

**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 Monday, January 8, 2018 in Room 200 of the Northern Building, 305 E. Walnut Street, Green Bay, Wisconsin.

Present: Chair Lund, Supervisor Schadewald, Supervisor Moynihan, Supervisor Van Dyck, Supervisor Erickson, Supervisor Buckley, Supervisor Hoyer
Also Present: Supervisors Linssen and Ballard, HR Director Kathryn Roellich, Corporation Counsel Dave Hemery, Internal Auditor Dan Process, Director of Administration Chad Weinger, County Executive Troy Streckenbach, news media, other interested parties

I. Call meeting to order.

The meeting was called to order by Chair Lund at 5:30 pm.

II. Approve/modify agenda.

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

III. Approve/modify Minutes of December 4, 2017.

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

Comments from the Public:

-Anneliese Waggoner, 121 Greene Avenue, Allouez, WI

Waggoner addressed the Committee as follows: I'm here to ask you to consider the resolution that was put forward at the last County Board meeting by Mark Becker. We're here from the League of Women Voters to support a more orderly process in drawing supervisory district lines after the census in 2020. We believe computers give us tremendous technical opportunities. We also believe that citizen input must be part of the process and we believe that the time is now to plan for this. 2020 is only two years away, so we think that we need the time to consider seriously how you'd like these lines to be drawn and we do believe that this is a people's district. Not the supervisors' districts. We believe citizen involvement is essential. We hope you'll give this your serious consideration. The League, as you know, has worked for many years to get out the vote and for fair elections. We'd be happy to work with you or anyone from the county in any way as this moves forward. Thank you.

-Linda Van Beek, 205 West Mission Road, Green Bay, WI

Van Beek addressed the Committee as follows: I am also a member of the League of Women Voters and I would just like to add to what Annaleise said that because the County Board passed a resolution that the state should consider nonpartisan voting maps, that it would follow that you would also do this. And I think it would be fair to say that this would be a good way to follow things, start at the local level and move forward to the state level. I think it would behoove you to do this, not only because it would offer transparency to the citizens of Green Bay and Brown County, because I think politicians at this point in time, as you probably well know, are getting a pretty bad rap. So, I think that it would really behoove all of you to consider that if maps were drawn with the help of citizens that this kind of transparency would really make it look better for all of us. That's all I have to say and I hope you will truly consider this. Thank you.

1. Review Minutes of: None.

Legal Bills

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

Motion made by Supervisor Erickson, seconded by Supervisor Hoyer to pay the legal bills. Vote taken. MOTION CARRIED UNANIMOUSLY

Communications

3. **Communication from Supervisor Becker re: Form an ad hoc committee to examine redistricting process. Referred from December County Board.**

Supervisor Becker was not in attendance and therefore this communication will be held.

Supervisor Erickson informed he had a discussion with a constituent this afternoon regarding this and he mentioned to the constituent that the Board handled this at the last meeting for about an hour and a half and voted not to move forward with it because the state statute says the Planning Department will handle it and bring forward maps. Unless the state statutes are changed, we are an arm of the state and the oath we all took as elected officials is to follow local, state, and federal laws.

Motion made by Supervisor Schadewald, seconded by Supervisor Moynihan to hold for one month. Vote taken. MOTION CARRIED UNANIMOUSLY

Resolutions, Ordinances

4. **Resolution re: A Change in Table of Organization for the Sheriff's Department Adding a Patrol Officer for the Village of Bellevue.**

Supervisor Van Dyck asked if this is something that will be paid for by the Village of Bellevue. Supervisor Buckley indicated this will be paid for entirely by the Village of Bellevue. This supplemental position is being added in response to the number of calls received.

Motion made by Supervisor Buckley, seconded by Supervisor Schadewald to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

5. **An Ordinance Amending Sections 4.25 to 4.40 of Chapter 4 of the Brown County Code of Ordinances, and Creating Sections 4.401 to 4.405. Referred back to January meeting and from December County Board.**

Corporation Counsel Dave Hemery informed these are the three sections that did not pass at the last County Board meeting and were referred back.

Motion made by Supervisor Hoyer, seconded by Supervisor Schadewald to approve. No vote taken.

Hemery said the most significant change to Section 4.25 would be adding transgender or gender identity status as grounds on which the county does not discriminate against to the application process. The rest of the changes are very self-explanatory.

Erickson said the changes should be redlined when they are presented to the Committee because the Committee does not remember from month to month what changes were made. Hemery explained the underlined words are words that have been added and the strike-throughs are words they are proposing to delete. Van Dyck concurred with Erickson and said the last time this Committee talked about this we delayed it, partly because of the fact that it was not clear what we were talking about. Van Dyck's expectation was that this thing was going to be cleared up. In other words, in looking at 4.275, for example, none of that should be underlined, because that was already approved. There are a lot of things in here that are underlined and struck-out that have already been taken care of and it is Van Dyck's opinion that the only thing we should be seeing are the three sections. Van Dyck said for the record, this is the second time the Committee is seeing this exact same document, which is no different than the last time we got it. Hemery responded that the Board asked that this be referred back to Committee, so the document as referred back is included in the packet but they also included an additional copy with the proposed changes.

Van Dyck said he appreciates Hoyer's motion, but suggested that we separate these items to ease the process at the County Board level.

With regard to Section 4.25 regarding interviews, what is being proposed is that internal applicants to a department would be paid for interviewing, but employees outside the department would have to use comp time for interviewing. Human Resources Director Kathryn Roellich said that is correct.

Van Dyck asked if the only change to 4.25 is the inclusion of the transgender piece. Roellich did not recall that as being a specific issue at the time. She thought it was that because the language says the County will not discriminate based on arrest and conviction and then later in the policy, it talks about the ability to consider convictions that were substantially related to the position and they felt that was a contradiction. She noted the County does not discriminate unless there is a nexus and this is in compliance with the law; it is not discrimination when there is a substantial job-related reason for it.

Schadewald asked if the changes are being proposed for legal reasons to protect the County or if they are more for clarification purposes. Hemery responded the changes are more for legal reasons and they basically state the policies and that the County will follow the law and be compliant with it by not discriminating based on race, gender, etc. He continued that having a policy that clearly states you are not discriminating based on certain things is helpful in the event of any accusations of any wrongdoing. Schadewald asked if adding language makes it more of a problem or if not adding language would be more of a problem. Hemery responded that transgender in particular is not currently a protected class under the federal law. The County is required by federal law not to discriminate based on sex or any of the other usual things. The federal law does not treat transgender as a protected class, so they do not get a heightened protection regarding discrimination. Hemery continued that stating we are not discriminating against transgender is not required by the federal government, so we would be going above and beyond. Anytime you go above and beyond there is some additional risk. It would be safer to only do the very bare minimums which would be not to discriminate based on age, sex, race and things like that. Adding transgender would add a bit more jeopardy but Hemery feels the County is capable of handling that.

Schadewald asked if transgender and gender identity status are newly defined legal things that are different than sexual orientation. Hemery said gender identity status is a much newer term, but transgender has been around for a while in the law. Sexual orientation refers to a person's preference for a partner, whereas transgender status refers to how a person views themselves. Schadewald asked why this would not be included under gender. Hemery said the federal requirements that provide protections under gender only prohibit giving preference to, or discounting someone because of their sex, be it male or female. He is confident there are no protections currently, federally, for transgender. There were some by executive order that applied to certain federally issued contracts but he believes that federal order was overturned.

Schadewald asked for clarification on the arrest and conviction provisions. Roellich explained that under the State of Wisconsin, an employer cannot discriminate against anyone based on arrest and conviction unless there is a substantial relationship between the conviction and the position for which the person is applying. Schadewald asked why the language regarding merit, qualifications and ability is being added. Hemery said the more you can show that you actually have a written policy that complies with law, the better off you are if someone challenges you. The only real issue Schadewald sees is adding the transgender language.

Buckley asked who requested the transgender language be added. Roellich responded it was not a specific request but noted the County does have an employee who falls under this category and further, there have been cases in other areas, not specific to employment law, but overall about using restrooms with transgender and gender identity. She continued there are all sorts of new gender roles or perceptions or identities coming out and she felt it was a good idea to proactive by including this now rather than having to be reactive at a later date. Buckley asked if the County identifies transgender and gender issues in our policy, if we then have to accommodate with transgender facilities at each of our facilities. Roellich said this is an issue

we would have to evaluate in the future. Hemery said he does not believe adding transgender language would really be moving the needle much one way or another. A transgender individual currently could sue the County if they felt, for instance, there was not a restroom they could feel comfortable using. That is something that would have to run through the courts. Hemery reiterated transgender is not currently a protected status. He noted they could sue based on the Constitution even though there is not something out there written that says they are entitled to this. Accordingly the County could certainly be sued by a transgender individual regarding a bathroom issue, for instance, whether or not the policy relates to that. Buckley indicated he would almost prefer to wait until there is a court decision before actually adding language to our policy.

Supervisor Erickson agrees with Buckley and recalled past history from a few years back where we had an individual who was dismissed and everything got turned around and she then claimed she was dismissed because of sexual orientation. If we have two or three people who we are deciding on and one that does not get the job happens to be transgender they can then claim that is why they did not get the job and feels this is opening a can of worms.

Van Dyck said his understanding of County government is that it is technically an extension of the State. As such he does not understand why we try to recreate the wheel all the time and he feels we should just stop after "Brown County provides equal employment opportunities to all employees and applicants for employment in accordance with applicable federal, state and local laws". He noted we have to comply with federal, state and local laws, whatever that may be and whatever that may change to from now until eternity. If laws change we do have to comply, but we are not having to constantly come back to our ordinances and put all this stuff in here all the time. Hemery said a lot of federal funding comes with strings attached that you must have a non-discrimination policy or something like that. Without the additional language, what we have here is what is typically seen in a general, standard non-discrimination policy. This language can be put in different places such as on the application form itself or it can be posted in the HR office. Hemery said he would hate to take away the rest of the protections that we lay out as he believes those are there for a reason, probably just to satisfy the typical federal requirement that you have a non-discrimination policy in effect.

