

June 18, 2008

## TO THE MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

The EXECUTIVE COMMITTEE met in regular session on June 10, 2008 and recommends the following motions:

1. Communication from Chair Guy Zima & Vice Chair Mary Scray re: Requesting that Attorney Fred Mohr, Acting Corporation Counsel, prepare and offer for consideration, a contract proposal to provide legal services for: a) The Brown County Board of Supervisors and its' standing committees; b) Provide legal services assisting the county Labor Negotiator on all matters needing legal assistance and to assist the Human Resources department on all employee-related matters needing legal assistance. (Referred from Special County Board meeting May 28, 2008.) *\*\*Please Note\*\* Committee went into closed session. See #13.*
  - a) Approve Attorney Fred Mohr's Proposal as submitted with funds to be interdepartmentally transferred with approval of the County Board.. Ayes: 5 (Lund, Zima, Erickson, Vander Leest, Scray); Nays: 0; Excused: 2 (Evans, Nicholson). Motion Carried.
  - b) Rescind the 2009 Contract with Local 75 upon disposition of misunderstandings.
  - c) Have Human Resources look into the Internet policy for Brown County employees.
2. Communication from Supervisor Tom Lund re: Brown County develop a comprehensive energy policy. Look to conserve energy, as well as, saving precious tax dollars. (Referred from May 21, 2008 County Board.) Move forward and develop a comprehensive energy policy and direct to staff.
3. Communication from Supervisor Dave Kaster re: Review the vehicle take home policy; inventory of all vehicles by department, who takes them home; and why and how that affects the insurance for the County. (Referred from May 21, 2008 County Board.) To have staff prepare a report for each standing committee of what cars are going home within their jurisdictional and determine the need for the vehicles to go home.
4. Communication from Supervisor Julie Knier re: Request Brown County Board of Supervisors research and establish a policy relating to county-wide standards for waiving of fees for the usage of facilities and property owned or maintained by Brown County. (Held from previous meeting with motion: "*Refer to Corporation Counsel for final preparation and review.*") Hold for one month.
5. County Executive report.
  - a) Budget Status Financial Report for April 30, 2008. Receive & place on file.
6. Internal Auditor Report.
  - a) Budget Status Financial Report for April 30, 2008. Receive & place on file.
  - b) Internal Auditor's Audit of Child Support Agency Internal Controls. Receive & place on file.

- c) Other. No action.
7. Discussion re: Legislative Sub Committee for 2008-2010 Session. (Held from previous meeting.) Receive & place on file.
8. Memorandum of Understanding (see attached)– Casual Days Agreement between Brown County and Sheriff Non-Supervisory Employees Association. To adopt.
9. Invoice from City of Green Bay for payment of bills for City Hall Council Chamber Supplies. Pay the bill through the Asset Maintenance Fund.
10. Resolution re: Change in Table of Organization Human Services Department. (Referred from Administration Committee.) Committee approved. See Resolutions, Ordinances June County Board.
11. Resolution re: Step Increase Due to Salary Compression Human Services Department. (Referred from Administration Committee.) Receive & place on file. See Resolutions, Ordinances June County Board.
12. Resolution re: Change in Table of Organization Department of Administration (Addition of Limited Term Employees.) (Referred back from May 21, 2008 County Board.) Committee approved change in Table of Organization with the addition of Limited Term Employees. See Resolutions, Ordinances June County Board.
13. **Closed Session:** For the purpose of deliberating whenever competitive or bargaining reasons require a closed session pursuant to 19.85 (1)(e). In the alternative, the Executive committee is meeting for the purpose of collective bargaining and is not subject to the Wisconsin open meetings law pursuant to 19.82 (1) of the Wisconsin State Statutes, and also for the purpose of conferring with legal counsel for Brown County as to legal advice concerning strategy as to litigation pending pursuant to sec. 19.85 (1) (g) of the Wisconsin State Statutes.

*\*\*Please Note\*\* Closed Session taken out of order to accommodate #1.*

- a) Enter into closed session.
- b) Return to regular order of business.
- c) Three Actions taken: See #1.

Approved by:

---

COUNTY EXECUTIVE

Date

MEMORANDUM OF UNDERSTANDING

Casual Days

The following agreement has been reached between Brown County and the Sheriff Non-Supervisory Employees Association.

