1201901	7/17/2012	\$ 1,956.00	WASTE CONTRACTS
Frederick J. Mohr LLC	2647M 5210	6/30/2012	\$ 741.00	Sheriff's Dept.
Godfrey & Kahn SC	563710	7/17/2012	\$ 90.00	Library - Employment Issues
Gary A. Wickert, S.C.	12W27	7/3/2012	\$ 8,248.50	Airport - General Matter
		Total ----	\$ 11,371.50	

IN ACCOUNT WITH

One South Pinckney Street
P.O. Box 1806
Madison, Wisconsin 53701-1806
FAX 608.283.2275
Telephone 608.257.3501

Michaelbest.com



CONFIDENTIAL

Kristen M. Hooker, Interim Corporation Counsel
Brown County Corporation Counsel
Northern Building - Room 680
305 East Walnut Street
PO Box 23600
Green Bay, WI 54305-3600

Client: 018236

July 17, 2012
Invoice No. 1201899

EIN 39-0934985

Due Upon Presentation
Return Upper Portion with Payment

Invoice No. 1201899
For Professional services rendered through June 30, 2012, as follows:

Matter: 018236-0023 Implementation of Brown County Landfill Siting Agreement

6/19/12	A Wildeman	Briefly review email from client regarding Property Value Protection Program.	0.10	\$29.00
6/22/12	A Wildeman	Conference with LHBochert to discuss strategy and next steps on issues concerning Property Value Protection Program and homeowner's intent to seek investors for property ownership.	0.20	\$58.00
6/25/12	A Wildeman	Review emails from client regarding Property Value Protection Program.	0.10	\$29.00
6/27/12	A Wildeman	Draft email for Mr. Haen's use regarding Property Value Protection Program and obtaining appraisal of property owner's land.	0.20	\$58.00

Total Hours 0.60

Total Services \$174.00

Total This Matter \$174.00



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Kristen M. Hooker, Interim Corporation Counsel
Brown County Corporation Counsel
Northern Building - Room 680
305 East Walnut Street
PO Box 23600
Green Bay, WI 54305-3600

Client: 018236

July 17, 2012
Invoice No. 1201900

EIN 39-0934985

Due Upon Presentation
Return Upper Portion with Payment

Invoice No. 1201900
For Professional services rendered through June 30, 2012, as follows:

Matter: 018236-0042 Fox River Cleanup - Insurance

6/7/12	R Exum	Process Wausau insurance check; update payment tracking chart; send check to client	0.30	\$54.00
6/13/12	R Exum	Process invoice; update invoice tracking chart; Prepare letter to insurers enclosing invoice for payment	0.30	\$54.00
6/26/12	R Exum	Process Wausau defense payment; update payment tracking chart; prepare letter to client enclosing payment	0.30	\$54.00

Total Hours	0.90
Total Services	\$162.00

Total This Matter \$162.00

Balance from previous statement	\$271.80
Payments received	(109.50)
Current Balance	<u>\$324.30</u>



IN ACCOUNT WITH

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Michaelbest.com

MICHAEL BEST
& FRIEDRICH LLP

Client: 018236

Page 2

July 17, 2012
Invoice No. 1201900

Matter: 018236-0042 Fox River Cleanup - Insurance

ATTORNEY BREAKDOWN

Attorney	Title	Hours Worked	Billed Per Hour	Bill Amount
R Exum	Paralegal	.90	\$180.00	\$162.00
Totals				\$162.00

MICHAEL BEST
& FRIEDRICH LLP

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CONFIDENTIAL

Kristen M. Hooker, Interim Corporation Counsel
 Brown County Corporation Counsel
 Northern Building - Room 680
 305 East Walnut Street
 PO Box 23600
 Green Bay, WI 54305-3600

Client: 018236

July 17, 2012
 Invoice No. 1201901

EIN 39-0934985

Due Upon Presentation
 Return Upper Portion with Payment

Invoice No. 1201901
 For Professional services rendered through June 30, 2012, as follows:

Matter: 018236-0045 Waste Contracts

6/1/12	P Martin	Prepare additional language for agreement with OEI regarding guarantees and letters of credit.	0.50	\$225.00
6/2/12	A Wildeman	Review notes and mark-up of OEI agreement; begin reviewing letter of intent drafted by Brown County in 2011; email correspondence with CJJohnson regarding same.	0.60	\$174.00
6/4/12	A Wildeman	Review draft letter of intent; provide same to RPTaffora and PJMartin for input on sovereign immunity issue.	0.10	\$29.00
6/4/12	C Johnson	Review draft of Waste Agreement with Oneida Energy, Inc.; draft Letter of Intent.	1.90	\$494.00
6/5/12	A Wildeman	Conference with RPTaffora regarding sovereign immunity issues in letter of intent.	0.70	\$203.00
6/5/12	R Taffora	Review e-mail message received from AJWildeman regarding proposed draft of Brown County Contract; review same; prepare e-mail message to AJWildeman and CJJohnson regarding whether OEI is a tribal corporation, steps to discover same and related matters; exchange e-mail messages with CJJohnson regarding follow up.	1.20	\$510.00
6/6/12	A Wildeman	Draft cover email to client with letter of intent.	0.30	\$87.00
6/8/12	A Wildeman	Review emails from client; brief telephone conference with Mr. Haen regarding meeting with OEI to discuss contract negotiations.	0.40	\$116.00
6/14/12	A Wildeman	Review and respond to emails from client regarding OEI meeting.	0.20	\$58.00

Total Hours 5.90

Total Services \$1,896.00

Disbursements:



IN ACCOUNT WITH

One South Pinckney Street
P.O. Box 1806
Madison, Wisconsin 53701-1806
FAX 608.283.2275
Telephone 608.257.3501

Michaelbest.com



Client: 018236

Page 2

July 17, 2012

Invoice No. 1201901

Matter: 018236-0045 Waste Contracts

05/22/2012	Outside Copies - Copy of Articles of incorporation of Oneida Energy, Inc. ordered from WI Dept of Financial Institutions, on an expedited basis. - US Bank	30.00
05/22/2012	Outside Copies - Copy of annual report of Oneida Energy, Inc. ordered from WI Dept of Financial Insitutions, on an expedited basis. - US Bank	30.00

Disbursements Total \$60.00

Total This Matter \$1,956.00

Balance from previous statement \$3,699.71

Payments received 0.00

Current Balance \$5,655.71



IN ACCOUNT WITH

One South Pinckney Street
P.O. Box 1806
Madison, Wisconsin 53701-1806
FAX 608.283.2275
Telephone 608.257.3501

Michaelbest.com



Client: 018236

Page 3

July 17, 2012
Invoice No. 1201901

Matter: 018236-0045 Waste Contracts

ATTORNEY BREAKDOWN

Attorney	Title	Hours Worked	Billed Per Hour	Bill Amount
R Taffora	Partner	1.20	\$425.00	\$510.00
P Martin	Partner	.50	\$450.00	\$225.00
A Wildeman	Associate	2.30	\$290.00	\$667.00
C Johnson	Associate	1.90	\$260.00	\$494.00
Totals				\$1,896.00



In Account With

FREDERICK J. MOHR LLC

ATTORNEY AT LAW

RECEIVED

1 East Walnut Street, Suite 101, P.O. Box 1015, Green Bay, WI 54305-1015

Tel: (920) 437-5441 Fax: (920) 437-5443

JUL 05 2012

Human Resources

BROWN COUNTY HUMAN RESOURCES
C/O KAY LENZEN
305 EAST WALNUT STREET
GREEN BAY WI 54301

Page: 1
June 30, 2012
Account No: 2647M

Correction Officers	\$30.00
Human Services	\$0.00
CTC	\$1,950.00
Sheriff's Dept.	\$3,003.00
Teamsters	\$0.00
Public Works	\$156.00
	<u>\$5,139.00</u>

Interest accrues at the rate of 1% per month on all balances over 30 days.

In Account With

FREDERICK J. MOHR LLC

ATTORNEY AT LAW

414 East Walnut Street, Suite 101, P.O. Box 1015, Green Bay, WI 54305-1015

Tel: (920) 437-5441 Fax: (920) 437-5443

BROWN COUNTY HUMAN RESOURCES
C/O KAY LENZEN
305 EAST WALNUT STREET
GREEN BAY WI 54301

Page: 1
June 30, 2012

Account No: 2647-0M
Statement No: 5210

Correction Officers

Previous Balance \$30.00

Balance Due \$30.00

Account No: 2647-1M
Statement No: 5210

Human Services

Previous Balance \$273.00

06/08/12 Less Payment Received -78.00

06/08/12 Less Payment Received -195.00

Payments thru 06/30/12 -273.00

Balance Due \$0.00

Account No: 2647-3M
Statement No: 5210

CTC

Previous Balance \$2,691.00

In Account With

FREDERICK J. MOHR LLC

ATTORNEY AT LAW

414 East Walnut Street, Suite 101, P.O. Box 1015, Green Bay, WI 54305-1015

Tel: (920) 437-5441 Fax: (920) 437-5443

BROWN COUNTY HUMAN RESOURCES

CTC

Page: 2

June 30, 2012

Account No: 2647-3M
Statement No: 5210

06/08/12 Less Payment Received	-351.00
06/08/12 Less Payment Received	-390.00
	<hr/>
Payments thru 06/30/12	-741.00
Balance Due	\$1,950.00

Account No: 2647-4M
Statement No: 5210

Sheriff's Dept.