Supervisor Hoyer feels this is good language and that the transgender component should stay. He thinks it shows a certain increased understanding about biology and about gender, and about gender identity. He feels creating a more inclusive atmosphere for our employees without worrying about things like taking pictures in restrooms as was referenced earlier.

Supervisor Schadewald directed the Committee's attention to the last sentence in 4.25. This is not just about hiring. The policy applies to all terms and conditions of employment, including but not limited to, hiring, placement, promotion, etc. What we have to consider is that adding the language in the first sentence has more play to this than the hiring card. Currently this policy without the transgender/gender identity stance would probably be pretty normal, pretty standard. Schadewald continued that policy opens us up to some kind of lawsuits with regard to promotions. Transgender is not currently a protected class, but if they didn't get promoted and we had this language and they sued on that, we would really have to prove that we didn't do that. Hemery agreed that the last sentence does certainly add to the validity of that.

Supervisor Moynihan said the top end of 4.25 would dissuade anyone from suing us. Buckley pointed out those are protected classes and questioned where we stop once we start putting in non-protected classes. If we do this for feelings, where do we stop?

Supervisor Schadewald said this is a good discussion and he is not faulting HR on this. He feels 4.25 without that language is good.

Supervisor Linssen said he does not agree with the slippery-slope arguments on this. He thinks there are valid concerns to address here and noted research and developments on this topic are constantly expanding and he thinks things are getting categorized a little bit more than they have previously. He would like the County to keep up with those changes and make sure we are making modifications to stay on top of it. Linssen understands where some of these concerns come from but he feels on this particular issue we should be as clear as we can and as inclusive as we can.

Buckley referred to Roellich's earlier comment that the County has hired someone who falls into this category and asked if there were any problems in the hiring process with this person. Roellich responded that there were not any problems. Linssen added that just because there were not problems does not mean we should not address them. He is not aware of any instances where this has been an issue in the past, in any sense. This would provide protections where none currently exist. In addition it would make people feel like they have protections regardless of whether they'll actually need them and simply having those protections goes a long way in the way they feel.

Motion by substitution made by Supervisor Van Dyck, seconded by Supervisor Erickson to strike "without regard to race, color, religion, gender, including transgender or gender identity status, sexual orientation, national origin, age, disability, genetic information, marital status, arrest and conviction record, amnesty or status as a covered veteran" from Section 4.25. *No vote taken.*

Schadewald said he was hesitant to vote for a motion on something Corporation Counsel did not recommend. Hemery said initially we talked about putting a just a period after "employment", but the motion would be are keeping the rest of the sentence that reads, "in accordance with all federal, state, and local laws". He said the policy should have a statement that we are complying with Federal Equal Opportunity laws and typically how that is done is you say you are not going to discriminate with regard to race, creed, sex, etc.

Schadewald asked Hemery to explain why we need this for federal grants. Hemery responded most federal funding comes with a pre-requisite that the local entity must have a policy that they will not discriminate and that they will be an equal opportunity employer. That statement can be short and must say "in accordance with applicable federal, state, to local laws".

Hemery asked if the Committee would be agreeable to referring this back to him so he can make the changes we have talked about.

Van Dyck did not have a problem with referral on this, but suggested that to make our lives easier, Hemery could bring back two options, one with his proposal in it and one without. That way if someone wants to pull the other one and bring it up at the full County Board, at least we're not sitting there trying to recreate the wheel at the same time.

Motion made by Supervisor Buckley, seconded by Supervisor Schadewald to refer Section 4.25 to Corporation Counsel to make changes and bring back to the next Executive Committee meeting. MOTION CARRIED UNANIMOUSLY

With regard to 4.315, interviews, Lund informed basically, the people that were in department candidates would get compensated for interviews while out of department candidates would not get compensated.

Buckley said he knows we talked about this once before and he feels this should be good for all. He said you may have a very qualified person, and he used the open position for the Victim Witness Coordinator, as an example and said maybe there is someone at the Sheriff's Department that she worked with that could fill that role. Why should that person have to take time off to interview while someone within the DA's office doesn't have to take time off to interview? Roellich responded she typed the language in only to clarify what the current practice is. She is completely open to whatever changes the Committee would like to make. This was

just done to identify and clarify what the current practice is. Buckley realized that but reiterated it should be done the same way for all departments and he feels everyone should have to take time off for the interview process. That way it's not skewed and everybody is treated equally and fairly. He also noted that County facilities are located all across the county and it could take some individuals some time to travel to different facilities for interviews.

Schadewald said the section should read, "Internal applicants interviewing for positions shall have their time spent in interviews included as hours worked for the work week. Buckley said that is not what he is saying. He is saying everyone should use comp for time spent interviewing in the County.

Schadewald asked what the common practice is on this. Hemery said in Door County, for example, you would use comp time for interviewing no matter if the interview was in your own department or in a different department. Hoyer said he feels this would discourage promotion if someone has to use comp time to interview.

Van Dyck is not disagreeing with Buckley, but he thought the concern was that there could potentially be employees that were interviewing every other week. He agrees that either everyone gets paid or nobody gets paid and he also feels there should be limits as to how many times we compensate someone. We do not want to discourage people from applying, but we also do not want to pay for people to apply for ten different jobs. Van Dyck continued that we cannot prevent people from applying because this isn't a private industry, so therefore, if somebody puts their name in, you almost have to let them go. He noted in the private sector people would probably be paid for the time they are interviewing during business hours, but we can also call time out if someone has applied for the 20th time and he does not feel we have the opportunity in this case.

Roellich said one of the concerns with paying for people to interview is that because the County is so dispersed in locations, if employees are considered in pay status for going to and from the interview, they're going to say the travel time to and from is for the interview purposes, because they are going from this location to that location. We can also get into work comp issues if there was an accident. Roellich also agreed that we do not want employees becoming professional interviewers. Roellich also said that not all departments allow comp time so she would like it specified as to benefit time and not comp time.

Buckley said he was going to bring up the work comp issue and further, to Supervisor Van Dyck's point, who is going to be tasked with keeping track of the time used and how many times people have interviewed? He does not want to see people doing interview shopping. He feels this would be cleaner all together if the policy was just clean cut and simple that everyone had to use benefit time for interviewing.

Motion made by Supervisor Schadewald, seconded by Supervisor Hoyer that internal applicants interviewing for positions may utilize benefit time for interviews. Vote taken. MOTION CARRIED UNANIMOUSLY

Section 4.40, nepotism was discussed next.

Lund read the language proposed which states, "Unless the human resources director first determines that such employment, promotion, or transfer would not be detrimental to the county, no person shall be employed, promoted, or transferred to any department or agency within Brown County government employment when a member of the person's immediate family is already employed within that department or agency."

Supervisor Ballard spoke to this and said he had a conversation with Supervisor Ericson about this but was confused by the process and what the best process would be here. He asked if an employment wants to get a promotion if they first must go to HR to make sure there is no conflict of interest. Roellich explained that when an employee wants to promote, they fill out an application for employment for that position, and on the application there is a question asking if they are related to anyone else in the county. The analysts review that

response and the position and how they may correlate and provide that information to the HR Director. Ballard asked for clarification as to what passes as a member of a person's immediate family. Roellich responded it includes father, mother, guardian, sister, brother, children of employees, aunt, uncle, grandchildren, grandparents, father-in-law, mother-in-law, sister-in-law, or brother-in-law.

Erickson thought we had discussed this and said that people could apply and work in the same departments as long as they weren't being supervised, or supervising. You go back to the police departments and that was one big family for years upon years. Fire departments and paper mills were the same way. Erickson continued that Public Works has had some real good workers that are related. If they're going to be side by side workers, it is fine. Or if something comes up where they are going to apply for a promotion to be a supervisor or something of that nature they need to know the rules. Erickson does not think we should be holding back an opportunity to hire good employees. He continued that a lot of good employees run in families. He has talked to many department heads all across the county, not just in Planning, Development, Transportation and he really feels they think recommendations and so forth that they would receive would be people who would work out. We are limiting ourselves on hiring what could be the best people and Erickson noted we are always looking for the best, most loyal employees.

Hemery said the policy before the changes were proposed was that no person shall be employed within Brown County if their immediate family works there. What she was adding was an exception to that so we could broaden that and allow for some individuals to work and basically say that unless they turn around and finds this detrimental, it would be allowed.

Roellich said 4.40(1) talks about the relationship for supervision. Recently she has had a couple of issues come up where family members have applied for positions in the County. It generally involves a conversation with herself and the department head talking about what the relationship is going to be and what kind of things could create trouble, what things could not, and what the impact on the workplace could be. It is not just Roellich making a decision; it is an interactive conversation where they talk about how it could affect the workplace and whether considering the individual would be to the County's advantage or not.

Roellich also noted it is to the County's advantage if the supervisor or herself or someone from HR sits down and explains to the employee what is acceptable and what is not and what the expectations are. If those lines are blurred across, the employee gets notice and then the situation is address appropriately.

Lund said the County is a good place to work and if family members want to work, that can be to our advantage. He is not promoting that we should become nepotism on everything, but is saying he should focus on hiring the best employees for the job.

Van Dyck said the first sentence says the burden of proof is "would not be detrimental to the county." If this was flipped around and started out saying "No person shall be employed", so on and so forth, and then on the end you put "and the Human Resources Director determines that such employment, promotion or transfer would be detrimental to the county", it reads a little different in his mind. It is not out in front that we are saying it would not be detrimental, but we would have to prove that it would be detrimental.

Hemery responded it might read a little nicer with what Van Dyck is saying. He does not think there is a legal difference. The reason it was written that way was to keep it consistent with paragraph one.