This understanding shall become part of the current labor agreement as of this date. Article 38, Sick Leave, is amended by the elimination of line 978-979. Thus, employees may use banked sick days while casual days are available.

FOR BROWN COUNTY:

FOR THE ASSOCIATION:

\_\_\_\_\_  
DONALD VANDERKELEN      DATE  
BROWN COUNTY LABOR NEGOTIATOR

\_\_\_\_\_  
TODD J. DELAIN      DATE  
PRESIDENT



PROCEEDINGS OF THE BROWN COUNTY  
EXECUTIVE COMMITTEE



Pursuant to Section 19.84 Wis. Stats., a regular meeting of the **Brown County Executive Committee** was held on Tuesday, June 10, 2008 at 6:00 p.m. in Room 200 of the Northern Building - 305 East Walnut Street, Green Bay, Wisconsin

---

**Present:** Mary Scray, Guy Zima, Tom Lund, Bernie Erickson, Pat Evans, John Vander Leest, Andy Nicholson.  
**Also Present:** Supervisor Dave Kaster. Executive Tom Hinz, Jayme Sellen, Sara Perrizo, Debbie Klarkowski, Lynn Vanden Langenberg, Fred Mohr, Don VanderKelen, Jim Nickel, Jackie Scharping, News Media.

---

I. CALL MEETING TO ORDER.

The meeting was called to order by Chair Scray at 6:30 p.m.

II. APPROVE/MODIFY AGENDA.

Items #6a, b and c were taken before item #1 and item #13 was taken after Items #6a, b, and c although shown in proper format here.

**A MOTION WAS MADE BY SUPERVISOR ZIMA AND SECONDED BY SUPERVISOR LUND TO APPROVE AS MODIFIED. Vote taken. MOTION CARRIED UNANIMOUSLY.**

*Supervisor Nicholson arrived at 6:34 p.m.*

III. APPROVE/MODIFY MINUTES OF MAY 12, 2008.

**A MOTION WAS MADE BY SUPERVISOR ERICKSON AND SECONDED BY SUPERVISOR LUND TO APPROVE. Vote taken. MOTION CARRIED UNANIMOUSLY.**

COMMENTS FROM THE PUBLIC/SUCH OTHER MATTERS AS AUTHORIZED BY LAW

There were no comments from the public.

Items 6a, b & c were taken at this time.

COMMUNICATIONS

1. COMMUNICATION FROM CHAIR GUY ZIMA & VICE CHAIR MARY SCRAY RE: REQUESTING THAT ATTORNEY FRED MOHR, ACTING CORPORATION COUNSEL, PREPARE AND OFFER FOR CONSIDERATION, A CONTRACT PROPOSAL TO PROVIDE LEGAL SERVICES FOR: A) THE BROWN COUNTY BOARD OF SUPERVISORS AND ITS' STANDING COMMITTEES; B) PROVIDE LEGAL SERVICES ASSISTING THE COUNTY LABOR NEGOTIATOR ON ALL MATTERS NEEDING LEGAL ASSISTANCE AND TO ASSIST THE HUMAN

RESOURCES DEPARTMENT ON ALL EMPLOYEE-RELATED MATTERS  
NEEDING LEGAL ASSISTANCE. (REFERRED FROM SPECIAL COUNTY  
BOARD MEETING MAY 28, 2008.)

Supervisors Zima and Scray felt it was important to do the work on finding out how much is being spent on contract services for legal work in Brown County and improve on the numbers by controlling the costs with contract services. With the highest regard to staff, they completed a requested report in a week and have been working on a new financial system that will have the ability to identify related cost by category. Zima turned the discussion over to Human Resources Manager, Debbie Klarkowski, who provided a handout (attached) re: Brown County Legal Fees thru May 08 and walked the committee through the legal fees for the past five years.

Supervisor Evans believes there should be a procedure for contact stating if Mr. Mohr was hired, when there are legal questions within committee members it should be funneled to the chairman of the committee or forwarded to the Vice Chair or Board Chairman and they are to contact Mr. Mohr. Supervisor Zima would like to liberate the Board somewhat and agrees that 26 people contacting Mr. Mohr might discourage services to be provided but stated whenever a standing committee needs an opinion about something, the chair should be able to move on the recommendation of the committee and if there is any doubt, contact Mr. Mohr.