Previous Balance \$9,613.50

	Hours	
Attention to Letter from Attorney Lacy	0.20	39.00
Telephone Conference with Attorney Lacy	0.20	39.00
Telephone Conference with Attorney Lacy	0.40	78.00
Attention to Letter from Attorney Lacy	0.20	39.00
Attention to Letter from Delain	0.20	39.00
Letter to Attorney Cermele	0.20	39.00
Attention to Letter from Attorney Lacy	0.20	39.00
Attention to Letter from Arbitrator	0.20	39.00
Attention to Letter from Attorney Cermele	0.20	39.00
Attention to Letter from Attorney Cermele	0.20	39.00
Attention to Letter from Attorney Lacy	0.20	39.00
Attention to Letter from Attorney Cermele	0.20	39.00

In Account With

FREDERICK J. MOHR LLC

ATTORNEY AT LAW

414 East Walnut Street, Suite 101, P.O. Box 1015, Green Bay, WI 54305-1015

Tel: (920) 437-5441 Fax: (920) 437-5443

BROWN COUNTY HUMAN RESOURCES

Sheriff's Dept.

Page: 3

June 30, 2012

Account No: 2647-4M

Statement No: 5210

	Hours	
Letter to Paula	0.20	39.00
Attention to Letter from Paula	0.20	39.00
Letter to Attorney Cermele	0.20	39.00
Attention to Letter from Arbitrator	0.20	39.00
Attention to Letter from Attorney Lacy	0.20	39.00
Attention to Letter from Attorney Cermele	0.20	39.00
For Current Services Rendered	3.80	741.00
<u>Total Current Work</u>		<u>741.00</u>
06/08/12 Less Payment Received		-3,997.50
06/08/12 Less Payment Received		-3,354.00
Payments thru 06/30/12		-7,351.50
Balance Due		<u><u>\$3,003.00</u></u>

Account No: 2647-5M
Statement No: 5210

Teamsters

Previous Balance \$117.00

06/08/12 Less Payment Received -117.00

In Account With

FREDERICK J. MOHR LLC

ATTORNEY AT LAW

414 East Walnut Street, Suite 101, P.O. Box 1015, Green Bay, WI 54305-1015

Tel: (920) 437-5441 Fax: (920) 437-5443

BROWN COUNTY HUMAN RESOURCES

Teamsters

Page: 4
June 30, 2012
Account No: 2647-5M
Statement No: 5210

Balance Due	\$0.00
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Account No:	2647-6M
Statement No:	5210

Public Works

Previous Balance	\$721.50
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06/08/12 Less Payment Received	-448.50
06/08/12 Less Payment Received	-117.00

Payments thru 06/30/12	-565.50
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Balance Due	\$156.00
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Total Balance Due	\$5,139.00
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Interest accrues at the rate of 1% per month on all balances over 30 days.

GODFREY & KAHN^{SC}

780 NORTH WATER STREET
MILWAUKEE, WISCONSIN 53202-3590
TEL • 414.273.3500 FAX • 414.273.5198
WWW • GK.LAW.COM

Brown County Library Board
Attn: Lynn Stainbrook, Director
Brown County Library
515 Pine Street
Green Bay, WI 54301

July 17, 2012

Invoice No. 563710
Matter No. 010766-0001

Re: Employment Issues

Billing Attorney:
John Haase

For Legal Services Rendered Through June 30, 2012

Date	Timekeeper	Description	Hours
06-26-2012	John Haase	Review of email from Ms. Stainbrook and draft resolution; prepare email to Ms. Stainbrook.	0.30
		Total Fees	\$ 90.00
		Total Disbursements	\$ 0.00
		Total For This Invoice	\$ 90.00

We adjust our hourly billing rates effective January 1 of each year. Accordingly, billing rate changes are reflected on this statement for work performed in 2012. Information regarding the hourly rates applicable to our attorneys and other personnel working on your matters is available on request from our billing department.

GODFREY & KAHN S.C.

780 NORTH WATER STREET
MILWAUKEE, WISCONSIN 53202-9590

TEL • 414.273.3500 FAX • 414.273.5198

WWW • GK LAW.COM

Brown County Library Board
Attn: Lynn Stainbrook, Director
Brown County Library
515 Pine Street
Green Bay, WI 54301

July 17, 2012

Invoice No. 563710
Matter No. 010766-0001

Re: Employment Issues

Billing Attorney:
John Haase

Invoice Total \$ 90.00

Prior Balance Due \$ 0.00

Total Amount Now Due \$ 90.00

PAYMENT IS DUE 30 DAYS FROM DATE OF INVOICE
PLEASE RETURN THIS COPY WITH YOUR REMITTANCE.

PLEASE SEND ALL PAYMENTS TO:
GODFREY & KAHN, BIN #318, MILWAUKEE, WI 53288-0318

FBD ID: 39-1128206

WIRE INSTRUCTIONS: BANK NAME: BMO HARRIS BANK N.A. BANK ABA: #075000051 ACCOUNT NAME: GODFREY & KAHN S.C.
ACCOUNT NO: #291-714 SWIFT CODE: MARLUS 44 (IF INTERNATIONAL WIRE TRANSFER)

OFFICES IN MILWAUKEE, MADISON, WAUKESHA, GREEN BAY, APPLETON WI; AND WASHINGTON, DC

GARY A. WICKERT, S.C.
Attorney and Counselor at Law
801 E. WALNUT • P.O. BOX 1656
GREEN BAY, WISCONSIN 54305

Gary A. Wickert

Telephone (920) 433-9425

Fax (920) 432-9188
wicklaw@gbonline.com

July 3, 2012

Brown County Airport
P.O. Box 23600
Green Bay WI 54305-3600

Re: General Matters
Our File No. 12 W 27

STATEMENT

<u>DATE</u>	<u>FOR SERVICES RENDERED:</u>	<u>HOURS</u>
4/26	Phone conference with Tom Miller re: cell company easement	.50
4/30	Review easement re: Time Warner; Letter to Tom Miller	.20 .35
5/23	Phone conference with Sue Bertrand re: utility easement	.15
5/29	Phone conference with Sue Bertrand re: Jet Air	.70
5/30	Review correspondence from Sue Bertrand re: utility easement; Phone conference with Tom Miller re: Net Lec; Review easement; Begin utility easement	.40 .25
5/31	Phone conference with Tom Miller; Prepare easement (master); Phone conference with Chad Kawinsky; Letter to Tom Miller	1.00 .15 .20
6/1	Meeting with Tom, John, and Sue	2.00
6/6	Phone conference with Chad Kawinsky re: Net Lec	.15
6/25	Phone conference with Tom Miller re: Net Lec easement, Met Jet, subpoena, etc.	.75
6/26	Meeting at Airport with Tom, Sue, and John and Trace Paulson re: subpoena, Net Lec easement, Jet Air, etc.;	1.75
	Begin review of current Jet Air lease (1980)	.50
6/27	Complete review of current (1980) lease and amendments re: Jet Air; Review various drafts for new lease re: Jet Air; Phone conference with Sue Bertrand re: Jet Air; Begin preparation of Jet Air lease; Phone conference with Sue Bertrand and Tom Miller re: Jet Air lease	3.00 3.00
6/28	Work on Jet Air lease;	
	Three phone conferences with Tom, Sue, and John	4.75
6/29	Work on Jet Air lease	1.50

Page Two
July 3, 2012

6/30	Work on Jet Air lease	.75
7/2	Phone conference with Sue Bertrand;	
	Phone conference with Tom Rohan;	
	Phone conference with Tom Miller;	1.50
	Phone conference with Tom, Sue, and John;	
	Work on Jet Air lease	4.25
7/3	Phone conference with Sue Bertrand;	
	Complete Jet Air lease;	
	Letter to Tom, Sue, and John re: Jet Air;	2.25
	Review various subfiles;	
	Letter to Tom, Sue, and John re: general matters.	.50
	TOTAL HOURS:	<u>30.55</u>