Motion made by Supervisor Erickson, seconded by Supervisor Van Dyck to approve Section 4.40, Nepotism. Vote taken. Ayes: Erickson, Lund, Moynihan, Buckley, Schadewald, Hoyer Nay: Van Dyck MOTION CARRIED 6 to 1

6. **Ordinance to Amend Section 4.49 (Entitled "Extra Pay") of Chapter 4 of the Brown County Code of Ordinances. Referred from December County Board.**

Motion made by Supervisor Buckley, seconded by Supervisor Schadewald to approve. *No vote taken.*

Roellich directed the Committee's attention to the proposed revised copy of this contained in the agenda packet that clarifies this and recalled there were questions as to what the incentive pay included along with a request to identify by department what the incentives would be. She provided a handout, a copy of which is attached of everything to date.

Lund asked if what is shown on the handout is the maximum of what they can earn. Roellich responded the figures on the handout are the budgeted amount calculated that we might use to pay in those bonuses. For instance, with regard to the CNAs, if someone picks up a difficult to fill shift, we would not be then spending twice the dollar amount going to an agency to staff it, which costs us typically double what we pay our CAN so although it appears to be a cost, there should be savings in other ways, too.

Lund asked about the total cost for this and said Supervisors are going to ask for the numbers. Roellich responded it will show up at about negative \$400,000 dollars. Part of the reason is that a lot of the departments who are affected by the payment of overtime, when we included holiday and vacation now have zero costs attached to it because they do not have any need for specialty pay. Second, the Highway Department now with some of the provisions they have added to include time and a half compensation for all hours outside of work and delineating some other things. They have also said to cost save they will send employees home once they hit their 40 hours. So, for example, let's say we have a snow event on Sunday and Monday, and by Wednesday evening an employee has their 40 hours in. Historically, they would have let them work Thursday and Friday even if there was not plowing or snow work to do. They would have had them do other things that were not necessarily absolutely required, but to finish out the work week. Now, instead, once they get to 40 hours they will be sent them home for the rest of the week which would save over \$320,000.

Lund said that will not go over very well with the employees and Erickson said he will not vote for that. Lund said if we ask an employee him to work a 16 hour shift on a Sunday and then maybe 16 hours on Monday, that would be 32 hours. Then they work eight hours on Tuesday and have to take Wednesday, Thursday and Friday off if there is not another snow event. Employees are not going to be very happy about being called in for snow events anymore because they get no overtime. Roellich noted it is a management right to establish hours and said the County could have been doing this all along. Lund realizes that but said we do not pay them overtime when we do not call them in if there is not a snow event. They work their eight hours during the day up to 40 hours. If there are no snow events, the employees are going to get paid for 40 hours that week but they are not being called in at any hour of the night; they are just working their regular shift. But if there are snow events, employees are called in at any hour of the night and now there is no incentive to go out there. We might as well just put them on shifts then.

Roellich continued that on Sunday, when they are working those 16 hours because it is outside their regularly scheduled shift, they will get time and a half. On Monday, because they are typically scheduled eight hours, and then they work 16, eight of those hours will be at the regular rate because that is their scheduled shift and the other eight are going to be at time and a half because anything outside the regularly scheduled hours is time and a half. Tuesday would be at regular pay. So, they would be getting 24 hours at time and a half, and 16 hours at straight time so they are getting paid for more than 40 hours. Then, they would have Wednesday, Thursday and Friday off, unless they are called in. Roellich said you have to look at this overall, not just one piece.

Schadewald said this is apples to oranges to grapefruits because all departments have different schedules and different shifts. The amount of money that would be saved with this is about \$75,000. Buckley said you have to also look at the overtime these employees were given previously outside their scheduled hours.

Buckley asked what was given to employees in these changes that they did not have before. Roellich responded all hours worked outside of their regular schedule at time and a half, which we just talked about. The employees called in for an emergency during holiday weeks will get time and a half for an emergency event. All of the things that are listed on the handout for Highway are outside of what they used to do.

Buckley asked if the employees want to go back to the way it was. Roellich said she went out and met with all the employees. She asked for comments and feedback, and took that information and sat down with the department heads, and these were the things that they heard or identified that were what employees wanted. This was trying to identify the greatest area of needs for employees and then addressing some of the things they identified and also addressing what department heads have identified from what they have heard or seen within their workplace.

Buckley said some of the people are missing that we are actually giving what he feels is a pretty good deal as it is, because they may have a second snow incident during that week's time, and that's all on overtime. Roellich said she does not want to speak for Paul Fontecchio, but she said there may have been times in the past where let's say on Sunday they had 16 hours, Monday they had 16 hours and Tuesday they had eight which brings them to 40. Then on Wednesday, Thursday, and Friday there may have been busy tasks to do but they were not critical tasks yet we paid overtime for them which really is not appropriate. Instead, on the days they work extra hours, they can get time and a half but this has to be balanced out because we all work under a budget. Buckley does not think it makes sense to be voting on this right now if it has not gone through all of the Committees yet. He noted this did come to the Public Safety Committee already where it was discussed and approve.

Erickson said there is someone from Public Works here who would like to speak and he will make a motion to open the floor after his comments. Erickson said he asked for this three months ago and it is on our desks tonight as we walk in and this is the first time he has seen it. He talked to department heads before he walked into this meeting and nobody has seen this or knows about it. He questioned how we can vote on something that we don't even know what it is! Erickson continued that when we sat here and instituted Chapter 4 with this room filled with employees for six months worth of meetings we covered every possible thing in Chapter 4 and one of the big things was, are you going to send us home? And what did we tell them as a Board? We told them no, absolutely not. That is not the way this works. We are not here to hurt you.

We told them If they work overtime they will get paid overtime but now you want to send these guys home. Erickson said he has checked and there is plenty of work to be done. When they plow snow and you count Sunday night, Monday, whatever, that is being charged all in order. That is being charged to the State and the municipalities. You can take that whole department with 107 employees and there is less than \$30,000 dollars of overtime actually paid out of the County's pocket. The rest of it is all covered by municipalities and the State. Erickson asked for these figures for 30 days and never got anything. He had to go out and research this out for quite a while himself.

Erickson continued that you can go to airport. You know how much they pay? Little over \$2,000 dollars in a season for the plowing. That is overtime! We are talking pennies. We are going to piss of all these employees. If these people are sent home after Tuesday they you cannot go anywhere with their families because they are on call. They can't go anywhere, they can't have a drink, they can't do anything, because at any moment they could be called. This isn't the greatest thing in the world. This isn't a day off and it isn't a vacation. This is not a good deal. What are we going to do? Give some people five bucks, ten bucks to come in or something. Erickson is darn well sure a lot of these department heads have never seen any of this. If you look at the PD&T agenda coming up, he has an agenda item on there and he has called around to a lot of different counties and municipalities all across the state and a lot of them have what they call a snow season. For example, October 20th - April 10th or something like that. If you work outside of your eight hours or your scheduled hours, you get paid overtime. Guess what? Probably 90% of overtime at Public Works and Airport is all paid during the snow season. It is all being paid, almost all of it, by the State and municipalities.

This is not doing any of these people a favor and will cause an exit of employees that is unbelievable. And the ones that stay are the ones that are invested here that have a lot to lose on pensions and benefits. Erickson said his phone is going to ring off the hook. He gets enough calls now and nobody has even seen this yet. He can hardly wait until tomorrow because it is going to get there. There is one employee here and Erickson is sure he will mention this to others and his phone is going to ring off the hook. This is bullcrap. This has not gone to a committee it hasn't gone anywhere. The department heads don't even know about this and Erickson is not voting on something like this.

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

-Dan (?) Schraufnagel, New Franken, WI

Schraufnagel stated as follows: I've been in this county for 11 years. Part of what Bernie is saying, I shouldn't say part, all. When he talks about not drinking, they went to a plow optimization. We don't just have one guy in a row, some have two some have one, some guys are filling. If we get our 40 hours in by Wednesday, what are we going to do for the rest of the days? Like Bernie said, we cannot go anywhere. We are tied to that phone. Drinking, yeah you could have a couple drinks, but the fill in guys absolutely cannot drink because they don't know when they are getting called in because they are in the field. If we go home at 40 hours, if it's Wednesday, do you think we're all just going to sit around at home? We can't go fishing. We can't go up north snowmobiling. If you're riding a snowmobile, you ain't going to hear your phone ring, and we got to be within an hour. Where do you think that's fair? If we get sent home at 40 hours on Wednesday, and it snows Friday and Saturday, is there compensation for us to come back in? We have to get our 40 hours.

Buckley asked Schraufnagel if he feels it is fair to the taxpayer if 24 of the 40 hours have already been paid at the overtime rate. If that's the case, then no overtime until after 40.

Schraufnagel said that's what we're at right now. I went through the meetings all last year, six months. You guys change everything and all of a sudden, oh, there's a word missing, so now our vacation and our holiday pay don't go towards our 40. I can give you a scenario. Last week, New Years. New Years Day. The furnace was running funny. I went and checked the LP tank, it was empty. I called, they didn't come. Whatever. That's not ... Whatever. They were coming Tuesday morning. So now I had holiday on Monday, Tuesday I took off to wait for the LP guy to come so I could switch the tanks. If it would have snowed any more, I would have had to work 56 hours to get one hour of overtime, because my hours didn't go towards my 40. Now what he's proposing is a little easier to handle with the time and a half outside of our seven to three, but to send us home, isn't there an on-call pay? If we obligated our 40 hours and we're sent home, and I don't know if you're aware of the pager system that they purchased? We got a dozen pagers sitting in our shop in New Franken that don't work, so we have the apps on our phone. That's my phone. I don't get compensated for that. It's my data. It's my usage. Do I have to answer that after 40 hours? They got rid of the pager system and they don't want to call us anymore, because it's too much time-consuming for the supervisors to call us, so they went to a pager system. The pagers don't work. The pagers are all sitting on a shelf. Some of the guys, I myself, where I live, didn't have good enough reception with that pager and I'm losing time because all of a sudden I didn't respond. So now he calls me on my house phone, "Hey, where are you?" "The pager didn't go off." "I needed you an hour ago." "I'll be right there." I just lost an hour of overtime, or time, because the pager system didn't work, so I put it on my phone from my home. This is all tying in together. Everything is tying in together. Everything you want, you're taking on the backs of the employees. That's the way everybody there feels. Everybody.