Sara Perrizo, Internal Auditor, stated the total for all legal fees under Corporation Counsels budget for 2008 was \$243,000. Labor, Corporation Counsel and Human Resources are about \$175,000.

**A MOTION WAS MADE BY SUPERVISOR LUND AND SECONDED BY SUPERVISOR NICHOLSON TO ENTER INTO CLOSED SESSION. Roll call taken. Present: Zima, Scray, Erickson, Lund, Evans, Nicholson. Absent: Vander Leest (*Vander Leest arrived during the Closed Session*).**

CLOSED SESSION: FOR THE PURPOSE OF DELIBERATING WHENEVER COMPETITIVE OR BARGAINING REASONS REQUIRE A CLOSED SESSION PURSUANT TO 19.85 (1)(E). IN THE ALTERNATIVE, THE EXECUTIVE COMMITTEE IS MEETING FOR THE PURPOSE OF COLLECTIVE BARGAINING AND IS NOT SUBJECT TO THE WISCONSIN OPEN MEETINGS LAW PURSUANT TO 19.82 (1) OF THE WISCONSIN STATE STATUTES, AND ALSO FOR THE PURPOSE OF CONFERRING WITH LEGAL COUNSEL FOR BROWN COUNTY AS TO LEGAL ADVICE CONCERNING STRATEGY AS TO LITIGATION PENDING PURSUANT TO SEC. 19.85 (1) (G) OF THE WISCONSIN STATE STATUTES.

**A MOTION WAS MADE BY SUPERVISOR ERICKSON AND SECONDED BY SUPERVISOR LUND TO RETURN TO REGULAR ORDER OF BUSINESS. Roll call taken. Present: Zima, Scray, Erickson, Lund, Vander Leest. Absent: Evans, Nicholson (*Excused during Closed Session*).**

Zima stated, that after reviewing the proposal for legal services (attached) by Attorney Fred Mohr, and studying the documentation that the personnel

administration committee provided, it would take a blind person to not notice what we have paid over the last 4.5 years, an excess of \$2 million dollars for legal services. That does not include \$635,000 for Child Support TPR's, Guardian ad Litem, and Mental Health commitments. All of us are impressed by the experience of Mr. Mohr. He has 30 years of labor negotiation work on both sides of the aisle, the union side and the management side and he understands both. He gave up his union work a couple years ago. Zima felt there were two keys for Attorney Mohr: 1) He is doing this on a retainer basis; and 2) He can't be billing us hour after hour for research. According to Zima, this is a miniscule amount of money, and it carves out a very large portion of our labor negotiating and personnel issues that Human Resources handle on a day-to-day basis. Also, Zima pointed out that this proposal has a 90-day written notice by either party to terminate. This proposal speaks to two things important to the County Board: 1) His loyalties will be to the County Board and 2) He is a man of high integrity. Zima stated that the County Executive was very complimentary toward Mr. Mohr and even ask if he would consider the Corporation Counsel position. Mohr declined and would like to stick with the presented contract. Mohr also added a \$500/month stipend for secretarial services, if he is going to be doing the work.

In conclusion, Zima stated that it behooves us to recommend this to the full County Board. It's a bargain. It's a man of great integrity.

**A MOTION WAS MADE BY SUPERVISOR ZIMA AND SECONDED BY SUPERVISOR LUND TO APPROVE ATTORNEY FRED MOHR'S PROPOSAL AS SUBMITTED WITH FUNDS TO BE INTERDEPARTMENTALLY TRANSFERRED WITH APPROVAL OF THE COUNTY BOARD. Ayes: 5 (Lund, Zima, Erickson, Vander Leest, Scray); Nays: 0; Excused: 2 (Evans, Nicholson). Motion Carried.**

Zima would like it noted, for the record, that the County Executive has been very cooperative on this matter. In addition, Zima felt that County Executive Hinz is pleased that he will have Mr. Mohr as well as the County Board, and we will give him leeway to think what is right for the rest of the offices.