30.55 HOURS @ \$270.00 PER HOUR = \$8,248.50

AMOUNT DUE ON ACCOUNT: \$8,248.50

Thank you.
GAW:prn

1 mm
7/9/12

DEPARTMENT OF ADMINISTRATION

Brown County

305 E. WALNUT STREET
P.O. BOX 23600
GREEN BAY, WI 54305-3600



BRENT MILLER

PHONE (920) 448-4071 FAX (920) 448-6277 WEB: www.co.brown.wi.us

DIRECTOR

August 6, 2012

Departments for position approval process at July Executive Committee:

Child Support – Child Support Specialist – Paternity – vacated 6/15/12

Human Services – AODA Counselor II – vacated 6/28/12

Human Services/CTC – Clerk II – vacated 7/20/12

Human Services/CTC – Medical Transcriptionist – vacated 8/3/12

CHILD SUPPORT

Brown County

305 E. WALNUT ST.
PO BOX 23600
GREEN BAY, WISCONSIN 54305-3600



July 19, 2012

TO: Troy Streckenbach, County Executive
Lynn Fuss, Human Resources Analyst
Brent Miller, Interim HR Director/Director of Administration

FROM: Maria Lasecki, Administrator
Brown County Child Support Agency

SUBJECT: Request to Fill – Child Support Specialist-Paternity

1. Is the position description current or does it require updates? (Updates to job descriptions should be submitted, reviewed and approved by the HR Department **prior** to submitting the A1 form.)

The position description has been reviewed and is current. It has been submitted to HR for the purpose of documenting that it has recently been reviewed.

2. Are the duties of the position related to an essential (mandatory) service? If yes, please explain.

Child support enforcement is a joint federal, state and local responsibility. The Child Support Specialist-Paternity, as a member of the paternity unit, works in conjunction with a team of enforcement specialists, accounting technicians and clerical representatives to provide federally mandated child support enforcement services including: locating absent parents, establishing paternity/financial/medical support orders, enforcing current and past due child support and modifying existing child support orders. This position is responsible for performing complex legal work to establish and enforce court orders (regarding financial, medical and other related matters) in accordance with federal regulations, state statute and administrative code.

Individuals who receive public assistance thru Human Services under TANF (Temporary Assistance to Needy Families or Medicaid) are automatically referred to the child support agency for services. If cash benefits are received, support owed to the family is assigned to the state as a condition of TANF. When child support is collected, it is used to reimburse the state and federal governments to offset welfare benefits paid to the family. The agency also collects parental contributions for foster care and kinship care placements.

Individuals who do not receive public assistance may apply for child support services from the division. In non-TANF cases, child support collections are forwarded to the custodial party. Other states also refer cases to the department for action when a non-custodial parent lives in Wisconsin.

3. Describe job performance measurement for this position (clients, caseload, work output, etc.)

The Brown County Child Support paternity unit currently handles approximately 900 cases. (Brown County is one of Wisconsin's five largest agencies-our overall IVD caseload exceeds 13,000 with an additional 5,000 NIVD cases served). This position is responsible for communicating with participants who may be pregnant or recently gave birth, explaining child support services, requirements, intervention and the law, locating potential fathers, conducting interviews with parents, performing and submitting genetic testing, filing legal paperwork (summons, affidavits, motions and orders for appearance), referring non-compliant participants for benefit termination and enforcing orders. In addition to understanding and correctly interpreting the law, the paternity specialist must be skilled in educating participants about the complexities and legalities of paternity establishment and child support enforcement. This position requires strong analytical/problem solving skills, excellent communication skills (both orally and in writing), knowledge of the law and legal system and ability to effectively work with individuals of varying backgrounds, cultures, socio-economic status, educational levels and LEP capabilities. The paternity specialist must also be knowledgeable with regard to public assistance eligibility, community resources and in the use multiple computer systems.

4. Explain how this vacancy presents opportunities to streamline processes or reorganize operations. Considerations should include consolidating, eliminating and/or outsource job responsibilities.

This vacancy presents the opportunity for the Child Support Agency to reassess service provision and departmental efficiencies. Through a strategic planning work group, the agency has examined present expenditures related to the outsourcing of a call center. In response to participant concerns as well as recognized internal work flow inefficiencies, the department would like to reorganize duties within positions and bring the call center services back in-house as of 2013. Rather than outsourcing responsibilities, the department seeks to provide its own call center services. By filling this paternity specialist position and reassigning duties among the 3 paternity workers, a currently dedicated clerk clerk II can be better utilized and cross trained to perform coverage in other areas. Simultaneously, the department will be accomplishing its 2012 mission to implement a solid succession plan. Should this position remain vacant, the aforementioned reorganization, consolidation of services and initiative to create a call center will not be possible due to workload issues created by pure numbers alone.

5. Are budgeted funds sufficient to cover the cost of filling the position? Or does this position need to be held vacant for a period of time to offset projected budget shortfalls?

Budgeted funds are sufficient to cover the cost of this position being filled.

6. What is the impact of not filling the position in 3 months? 6 months? 12 months? Not at all?

The impact of not filling the position (for any period of time) will have a negative effect on the department in many ways. Despite the fact that savings will be achieved while the position remains open, coverage for this area is being maintained by current paternity specialists as well as other staff cross trained to perform duties in addition to their own full time positions (including the administrator). Funding for the Child Support Agency is based on performance measures (which specifically include work performed by this position: Paternity Establishment). It is imperative that the salary savings not be viewed as sustainable-short of emergent situations-as coverage can not be provided by other staff who: a) are not knowledgeable in the statutes that govern paternity related matters and b) who have very specific performance measures to meet themselves in order to secure the maximum state and federal funding for the following fiscal year.

2012 Budget Impact Calculation
 For the Period 08/01/2012-12/31/2012
 Child Support
 Child Support Specialist - Paternity

<u>2012 Budget Impact:</u>	Partial Budget Impact	08/01/12- 12/31/12
2012 Salary		\$ 16,087.50
2012 Fringe Benefits		<u>\$ 8,360.45</u>
		<u><u>\$ 24,447.95</u></u>

<u>2012 Budget Impact:</u>	Annualized	2012
2012 Salary		\$ 38,610.00
2012 Fringe Benefits		<u>\$ 20,065.09</u>
		<u><u>\$ 58,675.09</u></u>

Note: this position is in the 2012 budget

BROWN COUNTY HUMAN SERVICES

Brown County Community Treatment Center
Outpatient Clinical Services Division
3150 Gershwin Drive
Green Bay, WI 54311



Phone (920) 391-6940

7/2/12

TO: Troy Streckenbach, County Executive
Human Resources

FROM: Jay Christianson, Behavioral Health Supervisor
Human Services

SUBJECT: Request to Fill – OWI Assessor full-time

1. Is the position description current or does it require updates? (Updates to job descriptions should be submitted, reviewed and approved by the HR Department prior to submitting the A1 form.)
This job description (AODA Counselor II) has been recently updated.
2. Are the duties of the position related to an essential (mandatory) service? If yes, please explain.
The duties are related to essential and revenue generating services. Brown County completes OWI assessments for all OWI violations charged to Brown County residents. There is one agency in each Wisconsin County that is responsible for the IDP (Intoxicated Driver Program) program.
3. Describe job performance measurement for this position (clients, caseload, work output, etc.)
Brown County averages 1600 to 1900 OWI assessments per year. A full-time OWI assessor is expected to complete an average of 5 assessments per day; each assessment has a charge of \$275.00. This position would average \$6875.00 per week in revenue for Brown County.
4. Explain how this vacancy presents opportunities to streamline processes or reorganize operations. Considerations should include consolidating, eliminating and/or outsource job responsibilities.
This position is a revenue generating position that would not benefit the County if eliminated. Due to the number of assessments needed in Brown County we need the number of assessors we have and contract for additional time when needed to keep up with the demand.
5. Are budgeted funds sufficient to cover the cost of filling the position? Or does this position need to be held vacant for a period of time to offset projected budget shortfalls?
This position is budgeted for and is being replaced because of a retirement. This position is a revenue-generating-position-that-has-a-positive-effect-on-the-Brown-County-Budget.



2012 Budget Impact Calculation
 For the Period 08/01/2012-12/31/2012
 HS-AODA
 AODA Counselor II

	Partial Budget Impact	08/01/12- 12/31/12
<u>2012 Budget Impact:</u>		
2012 Salary		\$ 25,000.63
2012 Fringe Benefits		<u>\$ 9,635.92</u>
		<u><u>\$ 34,636.55</u></u>

	Annualized	2012
<u>2012 Budget Impact:</u>		
2012 Salary		\$ 60,001.50
2012 Fringe Benefits		<u>\$ 23,126.21</u>
		<u><u>\$ 83,127.71</u></u>

Note: this position is in the 2012 budget

BROWN COUNTY HUMAN SERVICES

Brown County Community Treatment Center
Inpatient Division
3150 Gershwin Drive
Green Bay, WI 54311



Phone (920) 391.4700
July 23, 2012

TO: Troy Streckenbach, County Executive
Brent Miller, Director of Administration

FROM: Brian Shoup, Human Services Director
Human Services Department

SUBJECT: Request To Fill – Clerk II position in ABC Department

1. Is the position description current or does it require updates? (Updates to job descriptions should be submitted, reviewed and approved by the H/R Department **prior** to submitting A1 form.)