If I don't answer that phone after 40 hours, you tell me what's going to happen. Tell me, am I going to lose my job? Because I'll take it off my phone. I don't know the policy. That's what this whole thing ... That everything gets blown up like this. We always go through these scenarios. We thought we were getting the vacation and holiday pay towards our 40, and that worked out great. Now all of a sudden we're going to work four days,

Sunday, Monday, Tuesday, and Wednesday and we got our 40 and we're going home. The guys aren't going to ... How can you have ... Can you honestly tell me, obviously you must own Subway. I see the jacket, you talked about sandwiches before. Do you really think that you're going to send an employee home on Wednesday? I got no work for the rest of the week.

A lot of the work that we do do, like Thursday and Friday, would be working for the townships, cutting brush. Working for the state, cutting brush. A lot of brush. I just don't get where you're going to send us home. I'm sorry, but I ...

Buckley interject that it does not make sense from a County Board standpoint, that if someone was just paid overtime for the majority of the time they were in because it happened during their day off hours, that they should continue working after 40 hours earning overtime just to finish the work week. That does not make any sense fiscally, no matter what bucket it is coming from. Buckley does agree they should get fair pay for what they do. Same when we're talking public safety people, fair pay for what they do. Maybe if it's the case where you don't want to be paid overtime for outside or the Sundays or the holidays or some of the changes they did make, take it out. We can find something else. Buckley continued that this just went through Public Safety and there was a reason they put the changes in place.

Schraufnagel continued: The funny thing about it is, is I met with Paul himself and he told me it's a measly \$29,000. He said for everything that happens, and he reinstated everything that Bernie said, is that all the money comes ... It's not on the county's ... It's ...taxpayer. I get that. I just don't understand how you think it's so great that we get time and a half on a Sunday, and then we get sent home on Wednesday with nothing to do but twiddle our thumbs on Thursday, Friday, Saturday and wait for the new week to come around, and we can't go nowhere. We can't do nothing. It just seems kind of crazy that this seems . . .

Here, I'll give you a scenario. We did a plow optimization. There's A, B, and C routes. If you're an A person, your scheduled hours . . . You're required to be on-call from 3:00 a.m. to 7:00 p.m. If you're on a B shift, you're 7:00 a.m. to 7:00 p.m. I myself am a C shift, along with the fill in grader guys, the grader guys don't really have their fill in. I am 7:00 p.m. to 7:00 a.m. Now, I'll come in Monday morning at 7:00. I'll punch in. It's going to snow Monday night. I get sent home at 11:00 in the morning. That would be straight time for what this scenario is, so from 7:00 a.m. to 11:00 a.m. is straight time. I go home, and he figures just because we got eight hours off, what we do in that eight hours is no concern to the highway department, I'm expected to sleep because then I work from 7:00 p.m. to 7:00 a.m. Then the following morning I'll go home, home all day, home all night, come back in at 7:00 a.m.

With that being said, that's where the C shift would maybe come out ahead, if you want to call it. Everybody's at a job to make money. Because that 7:00 p.m. to 7:00 a.m. would be all time and a half. Not overtime, it's time and a half. To me, overtime is anything over 40 hour. But is there a way that if that works, does everything over 40 hours have to be paid time and a half?

Yeah, because we'd still have to be under. The federal guidelines say that anything over 40 hours, you've got to be paid time and a half. What's the federal guidelines, or is there any, that you send somebody home at 40 hours that-

Do we get on call pay for staying there babysitting a phone? We have to stay at home and babysit a phone and come into work because ... I get it. I applied here and yes, my number one duty is plowing snow ... I understand that. But it just seems like it always just comes down to take, take, take and it just doesn't make any sense.

Buckley asked Schraufnagel if his pay has decreased. He responded the hourly rate has not decreased but it has not increased with the cost of living? There's no way shape or form. Overtime has gone way down. Buckley asked Schraufnagel if he attended meetings with HR on this and if things like being paid time and a

half on Sunday or holiday was brought up. Schraufnagel responded: from what I remember of the meeting, there was a before rule that would come to the County Board that there would be time and a half outside of that 7 to 3 and then something about a 2 hour, or 2-dollar an hour increase for summer work or whatever out of whatever hours. But, there was also 3 different meetings ... 3 different ... We were broke up into 3 different days. I don't know what was said at the other meetings.

Buckley asked Schraufnagel if he knows if the guidelines or similar to the way the City operates. Schraufnagel responded he is not sure but he does not think the City sends people home when they get to 40 hours. He continued that: I believe that if you go actually to the cities that they are all getting paid more than we are. I mean, there's other municipalities within Brown County so I think it's, don't quote me, I think it's Howard, they're up to twenty-eight dollars an hour for plowing snow. And we're at twenty-three. I guess I'm saying that because we already have 4 or 5 guys, I'm not gonna name them, I could, that are already looking at other municipalities because we, like we talked about earlier in the P, D & T meetings, Brown County's gonna become a training session for all these people and I guess if this goes through I have a feeling there's gonna be 4, 5, 6 guys leaving. It's peanuts to the eighty guys that we have. Yeah, some we're just a number, we'll fill them, I guess. But, that's the way they feel. I wish you guys were really unthink it, I guess is what I'm asking.

Schadewald said he was glad to hear there were meetings on this and Schraufnagel was able to talk to his director. He said this has been under discussion and he understands the employees didn't know the final plan and noted this still this has to go back to PD & T. Schadewald said Administration Committee asked HR to go to the employees and talk to the directors so every department could have discussions so this is not new out of the thin blue sky. He continued that now everybody is going to have to kind of figure out where and how this works and whether it is a good plan. He asked Schraufnagel felt comfortable talking to his director about this. Schraufnagel responded that he feels management's mind is already made up but said he does to Supervisor Erickson about this kind of stuff fairly often but in this case, this is the first he is seeing this information. Schadewald noted that Schraufnagel knew the information he talked about earlier and this has been under discussion for a while. Schadewald said his point is that the Committee and the employees are not being told that there were changes being envisioned, although this may be the first time seeing the actual form. Schadewald said he appreciated Schraufnagel's honesty and candor.

Van Dyck asked how many extra dollars the overtime changes that were put in place last year cost from the Highway Department standpoint. Erickson said it was under \$30,000. Van Dyck said he agrees with Buckley in that he does not care whose bucket those funds come from because it is all taxpayer money. He appreciates it is not the County necessarily but he also wants to point out that one of the complaints from the municipalities is that frequently when it comes to brush clearing and those kind of things, it is done on overtime and the municipalities are getting stuck with time and a half hours. They could hire their own employees for a lot less money to do some of those jobs and he noted the County has a history of doing those municipal jobs at time and a half and charging the municipalities for it. Van Dyck continued that over time the number of state roads has increased but the number of county township roads has decreased because a lot of the towns have hired their own snow contractors for the sole reason that the County became too expensive. Van Dyck said we can argue about quality and all those kind of things but the reality is they chose to go elsewhere, namely because of cost and we have to take that into consideration. He appreciates the fact that it's County, but somebody is still paying the bill whether it is through state taxes or local taxes or whatever the case might be.

Van Dyck asked how the \$300,000 impact was calculated. Roellich responded that when they were talking about making these changes she went to the departments and talked to the department heads. Fontecchio asked here if he could send employees home after they reach forty hours or if he is required to keep them on for the full work week. Roellich advised him that legally it is a management right to determine hours of work and if and when overtime is appropriate so if there is not valuable work to be done at time and a half, the employees do not have to be kept on for the rest of the work week. Fontecchio then calculated if he would

have sent employees home when they were doing things that were not overtime required, there would have been savings of over \$300,000.

Van Dyck said he understood Erickson's excitement over this but he looks at it a little differently in the sense that even though we have a motion on the table, this was first presented here this evening for consideration. The Committee can take a look at it and either agree or disagree with it or tweak it, but it is here for discussion purposes, not to slam down any throats and he noted we have to look at it for the first time sometime. Van Dyck asked Schraufnagel if he was in favor of any of the changes and he responded that he was not in favor of any part of it. Van Dyck said he is torn on this and explained that he works in the private sector for a company that owns apartment buildings and they have to get parking lots cleared for 2500 units every time it snows. His company evaluates any work done beyond 40 hours to see if it is necessary or not because it does not make sense to be having people doing things on overtime when it could wait until the next week. Van Dyck also hears the concerns about being sent home. He feels this needs a little work but believes there is a happy medium somewhere in between. He agrees the County should have the right to send people home when they get to their 40 hours, but said there is also a cost to that in that the employees cannot do much or go places when they are home in case they have to go back to work and there should be some value to the employee for that although Van Dyck does not know what that is. He continued it is worth having a conversation about and feels both parties can appreciate where the other is coming from.

Schraufnagel said the biggest disappointment was they filled this room a few times last year for meetings where their vacation and overtime was discussed. The then Interim HR Director, Pete Bilski, then left one word out of the paragraph which threw a wrench in the gears, or whatever the heck the deal was. He said the number problem at the shop is that there are a lot of rumors and nobody really knows the facts. He acknowledged Roellich stood up in front of them but they all assumed it was rumor because she said it was her and Fontecchio talking. He wasn't overly concerned about it and talked to Fontecchio after, and Fontecchio said he would like to implement this and if it went through we would be going home at 40 hours. Schraufnagel continued that he is here to make a living but his wages aren't going up with the cost of living and his overtime is going down.