**A MOTION WAS MADE BY SUPERVISOR LUND AND SECONDED BY SUPERVISOR VANDER LEEST TO RESCIND THE 2009 CONTRACT WITH LOCAL 75 UPON DISPOSITION OF MISUNDERSTANDINGS. Vote taken. MOTION CARRIED UNANIMOUSLY.**

**A MOTION WAS MADE BY SUPERVISOR LUND AND SECONDED BY SUPERVISOR VANDER LEEST TO HAVE HUMAN RESOURCES LOOK INTO THE INTERNET POLICY FOR COUNTY EMPLOYEES. Vote taken. MOTION CARRIED UNANIMOUSLY.**

**A MOTION WAS MADE BY SUPERVISOR NICHOLSON AND SECONDED BY SUPERVISOR ERICKSON TO TAKE ITEM #3 OUT OF ORDER. Vote taken. MOTION CARRIED UNANIMOUSLY.**

*Item #3 was taken at this time.*

2. **COMMUNICATION FROM SUPERVISOR TOM LUND RE: BROWN COUNTY DEVELOP A COMPREHENSIVE ENERGY POLICY. LOOK TO CONSERVE ENERGY, AS WELL AS, SAVING PRECIOUS TAX DOLLARS. (REFERRED FROM MAY 21, 2008 COUNTY BOARD.)**

Supervisor Lund provided a handout (attached) re: National Association of Counties (NACo) expands Green Government Initiative with launch of "green counties" database. He stated that he had spoken with the County Executive in regards to initiatives to save energy and costs for the County. Lund feels money can be saved on lighting, fuel, and, in the future, with the Sheriff's Department purchasing police vehicles with advanced engine technology. He would like to see what the initiatives are, point out what has been done in this area, have a policy that states the County will always, however possible, conserve energy and look into start up grants for these type of programs.

Supervisor Vander Leest stated the City of Green Bay had recently done projects with Honeywell for some of the larger energy consumption projects and stated there are new technologies out there with a shorter payback time period. Generally there are lists of best practices for comprehensive energy policies for Government entities or companies. Look at more of a full policy as to what are some other things Brown County wants to work on long term and work with the appropriate parties.

**A MOTION WAS MADE BY SUPERVISOR LUND AND SECONDED BY SUPERVISOR VANDER LEEST TO MOVE FORWARD AND DEVELOP A COMPREHENSIVE ENERGY POLICY AND DIRECT TO STAFF. Vote taken. MOTION CARRIED UNANIMOUSLY.**

3. **COMMUNICATION FROM SUPERVISOR DAVE KASTER RE: REVIEW THE VEHICLE TAKE HOME POLICY; INVENTORY OF ALL VEHICLES BY DEPARTMENT, WHO TAKES THEM HOME; AND WHY AND HOW THAT AFFECTS THE INSURANCE FOR THE COUNTY. (REFERRED FROM MAY 21, 2008 COUNTY BOARD.)**

Supervisor Kaster stated at his job they can take vehicles home but they have to keep logs of where they are going and what they are doing and it should be done with all Brown County vehicles. He referred to a list from 2004 listing Brown County vehicles in departments and the number of employees who took them home.

County Executive, Tom Hinz, stated a report can be brought back on this and believes this isn't that wide spread outside the Sheriff's Department.

**A MOTION WAS MADE BY SUPERVISOR ZIMA AND SECONDED BY SUPERVISOR ERICKSON TO HAVE STAFF PREPARE A REPORT FOR EACH STANDING COMMITTEE OF WHAT CARS ARE GOING HOME WITHIN THEIR JURISDICTION AND DETERMINE THE NEED FOR THE VEHICLES TO GO HOME. Vote taken. MOTION CARRIED UNANIMOUSLY.**

*Back to item #2 at this time.*

4. COMMUNICATION FROM SUPERVISOR JULIE KNIER RE: REQUEST BROWN COUNTY BOARD OF SUPERVISORS RESEARCH AND ESTABLISH A POLICY RELATING TO COUNTY-WIDE STANDARDS FOR WAIVING OF FEES FOR THE USAGE OF FACILITIES AND PROPERTY OWNED OR MAINTAINED BY BROWN COUNTY. (HELD FROM PREVIOUS MEETING WITH MOTION: "REFER TO CORPORATION COUNSEL FOR FINAL PREPARATION AND REVIEW.") HOLD FOR ONE MONTH.