The job description has been updated

2. Are the duties of the position related to an essential (mandatory) service? If yes, please explain.

This is a revenue based position. It is responsible to obtain demographics information; payer information; and signed authorizations from clients seen in the CTP Outpatient Clinic receiving services for Mental Health and AODA services. This is completed on all new outpatient clients and yearly updating for all existing clients. The position is responsible to accurately enter this required information into the EMR system for correct billing to occur and accurate payments received. If authorizations are not completed timely and accurately and information not entered accurately in the EMR system, the County will not receive correct payments from insurances, which could result in lost revenue.

On a daily basis the Clerk reviews the client appointment schedule, verifies which clients (new and existing) need to be seen for billing intake interview and ensures receptionists are aware which clients need to be stopped at time of appointment for Admission Clerk to interview. Clerk is required daily to verify Medicaid and Medicare eligibility on new and existing clients and ensure signed authorizations are on file. It is essential that valid signed authorizations are received to ensure billing can be completed on services rendered

Clerk is responsible in determining monthly (ATP) Ability to Pay amount based on the Wisconsin sliding fee scale and to notify client of the amount (requirement by the State of Wisconsin). This is completed on all new clients and yearly for existing clients that receive services in the clinic.

Other essential duties completed by this position include assisting with coverage on inpatient intake interviews on Nicolet Psychiatric Center when needed in absence of inpatient Clerk (which may include flexing of schedule to ensure weekend coverage for Inpatient). Maintain open episodes in EMR for clients on County Med Program. Assist at switchboard for break coverage.

3. Describe job performance measurement for this position (clients, caseload, work output, etc.)

The number of clients seen in the Outpatient Clinic varies daily. Clerk averages approximately 10 intake



interviews daily (new and existing clients) and has the addition of daily duties to complete.

Clerk is responsible for assisting with switchboard break coverage on Mondays through Wednesdays.

Assistance from Clerk II on inpatient intake interviews is needed for coverage during staff vacations and staff shortages. Due to Nicolet admissions occurring 24/7 there may be times flexing of Clerk II schedule will be required to help ensure weekend coverage for inpatient admissions. Size of inpatient caseload is unknown as it changes daily by the number of admissions to the hospital.

4. Explain how this vacancy presents opportunities to streamline processes or reorganize operations. Considerations should include consolidating, eliminating and/or outsource job responsibilities.

With the implementation and conversion to the new EMR system, the Admissions Clerk has assumed the responsibility for demographic maintenance duties on the system to assist the clerks in the Billing area. The re-distribution of maintenance duties has allowed Billing Clerks more time to work and process claims to payers. If maintenance duties were returned to Billing Clerks a possible reduction in turnover time of claims billed and revenue received may result.

In 2011 we did re-organize within the department and did not fill a position that had become vacated in anticipation that the new EMR system would streamline work flow. The vacant position was eliminated from the organization chart in the 2012 Budget. Work duties were re-distributed among Billing and Admissions Clerks.

5. Are the budgeted funds sufficient to cover the cost of filling the position? Or does this position need to be held vacant for a period of time to offset projected budget shortfalls?

This position is a budgeted position and has being vacated by a current employee who has accepted another position within the department.

6. What is the impact of not filling the position in 3 months? 6 months? 12 months? Not at all?

It is mandatory that accurate payer information and valid signed releases are obtained from clients in order to properly bill for services rendered in the outpatient clinic. If these items were not received, verified and accurately entered into the EMR system timely, revenue could be lost.

The Admissions area of the CTC ABC Department has been working short staffed since April of this year due to the loss of an inpatient Clerk III. The employee in this Clerk II position recently accepted the vacant Clerk III position within this same area. The department continues to be short staffed which has created a strain for weekend and daily coverage within the department for both the outpatient and inpatient admissions.

Billing staff have been pulled from their duties to help assist at times, which then causes a strain on completion of billing clerk duties, which could begin to impact revenue.

2012 Budget Impact Calculation
For the Period 08/01/2012-12/31/2012
Human Services
Clerk II

<u>2012 Budget Impact:</u>	Partial Budget Impact	08/01/12- 12/31/12
2012 Salary		\$ 14,018.59
2012 Fringe Benefits		<u>\$ 8,064.39</u>
		<u><u>\$ 22,082.99</u></u>

<u>2012 Budget Impact:</u>	Annualized	2012
2012 Salary		\$ 33,644.62
2012 Fringe Benefits		<u>\$ 19,354.55</u>
		<u><u>\$ 52,999.17</u></u>

Note: this position is in the 2012 budget

BROWN COUNTY HUMAN SERVICES

Brown County Community Treatment Center
Inpatient Division
3150 Gershwin Drive
Green Bay, WI 54311



Phone (920) 391.4700

MEMO

TO: Troy Streckenbach, County Executive
Brent Miller, Director of Administration

FROM: Mary Johnson Hospital and Nursing Home Administrator
Brown County Community Treatment Center

DATE: July 24, 2012

SUBJECT: Request to Fill Position of Medical Transcriptionist

1. Is the position description current or does it need updating?
It needs updating - minor changes such as changing Mental Health Center to CTC. This will be completed.
2. Are the duties of the position related to an essential (mandatory) service?
The position is related to Billing. When the transcriptionist types the medical record report, enters it into Avatar (our EMR system), it then pushes the bill. It also is then available for client care and sending it out to contract agencies for case management.
3. Describe job performance measurement for this position.
 - Types accurately and efficiently all dictated and written reports.
 - The Psychiatric Examination must be done within 60 hours of admission. On court days, Tuesday and Thursday the transcriptionists will have to type up the report more quickly.
 - Reports are typed in proper format according to departmental procedure.
 - Short stays or final summaries must be typed within 30 days, allowing the physician time to sign the report within that 30 days.
 - Transcribes physical examinations within 24 hours of dictation exclusive of weekends and holidays. (Most are writing their own.)
 - Transcribes a minimum of 9 minutes per hour (averaged by the month) for the first year; 10 minutes per hour (average) after two years; 11 minutes per hour (average) after three years.

- New transcriptionist will transcribe 4 minutes per hour (average) by the end of the first month; 6 minutes per hour (average) by the end of the second month; and 9 minutes per hour (average) by the end of the third month.
- Photocopies typed reports as necessary, upon request of staff.
- Sends copies of dictated reports to appropriate county boards, as specified in the departmental procedures.
- Logs written reports as they are typed.
- Performs rotating duties on assigned month according to departmental procedure.

4. Explain how this vacancy presents opportunities to streamline processes or reorganize operations.

We are working with 2 transcriptionists. Due to the number of reports Outpatient needs to have transcribed (approximately 725), I had one transcriptionist type Outpatient dictation and the other one type Inpatient dictation (approximately 70 reports behind). We can't let inpatient reports lag too much as we have regulatory guidelines that must be met in this area. When Kay leaves, Rose is the only one left and she will have to concentrate on inpatient services to meet these guidelines. There may be days when dictation is low and she could help in the OP area. But that doesn't happen too often, especially if the clients stay for short times and then return. That means 2 psychiatric evaluations and 2 final summaries, not to mention, the social histories.

5. Are budgeted funds sufficient to cover the cost of filling the position? Or does it need to be held vacant for a period of time of offset projected budget shortfalls?
Budgets funds are available as they are still there with the current position.
6. What is the impact of not filling this position?
We would not be in compliance with the state legal requirements for medical records that all past records or reports be available for the care of the client nor would we be in compliance with HIPAA and HITECH which require the same thing. We will continue to fall further behind in the Psychiatric, APNP and Social Work evaluations.