Van Dyck said he did not support the change that was made last year because he did not have a good feeling as to how it was being proposed. One of the issues was it was undersold at this level in that Bilski came in and said if we make the change it will cost the County X amount of dollars but it cost the County one and a half to two times more than what was proposed. He has a problem when we are told one thing and all of a sudden we have to look for a bunch more money. Part of the concern Van Dyck has now is having the right numbers before a decision is made. We have to know the impact because the information received last year was wrong.

Buckley noted he made a quick call to the City a few minutes ago and found that the City pays time and a half over 40. They do not send their people home during their normal work week, but they do not necessarily have any special provisions. Once they are over 40 hours they get the time and a half. Buckley continued that the City actually lowered their starting pay for their drivers to \$19- something an hour and their average is around \$21 - \$23 an hour. Buckley feels it is important to have this information for comparison purposes if we are going to have further discussion on this.

Schraufnagel said his preference on all this would be that any time after 40 hours is paid at time and a half rather than being sent home at 40 hours because he does not think that is proper. He applied for a full-time job to work all week and he cannot sit still. Buckley said we cannot make a decision based on one person coming in and addressing the Committee. Lund pointed out that it may end up that not everyone is going home at 40 because there is stuff that needs to be done. Perhaps there are some people who would like to go home when they get to 40 hours because they have hobbies or things like that.

Motion made by Supervisor Moynihan, seconded by Supervisor Van Dyck to return to regular order of business. Vote taken. MOTION CARRIED UNANIMOUSLY

Erickson reiterated he would have liked to have this information before the meeting. He absolutely despises having this stuff plunked on his desk to look at and then try to make a decision and he noted department heads do not know of this yet. Erickson continued that he was talking to people as late as 4:30 this afternoon, and nobody knew anything about this, unless there were calls made between 4:30 and 5:30. As far as the \$2 differential for the night shift, the crew that works at night is paid by the State. Erickson continued that if they are technically State paid employees because they patrol the roads all night long to make sure there are no problems so can we really send them home? No! Because they work for the State and they patrol those roads. Erickson continued that this proposal has to go through the appropriate departments and committees before anything is approved and we also need to see the fiscal impact. He also noted that he objects to some of the wording in this, especially where the word *may* is used because that is very selective. Erickson also asked about the money allotted for this. Roellich informed 2% of total eligible base wages were set aside to implement the class and comp and this money for this is included in that 2%.

Erickson continued that use of the way *may* seems to mean that if the pool of set aside funds runs out, they can fall back on the word *may* and say we *may* pay them, but we may not. He does not like this and thinks we have to look at it again and noted we have already taken things away from the employees. He said at the next PD & T meeting they will be looking at a snow season that would incorporate not only highway but the airport as well. s type of thing is in place in several counties throughout the state and it works very well. He said last year Schadewald was the driving force on his overtime suggestion to get it through, and it went very smoothly. He does not want the Committee to act on this tonight because we're very premature because the employees do not want don't want to see this at this point. He wants to see what happens at PD & T with regard to the snow season. He suggested Roellich talk to him before that so they can put their heads together and look at some figures and so forth.

Van Dyck does not object to referral, but feels we still need more information from the administration. He has an issue with the way we handled this, this year because of the fact that we did not have clear indication of what we were going to do with the money when we hit the end of year, and we are trying to implement something that we did not have defined at the time. He noted we will be six months into this year and we still will not have this figured out, and if he was in payroll he'd be upset because they are going to have to go back because the County Board and administration finally figured out what they want to do with this, and then go all the way back to January and recalculate wages after this is figured out. He feels we have to stop doing things that way and instead figure this stuff out ahead of time and then implement it January 1st as part of the budget process. Lund said the problem is this committee never had any firm numbers of anything.

Van Dyck continued that when we agreed to pay the overtime and made the policy change last year, there was a fiscal impact to that in 2017 of \$200,000 or \$300,000. Roellich agreed. Van Dyck continued that in 2018, we rolled that back and said we are not doing that any longer. In his mind, that means we should have gained \$200,000 to \$300,000 immediately but he doesn't see that. What is being proposed now is sending people home at 40 hours which is a different policy that is going to generate another \$323,000 worth of savings supposedly. In his mind, we should now have \$500,000 or \$600,000 different than last year and he is questioning where that money is.

Director of Administration Chad Weininger said this was all addressed on the County Board floor in November. In 2017 the County Board made a decision to pay employees more than what is required by the state and federal law but that was peeled back in the 2018 budget. Those extra dollars went into the comp and class fund. \$2,500,000 was set aside for the 1.84% and 2% class and comp which is a little over \$1,000,000 just on levy and when you mix the other money that we captured from the other revenue sources it will be more. So there is roughly about \$1,000,000 in levy excluding those other revenue sources that is available for the extra pay and also for the comp and class. He recalled the Board made the decision to fix this first before we do the

comp and class instead of waiting to do it all at once. The \$300,000 is Fontecchio saying if he didn't spend that money, it would build up his fund balance and Weininger noted right now the highway is running close to negative for cash flow.

Van Dyck said from a highway department perspective only, we rolled back the time and a half so that has some type of an impact on that department. Roellich said that was the little over \$33,000 she mentioned earlier. Van Dyck continued by asking if that change was worth \$200,000 - \$300,000, where is the rest of the money? Schadewald responded that he directed administration, via Katherine, to provide the figures as part of the discussion. Roellich talked to the airport director and they came up with a firm cost of \$2,170 for the proposal outlined and that would come out of the \$1,000,000. She talked to the County Clerk and they came up with an amount of \$500 and that is what should come out of that amount and that is what we would then budget in future years because now we would have a firm number. Schadewald said it is his understanding that Roellich went to all of these department heads and had these discussions so he does not know who is not informed as Erickson is saying. Roellich confirmed she did talk to the airport director as well as the highway director and every other department head that is listed on the handout. When the County Board votes on this it will be based on County Code, County policies and firm numbers.

Van Dyck understands what Schadewald is saying and he is not against some of the changes, but feels we need to recognize that this is having a very inequitable impact department by department from where we were to what is being proposed today and he feels the Committee is missing that. Schadewald disagreed and said last time we tried to treat everybody the same but found out that that would not work because each department operates differently and has different needs. Now what we are trying to do is have the administration and the HR Director work to come up with some proposal to give to us, the policy makers.

Schadewald said Van Dyck keeps talking about the \$300,000 but they are not taking \$300,000 away from the employees. County Executive Troy Streckenbach said the \$300,000 represents projected savings so when the shift differential pay was brought forward, this could easily be paid for by addressing the overtime of the workers. Van Dyck disagreed and said by putting these numbers together we are saying there is a pot of money available to handle class and comp. When looking at these numbers there is \$1 million dollars to spend on class and comp but then highway throws in \$323,000, but that is not really the number; it is somewhere between \$0 and \$323,000.

Van Dyck asked how much of the pot is left over for us to do class and comp with in 2018? Streckenbach said the money that is budgeted is around \$1 million dollars. Weininger added that this is the first time he has seen this so he needs time to review it, go through it and work through the fiscal. Lund agreed and said that is why we should refer this back to the committees that are affected and then come back to the Executive Committee to have the discussion.

Streckenbach said the budget was passed and then there was a task to address what the County Board decided which was to overturn and rollback the policy that the County Board adopted in 2017. It was administration's objective to come back to the Board with a solution to address differentials and how to address people working outside their normal work week because there was a push to have overtime paid outside the normal work schedule. Roellich met with department heads and together they worked to come up with possible solutions and how to fund them.

The numbers presented are projected savings if it was decided to send employees home once they hit their 40 hours during their regular work hours and are based on overtime spent in previous years. Streckenbach explained there are different shifts at the highway department with different differentials. What Fontecchio was saying is that if workers were sent home at 40 hours, the cost to the highway department would be \$30,000. However, there is no guarantee he is actually going to do that and further, we do not know what the work schedule is going to be and what work lies ahead. All we know is he has to come in on budget.

Streckenbach continued that essentially what the Board asked after the 2018 budget was passed where the old language was rolled back was for administration to fix it and come back with something and this is what they came back with. Roellich met with the department heads and discussed how these impacts would happen. This was brought forward essentially thinking that it was going to solve an issue. Streckenbach referenced prior policy changes made at the 911 Center that were supposed to help them but actually ended up creating problems. Administration wants to figure out a way to solve some of those problems and what is in front of the Committee is an honest effort by department heads and HR to try to address this.

With regard to earlier comments made that nobody was aware of this, Buckley informed that the department heads that report to Public Safety knew about this and it was discussed at the last Public Safety meeting so he does not know why PD&T did not know about this. He just wanted to point out that HR did talk to the department heads on this prior to the meetings.

Lund said this should have been included as part of the agenda packet and there should have been fiscal impact numbers based on what the state and the feds pay us and what it is going to be for local property tax. **Motion by substitution made by Supervisor Erickson, seconded by Supervisor Moynihan to send back to appropriate committees to be discussed and make all department heads affected aware of this and then come back to Executive Committee. Vote taken. MOTION CARRIED UNANIMOUSLY**

7. **Ordinance to Amend Subsections 2.13(4)(h) and (i), and (5)(a) and (f) of Chapter 2 of the Brown County Code of Ordinances. Referred from December County Board.**

Motion made by Supervisor Van Dyck, seconded by Supervisor Schadewald to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

8. **Internal Auditor Report**

- a) **Board of Supervisors Budget Status Financial Report – November 2017 (Unaudited).**
- b) **Review of Brown County Capital Fund (BCCF) NEW Eye Expenditures Listing Report.**
- c) **2017-18 Budget Carryover Request.**
- d) **Status Update: December 1 – December 31, 2017.**

Motion made by Supervisor Schadewald, seconded by Supervisor Van Dyke to take Items 8a, b c & d together. Vote taken. MOTION CARRIED UNANIMOUSLY

Motion made by Supervisor Schadewald, seconded by Supervisor Van Dyck to receive and place on file Items 8a, b c & d. Vote taken. MOTION CARRIED UNANIMOUSLY

9. **Corporation Counsel Report**

Corporation Counsel Dave Hemery said he did not have anything of significance to report. He provided the Committee with a budget status financial report, a copy of which is attached.