**A MOTION WAS MADE BY SUPERVISOR VANDER LEEST AND SECONDED BY SUPERVISOR LUND TO HOLD FOR ONE MONTH. Vote taken. MOTION CARRIED UNANIMOUSLY.**

#### REPORTS

5. COUNTY EXECUTIVE REPORT.  
A) BUDGET STATUS FINANCIAL REPORT FOR APRIL 30, 2008.

County Executive, Tom Hinz, reported that the budget is in good shape.

**A MOTION WAS MADE BY SUPERVISOR ZIMA AND SECONDED BY SUPERVISOR LUND TO RECEIVE AND PLACE ON FILE. Vote taken. MOTION CARRIED UNANIMOUSLY.**

6. INTERNAL AUDITOR REPORT.  
A) BUDGET STATUS FINANCIAL REPORT FOR APRIL 30, 2008.

Sara Perrizo reported that the budget looks fantastic.

**A MOTION WAS MADE BY SUPERVISOR NICHOLSON AND SECONDED BY SUPERVISOR LUND TO RECEIVE AND PLACE ON FILE. Vote taken. MOTION CARRIED UNANIMOUSLY.**

- B) INTERNAL AUDITOR'S AUDIT OF CHILD SUPPORT AGENCY INTERNAL CONTROLS.

Perrizo stated the Child Support Agency handles about \$46,000 in charges during the year. She made some recommendations and got favorable responses from the Child Support Manager.

**A MOTION WAS MADE BY SUPERVISOR ZIMA AND SECONDED BY SUPERVISOR LUND TO RECEIVE AND PLACE ON FILE. Vote taken. MOTION CARRIED UNANIMOUSLY.**



C) OTHER.

Perrizo gave an update on the Mental Health Center accounts receivable issue and reported that she received a policy proposed from Kelly Selner in Human Resources and gave her some feedback on it. Perrizo is currently auditing the Treasurer's office.

Back to item #1 at this time.

**APPOINTMENTS BY EXECUTIVE COMMITTEE**

7. **DISCUSSION RE: LEGISLATIVE SUB COMMITTEE FOR 2008-2010 SESSION.  
(HELD FROM PREVIOUS MEETING.)**

Chair Scray stated she had decided not to appoint a Legislative Sub-Committee. She had spoken with Legislative Assistant, Jayme Sellen, and Sellen will bring appropriate information from Madison and when she needs to report on the agenda she'll be put on the agenda and report to the Executive Committee. Traditionally Legislative Sub-Committees are put in place when you do not have a lobbyist in Madison and the County has one. If problems arise, it can be revisited.

**A MOTION WAS MADE BY SUPERVISOR VANDER LEEST AND SECONDED BY SUPERVISOR ERICKSON TO RECEIVE AND PLACE ON FILE. Vote taken. MOTION CARRIED UNANIMOUSLY.**

**MEMORANDUM OF UNDERSTANDING**

8. **MEMORANDUM OF UNDERSTANDING – CASUAL DAYS AGREEMENT  
BETWEEN BROWN COUNTY AND SHERIFF NON-SUPERVISORY  
EMPLOYEES ASSOCIATION.**

Labor Negotiator, Don VanderKelen, stated years ago they limited the amount of sick leave taken in a year due to excessive sick leave and gave employees five casual days they could use against it. If someone went over that time they weren't allowed to take their accumulated vacation or sick leave and made them deduct one of the five casual days. This memorandum is now stating they can now take one of their vacation days, which are accruing and can bank out.