2012 Budget Impact Calculation
 For the Period 08/01/2012-12/31/2012
 Human Services
 Medical Transcriptionist

<u>2012 Budget Impact:</u>	Partial Budget Impact	08/01/12- 12/31/12
2012 Salary		\$ 15,262.00
2012 Fringe Benefits		<u>\$ 8,242.33</u>
		<u>\$ 23,504.33</u>

<u>2012 Budget Impact:</u>	Annualized	2012
2012 Salary		\$ 36,628.80
2012 Fringe Benefits		<u>\$ 19,781.58</u>
		<u>\$ 56,410.38</u>

Note: this position is in the 2012 budget

DEPARTMENT OF ADMINISTRATION

Brown County

305 E. WALNUT STREET
P.O. BOX 23600
GREEN BAY, WI 54305-3600

BRENT MILLER

PHONE (920) 448-4037 FAX (920) 448-4036 WEB: www.co.brown.wi.us

DIRECTOR

July 24, 2012

TO: Administration Committee

FROM: Brent Miller
Director of Administration

SUBJECT: Bond Refunding Resolution

Attached are two authorization resolutions to refund the Series 2001C General Obligation Corporate Purpose Bonds, 2002B General Obligation Highway Improvement Bonds, and the Series 2002A General Obligation Airport Improvement Bonds. Significant interest savings will be recognized due to the favorable interest rates for tax exempt bonds.

The savings recognized on the 2002A bonds are expected to be more than \$500,000 over the life of the bonds. The expected savings are illustrated and highlighted in Attachment A. The attachment also includes the 2003A, 2004A, 2005A General Obligation Airport Improvement Bonds that are not available for refunding at this time.

The savings recognized on the refunding of the 2001C and 2002B bonds are expected to be more than \$200,000 over the life of the bonds. The expected savings are detailed in Attachment B.

The refunding includes the estimated cost of issuance for the bonds. The remaining life of the debt will be consistent with the original bonds issued. If the resolution is approved by the County Board, the Department of Administration will work with the County's Bond Counsel and Financial Advisor to issue the bonds. The following is a summary of the required steps:

1. Administration Committee approves the authorization of the issuance resolution (July 26, 2012)
2. Executive Committee approves the authorization of the issuance resolution (August 6, 2012)
3. Board of Supervisors approves the authorization of the issuance resolution from Executive Committee (August 15, 2012)
4. Debt offer is advertised
5. Bid is opened in the County Clerk's Office. (September 19, 2012)
6. Bid results are presented to Executive Committee. (September 19, 2012)
7. Debt is approved by the Board of Supervisors. (September 19, 2012)

Please contact me at 448-4035 with any questions regarding the project resolutions or financing. Thank you.

cc: Troy Streckenbach, County Executive



Attachment A
 Brown County, Wisconsin
 G.O. Airport Related AMT Bonds
 (Debt Service Pre and Post 2012B AMT Refunding Issue)
 DRAFT

Year	2002A (AMT)		2003A (AMT)		2004A (AMT)		2005A (AMT)		Total - AMT Bonds		
	Principal	Interest	Principal	Interest	Principal	Interest	Principal	Interest	Principal	Interest	Total
2013	330,000	191,430	325,000	197,653	350,000	249,238	140,000	158,013	1,145,000	796,333	1,941,333
2014	355,000	175,920	350,000	184,328	400,000	235,063	150,000	152,413	1,255,000	747,723	2,002,723
2015	380,000	159,235	360,000	169,278	425,000	218,663	175,000	146,263	1,340,000	693,438	2,033,438
2016	405,000	141,375	385,000	153,438	450,000	200,600	200,000	139,000	1,440,000	634,413	2,074,413
2017	430,000	121,125	400,000	136,113	475,000	181,025	225,000	130,500	1,530,000	568,763	2,098,763
2018	455,000	99,625	425,000	117,513	500,000	159,888	225,000	120,656	1,605,000	497,681	2,102,681
2019	475,000	76,875	450,000	97,325	525,000	137,388	300,000	110,813	1,750,000	422,400	2,172,400
2020	500,000	52,531	485,000	75,500	550,000	113,238	300,000	97,313	1,835,000	338,581	2,173,581
2021	525,000	26,906	500,000	51,250	575,000	87,663	325,000	83,813	1,925,000	249,631	2,174,631
2022	--	--	525,000	26,250	600,000	60,350	350,000	69,188	1,475,000	155,788	1,630,788
2023	--	--	--	--	625,000	31,250	450,000	51,250	1,075,000	82,500	1,157,500
2024	--	--	--	--	--	--	550,000	28,188	550,000	28,188	578,188
2025	--	--	--	--	--	--	--	--	--	--	--
	3,855,000	1,045,023	4,205,000	1,208,645	5,475,000	1,674,363	3,390,000	1,287,406	16,925,000	5,215,436	22,140,436

Year	2012B (AMT)		2003A (AMT)		2004A (AMT)		2005A (AMT)		Total - AMT Bonds		Savings
	Principal	Interest	Principal	Interest	Principal	Interest	Principal	Interest	Principal	Interest	
2013	405,000	82,772	325,000	197,653	350,000	249,238	140,000	158,013	1,220,000	687,675	1,907,675
2014	410,000	75,200	350,000	184,328	400,000	235,063	150,000	152,413	1,310,000	647,003	1,957,003
2015	415,000	70,075	360,000	169,278	425,000	218,663	175,000	146,263	1,375,000	604,278	1,979,278
2016	420,000	63,850	385,000	153,438	450,000	200,600	200,000	139,000	1,455,000	556,888	2,011,888
2017	430,000	56,500	400,000	136,113	475,000	181,025	225,000	130,500	1,530,000	504,138	2,034,138
2018	440,000	47,900	425,000	117,513	500,000	159,888	225,000	120,656	1,590,000	445,956	2,035,956
2019	450,000	38,000	450,000	97,325	525,000	137,388	300,000	110,813	1,725,000	383,525	2,108,525
2020	460,000	26,750	485,000	75,500	550,000	113,238	300,000	97,313	1,795,000	312,800	2,107,800
2021	470,000	14,100	500,000	51,250	575,000	87,663	325,000	83,813	1,870,000	236,825	2,106,825
2022	--	--	525,000	26,250	600,000	60,350	350,000	69,188	1,475,000	155,788	1,630,788
2023	--	--	--	--	625,000	31,250	450,000	51,250	1,075,000	82,500	1,157,500
2024	--	--	--	--	--	--	550,000	28,188	550,000	28,188	578,188
2025	--	--	--	--	--	--	--	--	--	--	--
	3,900,000	475,147	4,205,000	1,208,645	5,475,000	1,674,363	3,390,000	1,287,406	16,970,000	4,645,561	21,615,561

Attachment B
 Brown County, Wisconsin
 (Debt Service Pre and Post 2012C Refunding Issue)
 DRAFT

Year	2001C Bonds		2002B Bonds		Total	
	Principal	Interest	Principal	Interest	Principal	Interest
2013	295,000	41,323	430,000	101,710	725,000	143,033
2014	310,000	28,490	455,000	84,510	765,000	113,000
2015	330,000	14,850	475,000	65,400	805,000	80,250
2016	--	--	500,000	44,975	500,000	44,975
2017	--	--	525,000	23,100	525,000	23,100
2018	--	--	--	--	--	--
2019	--	--	--	--	--	--
2020	--	--	--	--	--	--
2021	--	--	--	--	--	--
2022	--	--	--	--	--	--
2023	--	--	--	--	--	--
2024	--	--	--	--	--	--
2025	--	--	--	--	--	--
	935,000	84,663	2,385,000	319,695	3,320,000	404,358
						3,724,358

Year	2012C Refunding Bonds		Total		Savings
	Principal	Interest	Principal	Interest	
2013	770,000	50,564	770,000	50,564	47,468
2014	790,000	40,713	790,000	40,713	47,288
2015	805,000	30,838	805,000	30,838	49,413
2016	495,000	18,763	495,000	18,763	31,213
2017	505,000	10,100	505,000	10,100	33,000
2018	--	--	--	--	--
2019	--	--	--	--	--
2020	--	--	--	--	--
2021	--	--	--	--	--
2022	--	--	--	--	--
2023	--	--	--	--	--
2024	--	--	--	--	--
2025	--	--	--	--	--
	3,365,000	150,977	3,365,000	150,977	208,381

August 15, 2012

THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

INITIAL RESOLUTION AUTHORIZING THE ISSUANCE OF
NOT TO EXCEED \$3,900,000 GENERAL OBLIGATION AIRPORT
REFUNDING BONDS OF BROWN COUNTY, WISCONSIN

WHEREAS, given the current favorable interest rate market for tax-exempt obligations, the County Board of Brown County, Wisconsin deems it to be desirable and in the best interest of the County to refinance certain maturities of the County's obligation identified below for the purpose of interest cost savings; and

WHEREAS, counties are authorized by the provisions of Chapter 67 of the Wisconsin Statutes to refinance their outstanding obligations.

NOW, THEREFORE, BE IT RESOLVED, by the County Board of Brown County, Wisconsin, that there shall be issued, pursuant to Chapter 67, Wisconsin Statutes, not to exceed \$3,900,000 General Obligation Airport Refunding Bonds, in one or more series, to refinance certain maturities of the County's \$6,000,000 General Obligation Airport Improvement Bonds, Series 2002A dated August 1, 2002.