He informed he was requested to draft a Resolution to Support Assembly Bill 502 by Supervisors Brusky and Lefebvre. The Resolution is formally on the Administration Committee agenda for later in the week. Lund said his State Representative, John Nygren, will not even talk to him about this Bill.

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

Human Resources

10. **Budget Status Financial Report for November 2017 (Unaudited).**

Motion made by Supervisor Schadewald, seconded by Supervisor Hoyer to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

11. Department Vacancies Report.

Motion made by Supervisor Van Dyck, seconded by Supervisor Erickson to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

12. Turnover Reports.

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

13. Health & Dental Plan Reports.

Roellich informed the County will still have claims for the remainder of the year because they do not get processed immediately. At this time we are about \$2.9 million over and that is one of the reasons we had to have the 18.59% increase for 2018. Staff has met with the consultant and started brainstorming ideas for 2019. Lund asked if the Fast Care program was beneficial. Roellich responded the County saves more than 50% each time an employee goes there so it is beneficial and there are savings. She can bring figures to the next meeting as to how much this has saved.

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

14. Resolution re: Authority to Execute a 2018 Labor Agreement with the Brown County Electricians Bargaining Unit.

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

15. Resolution re: Authority to Execute a 2018 Labor Agreement with Brown County Human Services Professional Employees Association.

Motion made by Supervisor Hoyer, seconded by Supervisor Schadewald to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

16. Human Resource Director's Report.

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

Department of Administration

17. Director of Administration's Report.

Weininger talked about the carryover process and said he is looking at potentially changing that and doing the carryovers as a budget adjustment at each Committee instead of in one large document. This will help the Committees understand the figures better and to go through them more in depth. He also noted the external auditors have done some preliminary work and he should have information back in the next few months.

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

County Executive

18. County Executive's Report.

County Executive Troy Streckenbach said as always he is asking Supervisors to set up appointments to start working on the 2019 budget. He informed we are roughly about \$400,000 away from the levy limit and

numbers will be based on the net construction we had last year of 1.87%, or possibly rounding that up to 2%, although last time we rounded up, the construction came in much lower and cuts had to be made.

Lund asked what would happen if we did not have the half percent sales tax. We are reflecting on a budget that the highway expenditures for fixing highways will not be on the budget at all. Streckenbach responded that the debt to pay for any bonding is levy limits exempt so essentially we could still bond the \$10 million that we are doing through the sales tax plan and not be in jeopardy of the levy limits. Lund said you would still be in jeopardy of having to raise taxes. He continued that there is a group out there that says by having the half percent sales tax we are raising property taxes.

Streckenbach said the last budget had roughly a \$4 million dollar increase in expenditures but we will technically not have that going into future budgets unless we have the growth we experienced in the 1990s and early 2000s. That being said, if we spend \$4 million dollars in new money in this budget, the Board should be prepared for roughly \$2 million in this upcoming budget. That will require us to really think of strategies and how we do business. As the Board is looking at decisions and setting priorities and having discussions in the standing committees, Streckenbach reminded Supervisors to be mindful of the working capital we have for next year's cash flow. He noted most of the needs are not going to go away and the cost of doing business is naturally going to go up. He encouraged Committee Chairs to start having conversations with department heads to talk about what is going on and get their perspectives and then start looking at ways to reduce the cost of doing business.

Administration is doing that through their planning, but Streckenbach feels the Supervisors also need to be prepared for that in the 2019 budget because we will not have the type of available levy that we used this year. That being said, the County Board does have the authority to go to referendum. If the Board is entertaining of that, Streckenbach would encourage them to start thinking about how we do that because he is not sure what that looks like and how to appropriately budget that way. Lund noted it is the Board's job to make a budget and he does not want to go to referendum. Streckenbach said he brings this up as a point of conversation and noted he will not propose a budget that would require a referendum but, at the same time, it requires us to start thinking about priorities and compensation and the overall size, scope and foot print this County has. He is telling the Board it is time for them to start making decisions and said something is going to have to give in terms of what we do in the County. The only other option would be to go to referendum and he does not want to go there. He wants to work collectively as a team and start thinking about these things and noted the budget strategy will technically be done by July.

Streckenbach also referenced the lawsuit filed by the Brown County Taxpayer Association for the increased tax. He urged Supervisors to remind their constituents that this is a tax relief and debt reduction plan. Without this tax, the dollars that would have funded the projects would have been done through bonding. Any bonding that a County takes out is exempt from levy limits and Streckenbach noted the County has never funded growth or any major capital projects outside of bonding. If we would have followed that course of business in the 2018 budget, we would have gone to bonding to fund the projects that are being done. The half percent sales tax guarantees property tax relief and debt reduction and also provides investment in our community. Hemery is working with WCA on the lawsuit and fees we have a strongly fair case.

Streckenbach also noted the Flight of Champions Honor Flight out of Green Bay will be held on November 1 and he thanked Chair Moynihan and Supervisors Erickson and Buckley for working on this. He feels this is a really important thing as far as a 200th Anniversary event.

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

Other

19. Such other matters as authorized by law. None.

20. Adjourn.

**Motion made by Supervisor Buckley, seconded by Supervisor Moynihan to adjourn at 8:24 pm. Vote taken.
MOTION CARRIED UNANIMOUSLY**

Respectfully submitted,

Therese Giannunzio
Administrative Specialist

**AN ORDINANCE AMENDING SECTION 4.25, CREATING SECTION 4.315
AND AMENDING SUBSECTION 4.40(2)
OF CHAPTER 4 OF THE BROWN COUNTY CODE OF ORDINANCES**

THE BROWN COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS FOLLOWS:

Section 1 - Section 4.25 of Chapter 4 of the Brown County Code of Ordinances is hereby amended as follows:

4.25* POLICY. Brown County provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, gender, including transgender or gender identity status, sexual orientation, national origin, age, disability, genetic information, marital status, arrest and conviction record, amnesty, or status as a covered veteran in accordance with applicable federal, state and local laws. Employment decisions in Brown County shall be based on merit, qualifications, and abilities. Brown County complies with applicable state and local laws governing non-discrimination in employment in every location in which the County has facilities. The County will make reasonable accommodation in accordance with law wherever necessary for all employees or applicants with disabilities, provided that the individual is otherwise qualified to safely and adequately perform the essential duties and assignments connected with the job and provided that any accommodations made do not impose an undue hardship on the County. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.
(*Section 4.25 referred back to Executive Committee by County Board, 10/18/17.)

Section 2 - Section 4.315 of Chapter 4 of the Brown County Code of Ordinances is hereby created as follows:

4.315* INTERVIEWS. Internal applicants interviewing for positions within their current Department shall have their time spent in interviews included as hours worked for the work week. Internal applicants interviewing for positions outside their current Department shall not have their time spent in interviews included as hours worked for that work week and shall not receive compensation for time spent in interviews. An employee applying for work outside their current Department may utilize paid time off for purposes of interviewing.
(*Section 4.315 referred back to Executive Committee by County Board, 10/18/17.)

Section 3 - Subsection 4.40(2) of Chapter 4 of the Brown County Code of Ordinances is hereby amended as follows:

4.40 NEPOTISM.

(2)* Unless the Human Resources Director first determines that such employment, promotion or transfer would not be detrimental to the County, no person shall be employed, promoted, or transferred to any department or agency within Brown County government employment when a member of the person's immediate family is already employed within that department or agency.
(*Section 4.40(2) referred back to Executive Committee by County Board, 10/18/17.)

Section 4 - These Ordinance changes shall become effective upon passage and publication pursuant to law.

Respectfully submitted,

EXECUTIVE COMMITTEE

Approved By:

COUNTY EXECUTIVE (Date)

COUNTY CLERK (Date)

COUNTY BOARD CHAIR (Date)

Authored by: Human Resources

Reviewed, Edited and Approved by Corporation Counsel

Fiscal Impact: This ordinance does not require an appropriation from the General Fund.

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			
GRUSZYNSKI	5			
LEFEBVRE	6			
ERICKSON	7			
ZIMA	8			
EVANS	9			
VANDER LEEST	10			
BUCKLEY	11			
LANDWEHR	12			
DANTINNE, JR	13			

SUPERVISOR NAMES	DIST. #	AYES	NAYS	ABSTAIN
BRUSKY	14			
BALLARD	15			
KASTER	16			
VAN DYCK	17			
LINSSEN	18			
KNEISZEL	19			
CLANCY	20			
CAMPBELL	21			
MOYNIHAN, JR	22			
BLOM	23			
SCHADEWALD	24			
LUND	25			
BECKER	26			