**A MOTION WAS MADE BY SUPERVISOR ZIMA AND SECONDED BY SUPERVISOR LUND TO ADOPT. Vote taken. MOTION CARRIED UNANIMOUSLY.**

**INVOICE FOR COUNCIL CHAMBER CHARGES**

9. **INVOICE FROM CITY OF GREEN BAY FOR PAYMENT OF BILLS FOR CITY  
HALL COUNCIL CHAMBER SUPPLIES.**

**A MOTION WAS MADE BY SUPERVISOR ZIMA AND SECONDED BY SUPERVISOR LUND TO PAY THE BILLS THROUGH ASSET MAINTENANCE. Vote taken. MOTION CARRIED UNANIMOUSLY.**

**RESOLUTIONS, ORDINANCES**

10. RESOLUTION RE: CHANGE IN TABLE OF ORGANIZATION HUMAN SERVICES DEPARTMENT. (REFERRED FROM ADMINISTRATION COMMITTEE.)

**A MOTION WAS MADE BY SUPERVISOR ZIMA AND SECONDED BY SUPERVISOR VANDER LEEST TO APPROVE. Vote taken. MOTION CARRIED UNANIMOUSLY.**

11. RESOLUTION RE: STEP INCREASE DUE TO SALARY COMPRESSION HUMAN SERVICES DEPARTMENT. (REFERRED FROM ADMINISTRATION COMMITTEE.)

Supervisor Lund informed this did not pass with the Administration Committee because they will be looking at the Class and Comp Study and will have some information by September.

Supervisor Vander Leest stated he would not be in support wholesale or massive changes in Class and Comp. He believes the economy is too weak; he doesn't want to see huge tax increases to cover large increases for salaries of employees working for the County. He feels these should be dealt with on an individual basis.

Supervisor Zima stated he has never seen a Class and Comp study do anything but push salaries higher. He feels very strongly that the determining factor should put emphasis on exit interviews, and the only time it should be looked at, is when positions show a high turnover rate because people are making lateral moves. If that happens, then staff should do a study on it.

**A MOTION WAS MADE BY SUPERVISOR ZIMA AND SECONDED BY SUPERVISOR VANDER LEEST TO RECEIVE AND PLACE ON FILE. Vote taken. MOTION CARRIED UNANIMOUSLY.**

12. RESOLUTION RE: CHANGE IN TABLE OF ORGANIZATION DEPARTMENT OF ADMINISTRATION (ADDITION OF LIMITED TERM EMPLOYEES.) (REFERRED BACK FROM MAY 21, 2008 COUNTY BOARD.)

**A MOTION WAS MADE BY SUPERVISOR LUND AND SECONDED BY SUPERVISOR ZIMA TO APPROVE CHANGE IN TABLE OF ORGANIZATION DEPARTMENT OF ADMINISTRATION WITH THE ADDITION OF LIMITED TERM EMPLOYEES. Vote taken. MOTION CARRIED UNANIMOUSLY.**

13. CLOSED SESSION: FOR THE PURPOSE OF DELIBERATING WHENEVER COMPETITIVE OR BARGAINING REASONS REQUIRE A CLOSED SESSION PURSUANT TO 19.85 (1)(E). IN THE ALTERNATIVE, THE EXECUTIVE COMMITTEE IS MEETING FOR THE PURPOSE OF COLLECTIVE BARGAINING AND IS NOT SUBJECT TO THE WISCONSIN OPEN MEETINGS LAW PURSUANT TO 19.82 (1) OF THE WISCONSIN STATE STATUTES, AND ALSO FOR THE PURPOSE OF CONFERRING WITH LEGAL COUNSEL FOR BROWN COUNTY AS TO LEGAL ADVICE CONCERNING STRATEGY AS TO LITIGATION

PENDING PURSUANT TO SEC. 19.85 (1) (G) OF THE WISCONSIN  
STATE STATUTES. *(Closed Session was held during item #1;  
although shown in proper format here.)*

14. SUCH OTHER MATTERS AS AUTHORIZED BY LAW.

**Motion made by Supervisor Lund and seconded by Supervisor Erickson to  
adjourn at 9:57 p.m. Vote taken. MOTION APPROVED UNANIMOUSLY**

Respectfully submitted,

Alicia Loehlein  
Recording Secretary

## **PROPOSAL FOR LEGAL SERVICES**

### ***Term.***

- Appointment as the Board's designee as Corporation Counsel as authorized by Wis. Stats. § 59.42(3).
- Two-year term.
- 90-day written notice by either party to terminate.

### ***Duties to County Board and Standing Committees.***

- Serve as legal advisor to the Brown County Board.
- Attend County Board meetings and select committee meetings.
- Act as parliamentarian for the Brown County Board.
- Draft resolutions and ordinances.
- Review and advise regarding Brown County Code.
- Research and maintain knowledge regarding state and federal laws affecting Board matters.
- Retainer of \$3,500.00 per month for these duties.