BE IT FURTHER RESOLVED that the Director of Administration (in consultation with the County's financial advisor, Public Financial Management, Inc.) shall take appropriate actions to provide for the sale of said bonds and shall prepare or cause to be prepared an Official Statement pursuant to SEC Rule 15c2-12.

Adopted: August 15, 2012.

Respectfully submitted,

EXECUTIVE COMMITTEE
ADMINISTRATION COMMITTEE

Fiscal Note:

This resolution does not require an appropriation from the General Fund. The refunding is expected to save over \$500,000 in debt service costs and will be reflected in the 2013 budget.

APPROVED BY:

Troy Streckenbach
Brown County Executive

Date Signed: _____

APPROVED BY CORPORATION COUNSEL

BOARD OF SUPERVISORS ROLL CALL # _____

Motion made by Supervisor _____

Seconded by Supervisor _____

SUPERVISOR NAMES	DIST. #	AYES	NAYS	ABSTAIN
SIEBER	1			
DE WANE	2			
NICHOLSON	3			
HOYER	4			
HOPP	5			
HAEFS	6			
ERICKSON	7			
ZIMA	8			
EVANS	9			
VANDER LEEST	10			
BUCKLEY	11			
LANDWEHR	12			
DANTINNE, JR	13			

SUPERVISOR NAMES	DIST. #	AYES	NAYS	ABSTAIN
LA VIOLETTE	14			
WILLIAMS	15			
KASTER	16			
VAN DYCK	17			
SCHULLER	18			
ROBINSON	19			
CLANCY	20			
WETZEL	21			
MOYNIHAN, JR	22			
STEFFEN	23			
CARPENTER	24			
LUND	25			
FEWELL	26			

Total Votes Cast _____

Motion: Adopted ____ Defeated ____ Tabled ____

August 15, 2012

THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

INITIAL RESOLUTION AUTHORIZING THE ISSUANCE OF
NOT TO EXCEED \$3,365,000 GENERAL OBLIGATION
REFUNDING BONDS OF BROWN COUNTY, WISCONSIN

WHEREAS, given the current favorable interest rate market for tax-exempt obligations, the County Board of Brown County, Wisconsin deems it to be desirable and in the best interest of the County to refinance certain maturities of the County's obligations identified below for the purpose of interest cost savings; and

WHEREAS, counties are authorized by the provisions of Chapter 67 of the Wisconsin Statutes to refinance their outstanding obligations.

NOW, THEREFORE, BE IT RESOLVED, by the County Board of Brown County, Wisconsin, that there shall be issued, pursuant to Chapter 67, Wisconsin Statutes, not to exceed \$3,365,000 General Obligation Refunding Bonds, in one or more series, to refinance certain maturities of the County's \$3,325,000 General Obligation Corporate Purpose Bonds, Series 2001C dated September 1, 2001 and \$5,660,000 General Obligation Highway Improvement Bonds, Series 2002B dated August 1, 2002.

BE IT FURTHER RESOLVED that the Director of Administration (in consultation with the County's financial advisor, Public Financial Management, Inc.) shall take appropriate actions to provide for the sale of said bonds and shall prepare or cause to be prepared an Official Statement pursuant to SEC Rule 15c2-12.

Adopted: August 15, 2012.

Respectfully submitted,

EXECUTIVE COMMITTEE
ADMINISTRATION COMMITTEE

Fiscal Note:

This resolution does not require an appropriation from the General Fund. The refunding is expected to save over \$200,000 in debt service costs and will be reflected in the 2013 budget.

APPROVED BY:

Troy Streckenbach,
Brown County Executive

Date Signed: _____

APPROVED BY CORPORATION COUNSEL

BOARD OF SUPERVISORS ROLL CALL # _____

Motion made by Supervisor _____

Seconded by Supervisor _____

SUPERVISOR NAMES	DIST. #	AYES	NAYS	ABSTAIN
SIEBER	1			
DE WANE	2			
NICHOLSON	3			
HOYER	4			
HOPP	5			
HAEFS	6			
ERICKSON	7			
ZIMA	8			
EVANS	9			
VANDER LEEST	10			
BUCKLEY	11			
LANDWEHR	12			
DANTINNE, JR	13			

SUPERVISOR NAMES	DIST. #	AYES	NAYS	ABSTAIN
LA VIOLETTE	14			
WILLIAMS	15			
KASTER	16			
VAN DYCK	17			
SCHULLER	18			
ROBINSON	19			
CLANCY	20			
WETZEL	21			
MOYNIHAN, JR	22			
STEFFEN	23			
CARPENTER	24			
LUND	25			
FEWELL	26			

Total Votes Cast _____

Motion: Adopted _____ Defeated _____ Tabled _____

August 15, 2012

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

**RESOLUTION GRANTING AUTHORITY TO PAY ADDITIONAL
COMPENSATION TO BROWN COUNTY EMPLOYEES**

WHEREAS, Section 4.57 of the Brown County Code provides for payment of overtime pursuant to the requirements of the Fair Labor Standards Act; and

WHEREAS, substantial vacancies have occurred in Division of Public Safety; and

WHEREAS, due to these substantial vacancies employees of the Division of Public Safety have been involuntarily required to work overtime; and

WHEREAS, due to the schedule of certain employees of the Division of Public Safety, certain hours worked outside of these employees' normal schedules are not compensated at time and one-half of the employee's normal rate of pay; and

WHEREAS, the Brown County Board of Supervisors deemed these circumstances to constitute an emergency situation; and

WHEREAS, the Brown County Board of Supervisors deems it necessary to pay a premium to certain employees of the Division of Public Safety who are involuntarily required to work outside of their normal work schedule.

NOW, THEREFORE, BE IT RESOLVED, by the Brown County Board of Supervisors that the County Executive be and is hereby authorized to develop and implement a plan for premium payments to employees of the Brown County Division of Public Safety during periods of time which the County Executive deems as an emergency situation due to excessive vacancies in positions within the Division of Public Safety.

BE IT FURTHER RESOLVED, that these payments may be in addition to overtime payments as required by Section 4.57 of the Brown County Code of Ordinances.

BE IT FURTHER RESOLVED, that such payments shall be made, within the discretion of the County Executive, until this provision automatically expires on July 31, 2013.

Respectfully submitted,

EXECUTIVE COMMITTEE

Approved by:

COUNTY EXECUTIVE

Dated Signed: _____

Final Draft Approved by Corporation Counsel.

Fiscal Impact: This Resolution does not require an appropriation from the General Fund. Funds are available in the 2012 budget due to vacancies.

BOARD OF SUPERVISORS ROLL CALL # _____

Motion made by Supervisor _____

Seconded by Supervisor _____

SUPERVISOR NAMES	DIST. #	AYES	NAYS	ABSTAIN
SIEBER	1			
DE WANE	2			
NICHOLSON	3			
HOYER	4			
HOPP	5			
HAEFS	6			
ERICKSON	7			
ZIMA	8			
EVANS	9			
VANDERLEEST	10			
BUCKLEY	11			
LANDWEHR	12			
DANTINNE, JR	13			

SUPERVISOR NAMES	DIST. #	AYES	NAYS	ABSTAIN
LA VIOLETTE	14			
WILLIAMS	15			
KASTER	16			
VAN DYCK	17			
SCHULLER	18			
ROBINSON	19			
CLANCY	20			
WETZEL	21			
MOYNIHAN	22			
STEFFEN	23			
CARPENTER	24			
LUND	25			
FEWELL	26			

Total Votes Cast _____

Motion: Adopted _____ Defeated _____ Tabled _____

August 15, 2012

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentleman:

RESOLUTION ADOPTING BROWN COUNTY'S
2013 FIVE-YEAR CAPITAL IMPROVEMENT PLAN

WHEREAS, Brown County has developed a Five-Year Capital Improvement Plan (CIP) for the period 2013 through 2017; and

WHEREAS, a Capital Improvement Plan is an excellent planning document to assist the County in realizing the goals of the plan and to provide a pathway for implementing those plans.

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors that the Brown County 2013 Five Year Capital Improvement Plan attached hereto be adopted.

Respectfully submitted,
EXECUTIVE COMMITTEE

Approved By:

COUNTY EXECUTIVE

Date Signed: _____

Final Draft Approved by Corporation Counsel

Authored By: Department of Administration

Fiscal Note: This resolution does not require an appropriation from the County General Fund. The projects listed under 2013 in the attached Five-Year CIP will be included in the 2013 Proposed Budget for final approval. Projects listed under 2014-2017 will be reevaluated and updated every year and approved by inclusion in the annual CIP and budget process.