Total Votes Cast _____

Motion: Adopted _____ Defeated _____ Tabled _____

5

Department	Positions	Total	Dept. Total	Notes
Airport	Non-exempt who meet this provision	\$2,170.00	\$2,170.00	Call-in pay: pay for employees called in outside of their regularly scheduled shift
County Clerk	Chief Deputy	\$100.00		Other than elected officials, exempt staff working during elections will receive \$25/day incentive pay
County Clerk	Deputy County Clerks	\$400.00	\$500.00	If additional staff hours are required for a recount during a holiday week, non-exempt employees may receive \$25/day incentive
Health & Human Svcs - CTC	RN's and LPN's	\$15,000.00		Attendance Policy re-structure; allowing an employee an extra weekend day off for good attendance and cost is associated with coverage for staff absence
Health & Human Svcs - CTC	C.N.A.'s	\$15,000.00		CNA incentive in nursing and activities depts for bonus pay pick up shifts during difficult to fill scheduling hardships; This will a positive impact on overtime and agency staffing needs as an offset as well.
Health & Human Svcs - CTC	L.P.N.'s	\$10,000.00		LPN nurse incentive for bonus pay pick up shifts during difficult to fill scheduling hardships; This will a positive impact on overtime and agency staffing needs as an offset as well.
Health & Human Svcs - CTC	RN's	\$6,000.00		RN nurse incentive for bonus pay pick up shifts during difficult to fill scheduling hardships; This will a positive impact on overtime and agency staffing needs as an offset as well.
Health & Human Svcs - CTC	Diety Food Service Workers and Cooks in nursing and activities departments	\$8,000.00		Dietary FSW and Cook incentives in nursing and activities depts for bonus pay pick up shifts during difficult to fill scheduling hardships; This will a positive impact on overtime and agency staffing needs as an offset as well.
Health & Human Svcs - CTC	Clinical Social Worker Therapist(s)	\$1,000.00	\$55,000.00	Master's degree Clinical Social Worker Therapist coverage during difficult to fill scheduling hardships
Jail	CERT Members	\$16,380.00		Corrections Emergency Response Team Incentive
Jail	Intake Corporals	\$54,600.00		Intake Corporal - Lead Pay
Jail	Housing Corporals	\$26,208.00		Housing Corporal - Lead Pay
Jail	Juvenile Supv.	\$3,120.00		Juvenile Supervisor - Lead Pay
Jail	Training Corporal	\$3,120.00		Training Corporal - Lead Pay
Jail	Corporals and Correctional Officers	\$15,897.60	\$119,325.60	Holiday Premium (Corporals and Officers) - Addt'l 1/2 time premium when employee works any hours outside of normally scheduled on a holiday.
Parks	Non-exempt who meet this provision	\$1,536.00		Summer Weekend differential 12:01 Sat - 11:59 Sun

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FISCAL MUST BE REVIEWED/APPROVED BY ADMIN

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Parks	Non-exempt who meet this provision	\$672.00		Winter Weekend differential 12:01 Sat - 11:59 Sun
Parks	Non-exempt who meet this provision	\$416.00	\$2,624.00	Shift Differential 7pm - 6am
Public Safety	Telecommunicators	\$12,000.00		Cover week/on-call pay
Public Safety	Lead Telecommunicators	\$849.60		Lead EE receive while doing training
Public Safety	Training Telecommunicators	\$5,011.20		Certified Training Officers add'l pay while training
Public Safety	Telecommunicators	\$200.00	\$18,060.80	Extra Cover Week Coverage- Staff Shortage
Public Wks - Facilities	Housekeeping staff	\$6,822.40	\$6,822.40	Change the night shift differential from \$0.18/\$0.36 per hour to \$1.00 per hour from 7 PM to 6 AM. This change addresses the low cost per hour differential and sets one rate instead of two for night work. The anticipated cost impact would be \$6,822.40 – this would be a levy impact. (8 employees x 20 hours x 52 weeks x \$0.82/hr.).
Public Wks - HWY	Hwy Foreman/ Leadworker	\$12,480.00		Change the foreman/lead worker pay from \$1.00 per hour to \$2.00 per hour. This change addresses the current low cost of foreman/lead worker pay considering the responsibility the employee has in this position. The anticipated cost impact would be \$22,080 per year. This cost would be non-levy, mostly State RMA, County GTA, and capital projects. (6 year round positions x \$1.00/hr x 2,080 hrs + \$9,600 seasonal = \$22,080).

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6

Public Wks - HWY	Hwy Crew	-\$14,811.00		All hours worked outside of an employee's regular shift will be paid at time and one half their regular rate of pay regardless of the total number of hours worked in the week. This change addresses the compensation issues for the employees who are required to be available all winter for snow plowing. Currently employees who are called in on the holiday weeks or when they take vacation have to come in at straight time until they hit their 40 hours of time worked. The regular shift for highway crew, mechanics, and electrician is set at 7 AM to 3 PM, with the exception of the four night watchmen whose regular shift is from 11 PM to 7 AM. The anticipated cost impact would be approximately -\$14,480 based on calculations from 2015 actual data. Compared to 2017 policy the differential cost would be a savings since the new policy only applies to winter. This cost would be non-levy, mostly State RMA, County GTA, and capital projects.
Public Wks - HWY- Seasonal	Seasonal Crew	\$9,600.00		Same as above for Seasonal Employees
Public Wks - HWY SUMMER	Hwy Crew	\$0.00		Employees called in for an emergency during Memorial Day week, Fourth of July week, and Labor Day week will receive compensation at time and one half their regular rate of pay for the emergency incident. This change addresses the compensation issues for the employees who may be called in for an emergency incident. Currently employees who are called in on the holiday weeks have to come in at straight time until they hit their 40 hours of time worked. Any additional costs associated with this work would be charged to the incident the department is responding to (state, individual, town, etc.). Compared to 2017 policy the differential cost would be zero.

Public Wks - HWY SUMMER	Hwy Crew	\$3,744.00	\$18,035.40	Change the night differential pay from \$0.22/\$0.44 per hour to \$2.00 per hour from 7 PM to 6 AM. This change addresses the low cost per hour differential and sets one rate instead of two for night work. The WisDOT is requesting more night work on major highways such as I-41, I-43, and STH 172. We see night work on these roads increasing in the years to come. The anticipated financial impact is \$313 per year and would be charged out to the State RMA or County GTA funds
Public Wks - HWY WINTER	Hwy Crew	-\$323,238.14		Administrative policy change to scheduling - sending crews home after 40 hours of work during winter months. Cost savings based off 2016-2017 winter - may be different depending on the winter (number of storms and when during the work week that overtime would be incurred)
Public Wks - HWY WINTER	Night Watchman	\$4,586.40	-\$307,638.73	There would be no night differential pay during Winter except for the four night watchmen who would receive the \$2.00 per hour night differential for their regular 11 PM to 7 AM shift. The anticipated cost impact would be \$4,586.40. (21 weeks x 35 hours/week x \$1.56/hour x 4 employees)
Shelter Care	Youth Support Specialists	\$2,036.70		1600-2200
Shelter Care	Youth Support Specialists	\$5,080.80		2200-0600
Shelter Care	Youth Support Specialists	\$3,328.00		Weekend differential 12:01 Sat - 11:59 Sun
Shelter Care	On-call Youth Support Specialists	\$0.00	\$10,445.50	Allow on-call staff to receive holiday premium (1.5 rate) similar to regular employees. No cost as we will pay this rate for whether it's for regular employees or on-call for holidays.
Treasurer	Account Clerk	\$472.50		1/2 time prem pay for weekends
Treasurer	Financial Specialist	\$252.00		1/2 time prem pay for weekends
Treasurer	Account Clerk	\$315.00		1/2 time prem pay for holidays
Treasurer	Financial Specialist	-\$1,055.00	-\$15.50	1/2 time prem pay for holidays (OT Budget = offset)

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4

January 17, 2018

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

Ladies and Gentlemen:

RESOLUTION SUPPORTING 2017 ASSEMBLY BILL 502
REGARDING ADDITIONAL ASSISTANT DISTRICT ATTORNEY POSITIONS

WHEREAS, a recent study indicates that the number of Assistant District Attorneys (ADAs) in the Brown County District Attorney office is currently short by more than 10 positions, the largest such ADA shortfall of all counties in the entire state; and

WHEREAS, by law, the State of Wisconsin is responsible for funding Brown County ADA positions, but has failed to adequately do so to date; and

WHEREAS, 2017 Assembly Bill 502 (2017 AB 502) creates 20 Assistant District Attorney positions to be funded (by the state) and filled in the 2017-19 biennium, with said ADA positions being apportioned across 24 Wisconsin counties to the 23 districts with the lowest current number of FTE positions as a percentage of the estimated total FTE positions needed; and

WHEREAS, of the 20 new statewide ADA positions to be created by 2017 AB 502, two of said ADA positions are earmarked by 2017 AB 502 as Brown County District Attorney office positions.

NOW, THEREFORE, BE IT RESOLVED that the Brown County Board of Supervisors supports passage of Assembly Bill 502; and

BE IT FURTHER RESOLVED that the County Clerk shall forward a copy of this Resolution to the Wisconsin Governor, Wisconsin Counties Association, State Representatives and State Senators representing the Brown County area.

Fiscal Note: This resolution does not require an appropriation from the General Fund. The cost to carry out the resolution is \$5.98 and can be covered with the department's current budget.

Respectfully submitted,
 EXECUTIVE COMMITTEE
 ADMINISTRATION COMMITTEE

Approved By:

 TROY STRECKENBACH
 COUNTY EXECUTIVE

Date Signed: _____

Authorized by Corporation Counsel

Final draft approved by Corporation Counsel

BOARD OF SUPERVISORS ROLL CALL, # _____

 Motion made by Supervisor _____

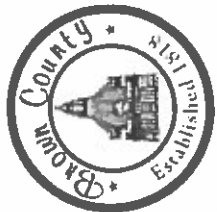
Seconded by Supervisor _____

SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED
SIEBER	1				
DE WANE	2				
NICHOLSON	3				
HOYER	4				
GRUSZYNSKI	5				
LEFEBVRE	6				
ERICKSON	7				
ZIMA	8				
EVANS	9				
VANDER LEEST	10				
BUCKLEY	11				
LANDWEHR	12				
DANTINNE, JR	13				

SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED
BRUSKY	14				
BALLARD	15				
KASTER	16				
VAN DYCK	17				
LINSSEN	18				
KNEISZEL	19				
CLANCY	20				
CAMPBELL	21				
MOYNIHAN, JR.	22				
BLOM	23				
SCHADEWALD	24				
LUND	25				
BECKER	26				

Total Votes Cast _____

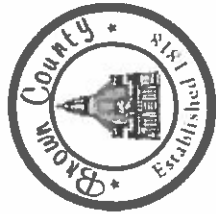
Motion: Adopted _____ Defeated _____ Tabled _____