### ***Duties to Labor Negotiator and Human Resource Department.***

- Provide legal counsel on labor relations matters.
- Confer with County labor negotiator on personnel matters, labor negotiations and employee grievances.
- Advise Human Resource Department on all labor relation matters.
- Provide staff support for matters involving representation.
- Research and maintain knowledge regarding employment laws.
- Retainer of \$5,500.00 per month for these duties.

### ***Staff Support.***

- \$500.00 per month for staff support (optional).

### ***Additional Duties.***

- In the event that the Board or County Executive requests me to represent the County in litigation or arbitration, I will bill at my hourly rate of \$195.00 per hour for those additional services. Any out-of-pocket costs incurred in relation to such litigation or arbitration shall also be reimbursed.

Brown County		Legal Fees thru May 08				6/10/2008
		2004	2005	2006	2007	YEAR TO DATE 2008
<b>Corp Counsel Work</b>						
Godfrey & Kahn		17,502.90	14,306.00			Total
John Heugel			1,501.50			31,808.90
Lupo & Koczur, PC		1,229.70	6,397.90	8,821.90		1,501.50
Liebmann, Conway, Olejniczak & Jerry		2,815.24	8,389.24	241.00	4,263.00	16,449.50
Stephanie Hueseman			520.00			15,708.48
Denissen, Kransuzh, Mahoney, & Ewald			1,874.75	11,756.14		520.00
Crivello Carlson Mentowski		1,983.40				13,630.89
Axley Brynelson, LLP				8,639.33	8,030.39	1,983.40
Fred Mohr						16,669.72
Davis & Kueithau						28,089.35
Anderson & Kent						28,567.53
Michael Best & Friederich ( Whyte, Hirschboeck, Dudek) **		214,431.44	1,557.10	61.50	184.50	28,567.53
			156,794.99	200,626.63	307,722.68	1,905.60
<b>Grand Total</b>	<b>Total by Year</b>	<b>237,962.68</b>	<b>191,341.48</b>	<b>230,146.50</b>	<b>320,200.57</b>	<b>1,104,335.03</b>
<b>Labor Related</b>						
Wanezek, Umentum and Jaekels		7,189.45	5,365.00	3,632.50		Total
Davis & Kueithau		1,974.52	85.00	941.00	30,760.20	16,186.95
Fred Mohr						43,572.92
Michael Best & Friederich ( Whyte, Hirschboeck, Dudek)		11,172.16	105,785.93	262,499.28	11,927.37	12,046.64
<b>Grand Total</b>	<b>Total by Year</b>	<b>20,336.13</b>	<b>111,235.93</b>	<b>267,072.78</b>	<b>42,687.57</b>	<b>463,191.25</b>
<b>Corporation Counsel Salary</b>						
Corporation Counsel Salary		84,275.28	85,815.01	88,475.19	90,465.94	26,115.60
Corporation Counsel Fringe Benefits		28,395.11	32,960.31	35,436.90	35,854.79	375,147.02
Corporation Counsel Salary including Fringe Benefits		112,670.39	118,775.32	123,912.09	126,320.73	142,276.62
Fringe Percentage		33.69%	38.41%	40.05%	39.63%	517,423.64
<b>Total Overall Cost</b>						<b>37.93%</b>
<b>Note: 2008 Corporation Counsel Salary does not include vacation, sick and casual time payouts.</b>						
<b>Legal Fees outlined do not include contracted services for: TPR's, Child Support, Guardian ad Litem, Mental Commitments</b>						
<b>**Costs stated for Michael Best &amp; Friederich ( Whyte, Hirschboeck, Dudek) include a minimum of 50% up to 80% labor related costs in 2007</b>						
<b>The new financial system will have the ability to identify related cost by category.</b>						

# National Association of Counties (NACo) expands Green Government Initiative with launch of "green counties" database

04/03/08

07:56:05 pm, by damageva, 523 words, 272 views

Categories: [General](#), [Air](#), [Land](#), [Water](#), [Energy](#), [Climate Change](#) GHG Carbon CO2, [Green Buildings](#), [Government Report](#), [U.S.](#), [Waste & Recycling](#), [Green Roofs](#), [Computer Software/Database](#), [Research Institute](#) [NGO NonProfit](#), [Costs and Benefits](#), [Press Release](#) (May be biased)

## National Association of Counties (NACo) expands Green Government Initiative with launch of "green counties" database

Through the National Association of Counties (NACo) Green Government Initiative, the association has launched a "green counties" searchable database of counties implementing pro-environment and energy efficient practices, policies and programs.