BOARD OF SUPERVISORS ROLL CALL # _____

Motion made by Supervisor _____

Seconded by Supervisor _____

SUPERVISOR NAMES	DIST. #	AYES	NAYS	ABSTAIN
SIEBER	1			
DE WANE	2			
NICHOLSON	3			
HOYER	4			
HOPP	5			
HAEFS	6			
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EVANS	9			
VANDER LEEST	10			
BUCKLEY	11			
LANDWEHR	12			
DANTINNE, JR	13			

SUPERVISOR NAMES	DIST. #	AYES	NAYS	ABSTAIN
LA VIOLETTE	14			
WILLIAMS	15			
KASTER	16			
VAN DYCK	17			
SCHULLER	18			
ROBINSON	19			
CLANCY	20			
WETZEL	21			
MOYNIHAN, JR	22			
STEFFEN	23			
CARPENTER	24			
LUND	25			
FEWELL	26			

Total Votes Cast _____

Motion: Adopted _____ Defeated _____ Tabled _____

2013 Capital Project 5-Year Outlook Summary

Executive Changes

As of July 12, 2012

Key for Funding Source: D = Debt Service G = Grants and Aides O = Operating Revenues M = Municipal Funds P = Property Tax

2013 EXECUTIVE BONDING PROPOSAL AND CAPITAL IMPROVEMENTS PROGRAM (CIP)

DIVISION/ DEPARTMENT	FUNDING SOURCE	DEPT PRIORITY	PROJECT DESCRIPTION	2013	2014	2015	2016	2017	TOTAL
PUBLIC SAFETY:									
Public Safety Communications	D		Computer Aided Dispatch		1,756,412		670,000		1,756,412
	D		Next Generation 9-1-1				670,000		670,000
Public Safety Bond Request Total					1,756,412		670,000		2,426,412
PLANNING, DEVELOPMENT, & TRANSPORTATION									
Public Works									
	D		New Jail Pod Phase I				18,091,655		18,091,655
	D		New Jail Pod Phase II					17,663,989	17,663,989
	D/P/M	2013-1	CTH GV/Monroe Road (CTH X to CTH G) - Reconstruction	3,500,000					3,500,000
	D/P/M	2013-2	CTH PP (STH 57 to Viking Lane) - Reconstruction	2,820,000					2,820,000
	D/P/G	2013-3	CTH NN (CTH Z to STH 96) - Recondition	1,460,000					1,460,000
	D/P	2013-4	CTH P (Pine Grove Rd to CTH KB) - Recondition	1,091,000					1,091,000
	D/P	2013-5	CTH C (CTH B to CTH U) Recondition	867,000					867,000
	D/P/M	2014-1	CTH GV/Monroe Road (CTH O to STH 172) - Reconstruction	250,000	2,150,000				2,400,000
	D/P/M	2014-2	CTH XX/Hoffman Rd (Libal Street to East River Bridge) - Reconstruction	40,000	1,300,000				1,340,000
	D/P	2014-3	CTH D/Lost Dauphin Rd (STH 96 to Bridge at Red Maple) - Recondition	167,000	2,320,000				2,487,000
	D/P	2014-4	CTH ZZ (STH 57 to Village Limits) - Recondition	364,000	1,325,000				1,689,000
	D/P	2014-5	CTH P (CTH N to Pine Grove) - Recondition	180,000	1,660,000				1,840,000
	D	2014-12	Courthouse Copper Doime Replacement		1,100,000				1,100,000
	D/P/M	2015-1	CTH XX/Belleview Street (Hoffman Rd to Allouez Ave) - Reconstruction		44,000	3,200,000			3,200,000
	D/P	2015-2	CTH J/Lakeview Drive (Linerville Rd to Harbor Lights Rd) - Recondition		607,000	607,000			1,214,000
	D/P	2015-3	CTH C (Catherine Dr to Glendale Ave) - Recondition		94,000	950,000			1,044,000
	D/P	2015-4	CTH G (CTH V to STH 96) - Recondition		245,000	1,425,000			1,670,000
	D/P	2015-5	CTH P (STH 54 to CTH N) - Recondition		145,000	949,000			1,097,000
	D/P/M	2016-1	CTH F/Scheuring Rd (CTH EB to USH 41 Ramp/PDQ Dr) - Reconstruction	75,000			2,400,000		2,475,000
	D/P/M/G	2016-2	CTH EB/Packerland Dr (CTH EE to CTH G) - Reconstruction			120,000	3,100,000		3,220,000
	D/P/M	2016-3	CTH AA4/Oneida Street (Lombardi Ave to Stadium Dr)			80,000	820,000		900,000
	D/P	2016-4	CTH R (Langes Corners Road to USH 141/29) - Recondition			68,000	1,692,000		1,760,000
	D/P	2016-5	CTH W (STH 96 to South County Line) - Recondition			30,000	2,144,000		2,174,000
	D/P/M	2017-1	CTH EA/Cottage Rd (Willow Road to STH 29) - Reconstruction				150,000	2,200,000	2,350,000
	D/P	2017-2	CTH HS/Velp Ave (Glendale Ave to CTH B) - Recondition				580,000	3,840,000	4,420,000
	D/P	2017-3	CTH T (North Ave to Blainnik Rd) - Recondition				338,000	1,897,000	2,235,000
	D/P	2017-4	CTH R (CTH KB to Langes Corners Road) - Recondition				50,000	1,218,000	1,268,000
	D/P/M/G	2017-5	CTH SB/South Bridge Arterial (CTH PP to CTH X/GV) - Reconstruction	80,000		2,200,000		5,900,000	8,180,000
Planning, Development, & Transportation Total				10,894,000	10,386,000	9,629,000	29,565,655	32,718,989	93,193,644
Less: Non-bond funding sources				(4,666,000)	(2,256,000)	(2,998,000)	(5,518,000)	(7,000,000)	(22,438,000)
Planning, Development, & Transportation Bond Request Total				6,228,000	8,130,000	6,631,000	24,047,655	25,718,989	70,755,644

2013 Capital Project 5-Year Outlook Summary

Executive Changes

As of July 12, 2012

Key for Funding Source: D= Debt Service G=Grants and Aides O = Operating Revenues M = Municipal Funds P = Property Tax

2013 EXECUTIVE BONDING PROPOSAL AND CAPITAL IMPROVEMENTS PROGRAM (CIP) (continued)

DIVISION/ DEPARTMENT	FUNDING SOURCE	DEPT PRIORITY	PROJECT DESCRIPTION	2013	2014	2015	2016	2017	TOTAL
HEALTH AND HUMAN SERVICES: Human Services	D/O	1	Managed Services Implementation/EMR Phase III Health and Human Services Total Less: Non-bond funding sources Health and Human Services Bond Request Total	441,711 441,711 (441,711)					441,711 441,711 (441,711)
EDUCATION, CULTURE, AND RECREATION: Zoo and Park Management Library	D D	2	Fairgrounds Asphalt & Repair Renovation Central Library Repair Education, Culture and Recreation Total Less: Non-bond funding sources Education, Culture and Recreation Bond Request Total		2,000,000 2,000,000	675,000 675,000			675,000 2,000,000 2,675,000 2,675,000
			Total Capital Projects Outlook Subtotal Less: Non-bond funding sources CAPITAL PROJECTS OUTLOOK BOND REQUEST TOTAL Less: Municipalities' portion of debt BROWN COUNTY'S PORTION OF DEBT	11,335,711 (5,107,711) 6,228,000 6,228,000	14,142,412 (2,256,000) 11,886,412 11,886,412	10,304,000 (2,998,000) 7,306,000 7,306,000	30,235,655 (5,518,000) 24,717,655 24,717,655	32,718,989 (7,000,000) 25,718,989 25,718,989	98,736,767 (22,879,711) 75,857,056 75,857,056

2013 CAPITAL IMPROVEMENTS PROGRAM - NON BONDING REQUESTS

DIVISION/ DEPARTMENT	FUNDING SOURCE	DEPT PRIORITY	PROJECT DESCRIPTION	2013	2014	2015	2016	2017	TOTAL
ADMINISTRATION: Information Services	0	1	Fiber Connectivity to NEW Zoo Administration Total	335,271 335,271					335,271 335,271
HEALTH AND HUMAN SERVICES: Human Services	0	2	Hospital Conversion Health and Human Services Total	906,000 906,000					906,000 906,000
PLANNING, DEVELOPMENT, & TRANSPORTATION Airport	O/G	1	US Customs General Aviation Facility	3,900,000					3,900,000
	O/G	2	Design and Construct East GA Ramp	350,000					350,000
	O/G	3	Design and Construct Public Parking Rehab	150,000			600,000		750,000
	O/G	4	Design Taxiways A, D-3 & D East of Jet Air	250,000					250,000
	O/G	5	Design and Construct Taxiway West of 18/36 and Environmental	200,000	1,400,000				1,600,000
	O/G	6	Design & Reconstruct Baggage Claim Area of the Terminal		400,000			2,067,168	2,467,168
	O/G	7	Design and Construct Taxiways D & B West of Jet Air/Design and		300,000	2,887,347			3,187,347
	O/G	8	Construct East Air Carrier Ramp Expansion		3,000,000	180,000			3,000,000
	O/G	9	Construct Taxiways A & D East of Jet Air				1,512,347		1,512,347
	O/G	10	Design and Construct Taxiway J				220,000	3,099,978	3,319,978
	O/G	10	Design and Construct West Perimeter Road						
	O/G	11	Design Public Parking Exit Plaza, Long Term Parking and Car Rental Parking Expansion					80,000	80,000

2013 Capital Project 5-Year Outlook Summary

Executive Changes

As of July 12, 2012

Key for Funding Source: D = Debt Service G = Grants and Aides O = Operating Revenues M = Municipal Funds P = Property Tax

2013 CAPITAL IMPROVEMENTS PROGRAM - NON BONDING REQUESTS (continued)

DIVISION/ DEPARTMENT	FUNDING SOURCE	DEPT PRIORITY	PROJECT DESCRIPTION	2013	2014	2015	2016	2017	TOTAL
PLANNING, DEVELOPMENT, & TRANSPORTATION (Continued) Port and Solid Waste	O/G	1	Cat Island Restoration	5,384,616	4,369,615	-	-	-	9,754,231
	O/G	2	Port Facility-Construction of Fertilizer Tank Farm	-	4,000,000	-	-	-	4,000,000
	O/G	3	Construction of Port Facility, Seawall/Dock, Ramp, Launching Equipment, Loading Equipment, Dredging, Lighting	-	3,000,000	-	-	-	3,000,000
Public Works	P	2013-6	CTH KB (Wisconsin Ave to CTH P) - Recondition	440,000	-	-	-	-	440,000
	P	2013-7	CTH P (CTH KB to CTH R) - Recondition	355,000	-	-	-	-	355,000
	G/M/P	2014-6	CTH N/Humboldt Road (Bascom Way to Spartan) - Reconstruction	-	2,373,000	-	-	-	2,373,000
	G/M/P	2014-7	CTH YV/Pilgrim Way (Hoinlgren Way to Ashland Ave) - Reconstruction	-	1,740,000	-	-	-	1,740,000
	P	2014-8	CTH T (CTH R to Cooperstown Rd) - Recondition	-	157,000	-	-	-	157,000
	P	2014-9	CTH JJ (CTH QQ to Miccolichek Ln) Recondition	22,000	325,000	-	-	-	347,000
	G/M/P	2014-10	CTH X/Webster Ave (Bridge at WI Central LTD Railroad) - Bridge Replacement	-	1,449,000	-	-	-	1,449,000
	G/M/P	2014-11	CTH GE (Bridge at Dutchman's Creek) - Bridge Replacement	-	340,000	-	-	-	340,000
	P	2015-6	CTH EB (Dorn Drive to STH 172) - Recondition	-	-	497,000	-	-	497,000
	P	2015-7	CTH JJ (STH 141 to Hazen Rd) - Recondition	-	8,000	141,000	-	-	149,000
	P	2015-8	CTH GE (STH 54 to STH 172) - Recondition	-	23,000	277,000	-	-	300,000
	P	2015-9	CTH XX (RR Crossing North of Westminster to GB City Limits) - Recondition	-	24,000	333,000	-	-	357,000
	P	2015-10	CTH N (CTH P to East County Line) - Recondition	-	-	166,000	-	-	166,000
	P/M	2015-11	CTH SB/South Bridge (STH 57 to CTH PP) - Reconstruction	-	-	1,000,000	-	-	1,000,000
	P/M	2015-12	CTH EB/Packerland Dr (STH 29 to STH 54) - Reconstruction	-	-	150,000	-	-	150,000
	P	2016-6	CTH T (CTH N to STH 54) - Reconstruction	-	-	40,000	920,000	-	960,000
	P/M	2016-7	CTH XX/Hoffman Rd (East River to Bellevue St) - Prelim Costs	-	-	-	65,000	-	65,000
P	2017-6	CTH T (North Ave to CTH KB) Prelim Costs	-	-	-	-	15,000	15,000	
P	2017-7	CTH EB (CTH F to CTH EE) - Prelim Costs	-	-	-	-	25,000	25,000	
P		Preliminary Costs for 2018	-	-	-	-	244,000	244,000	
Planning, Development, & Transportation Total				11,051,616	22,908,615	5,671,347	3,317,347	5,531,146	48,480,071
EDUCATION, CULTURE, AND RECREATION: Zoo and Park Management	G	1	Barkhausen South Impoundment Improvement	268,000	-	-	-	-	268,000
	O	1	Zip Line & Ropes Challenge Course	-	-	600,000	-	-	600,000
	O/G	3	Bay Shore Breakwater	268,000	-	-	535,000	-	803,000
Education, Culture, and Recreation Total				536,000	-	600,000	535,000	-	1,403,000
Total Capital Projects Outlook - Non-Bonding Requests				12,560,887	22,908,615	6,271,347	3,852,347	5,531,146	51,124,342
Grand Total All Requests				23,896,598	37,051,027	16,575,347	34,088,002	38,250,135	149,861,109

August 15, 2012

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

RESOLUTION RECOGNIZING LIBRARY BOARD AUTONOMY

WHEREAS, pursuant to Section 3.09 of the Brown County Code, the Brown County Board of Supervisors did create a Brown County Library Board under the authority granted in Wis. Stats. § 43.57; and,

WHEREAS, the Brown County Library Board is vested with the powers and duties as set forth in Wis. Stats. § 43.58; and,

WHEREAS, under the statutory authority granted to the Brown County Library Board, it is vested with the exclusive authority to supervise the administration of the public library; to approve all expenditures of the public library; to appoint a librarian and such other employees of the public library; to prescribe the duties and compensation of all employees of the library; and such other powers and duties as enumerated under the State Statutes; and,

WHEREAS, since the establishment of the Brown County Library Board in May, 1967, the employees of the library have been Brown County employees; and,

WHEREAS, the employees of the Brown County Library did, thereafter, establish municipal employee unions and thereafter negotiated with Brown County regarding wages, hours and conditions of employment; and,

WHEREAS, all Brown County Library employees having been subject to the personnel rules and procedures of Brown County; and,

WHEREAS, the Brown County Library Board is desirous of exercising their statutory authority to supervise the administration of the public library; to establish the wages, hours and conditions of employment of the library employees; to prescribe duties and establish policies and procedures governing library employees; and to exercise its exclusive authority for the control of expenditures of all monies collected, donated or appropriated for the Brown County Library; and,

WHEREAS, it being in the mutual interest of Brown County and the Brown County Library Board to transition toward the autonomy allowed by State Statute for the operation of the Brown County Library by the Brown County Library Board.

NOW, THEREFORE, BE IT RESOLVED, that commencing on January 1, 2013, all employees of Brown County who are employees of the Brown County Library shall be considered under the authority of the Brown County Library Board; and

BE IT FURTHER RESOLVED, that all employees of Brown County on December 31, 2012, who are employees of the Brown County Library shall be offered comparable employment by the Brown County Library Board and thereafter, the Brown County Library Board shall exercise full and exclusive authority over the policies and procedures governing such employees; and the Brown County Library Board shall assume full fiscal responsibility for any accrued benefits including, but not limited to, the accumulation of sick leave that accrued for such employees while the said employees were under the authority of Brown County.

Respectfully submitted,

EXECUTIVE COMMITTEE

Approved by:

COUNTY EXECUTIVE

Dated Signed: _____

Final Draft Approved by Corporation Counsel,

Fiscal Impact:

BOARD OF SUPERVISORS ROLL CALL # _____

Motion made by Supervisor _____

Seconded by Supervisor _____

SUPERVISOR NAMES	DIST. #	AYES	NAYS	ABSTAIN
SIEBER	1			
DE WANE	2			
NICHOLSON	3			
HOYER	4			
HOPP	5			
HAEFS	6			
ERICKSON	7			
ZIMA	8			
EVANS	9			
VANDERLEEST	10			
BUCKLEY	11			
LANDWEHR	12			
DANTINNE, JR	13			

SUPERVISOR NAMES	DIST. #	AYES	NAYS	ABSTAIN
LA VIOLETTE	14			
WILLIAMS	15			
KASTER	16			
VAN DYCK	17			
SCHULLER	18			
ROBINSON	19			
CLANCY	20			
WETZEL	21			
MOYNIHAN	22			
STEFFEN	23			
CARPENTER	24			
LUND	25			
FEWELL	26			

Total Votes Cast _____

Motion: Adopted _____ Defeated _____ Tabled _____