The database contains copies of county policies, program descriptions, case studies, job descriptions, resolutions and more. Users can search by keyword, state, county size, type of document or issue areas such as climate change, green buildings, renewable energy, land use, purchasing and waste management to learn about their programs and initiatives.

Launched in 2007, the NACo Green Government Initiative provides comprehensive resources for local governments on all things green, including energy, air quality, transportation, water quality, land use, purchasing and recycling. NACo serves as a catalyst between local governments and the private sector to facilitate green government best practices, products and policies that result in financial and environmental savings.

Through the Green Government Initiative, NACo is increasing education and outreach on all things green; helping educate counties and helping them educate the public; promoting environmentally-preferable purchasing practices and facilitating open dialogues with the private sector.

Various green policies and programs benefit communities through lower energy bills, open space preservation, air quality improvements, reduced traffic congestion, improved transportation choices, and economic development and job creation through energy conservation and new technologies.

Through the database, for example, a user would learn that Maricopa County, Ariz. is replacing its county fleet of 2,000 vehicles with hybrids and fuel-efficient vehicles. A user would also learn that San Bernardino County, Calif. waives building permit fees where solar panels, wind turbines or tankless water heaters are installed and gives priority planning review to builders meeting the state's green builder standards.

In addition, a user can learn that Multnomah County considered a number of options in 2000 when it became clear the leaky roof on the Multnomah Building was in need of replacement and decided to cover most of the west-facing roof with a vegetated system. The 12,000 square foot ecoroof is accessible and open to the public and is visible from many nearby offices.

The Department of Environmental Quality (DEQ) contributed \$75,000 of Federal funds for nonpoint source pollution control, and Portland's Bureau of Environmental Services (BES) contributed \$50,000 from the Willamette Stormwater Control Program. Tremco Roofing provided certain components at no cost. Major benefits included roof longevity (the ecoroof should double the life of the roof), reduction in stormwater runoff from the

6/9/2008 9:37 PM

2

### Misc

- [Login...](#)
- [Register...](#)

### Create XML/RSS NewsFeed

#### XML Feeds

- [RSS 0.92: Posts, Comments](#)
- [RSS 1.0: Posts, Comments](#)
- [RSS 2.0: Posts, Comments](#)
- [Atom: Posts, Comments](#)

[What is RSS?](#)

Editor and Publisher: Kenneth Acks

### Who's Online?

- Guest Users: 44












powered by  


### Search

All Words    Some Word  
 Entire phrase

#### Linkblog

#### LINKS

- [Environmental Valuation & Cost-Benefit Website](#) 
- [Most Valuable Links](#) 
- [Categories](#) 
- [Contact Us](#) 
- [Glossary](#) 
- [Headline Summary](#) 
- [Link Roll-del.icio.us Social Bookmarks-NEW!](#) 
- [Purpose, Donate, Ads, Site Stats](#) 
- [Sponsor: Cost-Benefit Group](#) 
- [Tag Roll-del.icio.us Social Bookmarks Key Links-NEW!](#) 
- [XML/RSS Feed](#) 

#### Ads by Google

Google

Web

[www.envirovaluation.org](http://www.envirovaluation.org)

[www.costbenefitanalysis.org](http://www.costbenefitanalysis.org)

Enter your Email to get updates

Powered by [FeedBlitz](#)

### Environmental Valuation & Cost-Benefit News

Environmental Valuation & Cost Benefit News covers legal, academic, and regulatory developments pertaining to the valuation of environmental amenities and disamenities, such as clean air, trees, parks, congestion, and noise. We apprise the reader about ways in which costs and benefits are measured, and the results of empirical studies. We hope that this information will allow public and private organizations to comprehend the risks and benefits of various actions, help disputants to resolve conflicts equitably and efficiently, and improve