Budget Status Report

Fiscal Year to Date 12/31/17
Include Rollup Account and Rollup to Account

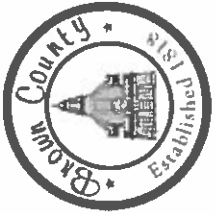
Account	Account Description	Adopted Budget	Budget Amendments	Amended Budget	Current Month Transactions	YTD Encumbrances	YTD Transactions	Budget - YTD Transactions	% Used/Rec'd	Prior Year Total
REVENUE										
Fund 100 - General Fund										
Department 016 - Corporation Counsel										
Division 001 - General										
4100	General property taxes	679,501.00	.00	679,501.00	56,625.12	.00	679,501.00	.00	100	660,074.00
4600	Charges and fees	500.00	.00	500.00	42.40	.00	302.80	197.20	61	140.25
4600.161	Charges and fees Legal	500.00	.00	500.00	42.40	.00	302.80	197.20	61%	\$140.25
4600 - Charges and fees Totals										
4700	Intergovt charges	3,000.00	.00	3,000.00	.00	.00	930.00	2,070.00	31	2,880.00
4700.003	Intergovt charges Municipalities	3,000.00	.00	3,000.00	\$0.00	\$0.00	\$930.00	\$2,070.00	31%	\$2,880.00
4700 - Intergovt charges Totals										
9000	Carryover	.00	29,309.00	29,309.00	.00	.00	29,309.00	.00	100	33,300.00
Division 001 - General Totals										
Department 016 - Corporation Counsel Totals										
REVENUE TOTALS										
EXPENSE										
Department 016 - Corporation Counsel										
Division 001 - General										
5100	Regular earnings	484,121.00	.00	484,121.00	45,778.77	.00	432,474.05	51,646.95	89	617,550.21
5100	Regular earnings	6,247.00	.00	6,247.00	.00	.00	.00	6,247.00	0	.00
5100.998	Regular earnings Budget only	6,247.00	.00	6,247.00	.00	.00	.00	6,247.00	0	.00
5100 - Regular earnings Totals										
5102	Paid leave earnings	.00	.00	.00	2,139.23	.00	23,650.36	(23,650.36)	+++	32,915.44
5102.100	Paid leave earnings Vacation	.00	.00	.00	1,940.62	.00	7,713.30	(7,713.30)	+++	9,667.78
5102.200	Paid leave earnings Personal	.00	.00	.00	(6,212.51)	.00	2,597.92	(2,597.92)	+++	10,870.64
5102.300	Paid leave earnings Casual time used	.00	.00	.00	7,762.48	.00	15,492.91	(15,492.91)	+++	19,556.48
5102.500	Paid leave earnings Holiday	.00	.00	.00	.00	.00	.00	.00	+++	260.56
5102.600	Paid leave earnings Other (funeral, jury duty, etc)	.00	.00	.00	.00	.00	3,475.04	(3,475.04)	+++	.00
5102.800	Paid leave earnings Disability	.00	.00	.00	.00	.00	.00	.00	+++	.00
5102 - Paid leave earnings Totals										
5103	Premium	.00	.00	.00	.00	.00	46.04	(46.04)	+++	.00
5103.000	Premium Overtime	.00	.00	.00	.00	.00	6,342.08	(6,342.08)	+++	.00
5103.110	Premium Casual time payout	.00	.00	.00	6,212.51	.00	.00	.00	+++	.00
5103 - Premium Totals										
5109	Salaries reimbursement	.00	.00	.00	.00	.00	(4,369.92)	4,369.92	+++	(5,635.36)
5109.100	Salaries reimbursement Short term disability	.00	.00	.00	.00	.00	.00	.00	+++	(257,129.04)
5109.200	Salaries reimbursement IV-D	.00	.00	.00	.00	.00	.00	.00	+++	(70,686.08)
5109.300	Salaries reimbursement IV-E	(88,701.00)	(82,000.00)	(170,701.00)	.00	.00	(155,241.38)	(15,459.62)	91	(70,686.08)
5109 - Salaries reimbursement Totals										
5110	Fringe benefits	34,817.00	.00	34,817.00	4,112.27	.00	35,253.89	(436.89)	101	50,493.58
5110.100	Fringe benefits FICA	34,817.00	.00	34,817.00	4,112.27	.00	35,253.89	(436.89)	101	50,493.58



Budget Status Report

Fiscal Year to Date 12/31/17
 Include Rollup Account and Rollup to Account

Account	Account Description	Adopted Budget	Budget Amendments	Amended Budget	Current Month Transactions	Encumbrances	YTD Transactions	YTD Transactions	Budget - YTD Transactions	% Used/ Rec'd	Prior Year Total
EXPENSE											
Department 016 - Corporation Counsel											
Division 001 - General											
Fringe benefits											
5110	Fringe benefits Unemployment compensation	943.00	.00	943.00	101.21	.00	.00	879.70	63.30	93	1,624.47
5110.110	Fringe benefits Health Insurance	82,563.00	.00	82,563.00	10,505.77	.00	.00	77,273.59	5,289.41	94	115,291.11
5110.200	Fringe benefits Dental Insurance	6,229.00	.00	6,229.00	971.05	.00	.00	7,532.23	(1,303.23)	121	8,646.76
5110.210	Fringe benefits Life Insurance	135.00	.00	135.00	51.62	.00	.00	230.45	(95.45)	171	198.23
5110.220	Fringe benefits LT disability insurance	2,459.00	.00	2,459.00	152.34	.00	.00	2,045.20	413.80	83	2,278.24
5110.230	Fringe benefits ST disability insurance	2,389.00	.00	2,389.00	199.12	.00	.00	2,389.00	.00	100	4,033.00
5110.235	Fringe benefits Workers compensation insurance	872.00	.00	872.00	69.00	.00	.00	872.00	.00	100	1,001.00
5110.240	Fringe benefits Retirement	32,921.00	.00	32,921.00	3,892.61	.00	.00	33,161.05	(240.05)	101	41,015.61
5110.300		\$163,328.00	\$0.00	\$163,328.00	\$20,054.99	\$0.00	\$0.00	\$159,637.11	\$3,690.89	98%	\$224,582.00
5198	Fringe benefits - Budget only	211.00	.00	211.00	.00	.00	.00	.00	211.00	0	.00
5300	Supplies	.00	.00	.00	.00	.00	.00	120.00	(120.00)	+++	.00
5300	Supplies Office	4,500.00	.00	4,500.00	.00	.00	.00	2,448.18	2,051.82	54	3,891.67
5300.001	Supplies Postage	2,000.00	.00	2,000.00	.00	.00	.00	1,307.83	692.17	65	2,028.51
5300.004		\$6,500.00	\$0.00	\$6,500.00	\$0.00	\$0.00	\$0.00	\$3,876.01	\$2,623.99	60%	\$5,920.18
5300	Supplies	100.00	.00	100.00	.00	.00	.00	20.76	79.24	21	76.50
5303	Dues and memberships	3,875.00	.00	3,875.00	175.00	.00	.00	2,861.06	1,013.94	74	2,473.42
5305	Advertising and public notice	3,000.00	.00	3,000.00	.00	.00	.00	3,492.89	(492.89)	116	2,650.83
5310	Books, periodicals, subscription	19,200.00	.00	19,200.00	.00	.00	.00	11,220.81	7,979.19	58	15,183.99
5330	Travel and training	4,500.00	.00	4,500.00	.00	.00	.00	1,827.00	2,673.00	41	2,325.09
5340	Equipment - nonoutlay	.00	.00	.00	.00	.00	.00	7,150.00	(7,150.00)	+++	.00
5395											
5601	Intra-county expense	34,521.00	.00	34,521.00	290.40	.00	.00	29,367.74	5,153.26	85	32,808.90
5601.100	Intra-county expense Technology services	2,481.00	.00	2,481.00	204.00	.00	.00	2,481.00	.00	100	2,152.00
5601.200	Intra-county expense Insurance	.00	.00	.00	.00	.00	.00	.00	.00	+++	60.00
5601.300	Intra-county expense Other departmental	500.00	.00	500.00	.00	.00	.00	224.00	276.00	45	47.45
5601.400	Intra-county expense Copy center	2,728.00	.00	2,728.00	227.37	.00	.00	2,728.00	.00	100	2,728.00
5601.450	Intra-county expense Departmental copiers	889.00	.00	889.00	.00	.00	.00	554.72	334.28	62	616.86
5601.550	Intra-county expense Document center	\$41,119.00	\$0.00	\$41,119.00	\$721.77	\$0.00	\$0.00	\$35,355.46	\$5,763.54	86%	\$38,413.21
5601	Professional services	226.00	.00	226.00	.00	.00	.00	2,403.18	(2,177.18)	1063	341.22
5708	Paper service - legal	4,325.00	.00	4,325.00	783.17	.00	.00	3,541.83	1,704.70	18	1,704.70
5710	Court reporter service	2,000.00	.00	2,000.00	.00	.00	.00	559.05	1,440.95	28	511.00
5712											
5716	Legal services	255,450.00	29,309.00	284,759.00	.00	.00	.00	183,417.66	101,341.34	64	256,655.99
5716	Legal services	(222,500.00)	.00	(222,500.00)	.00	.00	.00	(175,761.76)	(46,738.24)	79	(241,124.28)
5716.900	Legal services Contra	\$32,950.00	\$29,309.00	\$62,259.00	\$0.00	\$0.00	\$0.00	\$7,655.90	\$54,603.10	12%	\$15,531.71
5716	Legal services Totals	\$32,950.00	\$29,309.00	\$62,259.00	\$0.00	\$0.00	\$0.00	\$7,655.90	\$54,603.10	12%	\$15,531.71



Budget Status Report

Fiscal Year to Date 12/31/17
 Include Rollup Account and Rollup to Account

Account	Account Description	Adopted Budget	Budget Amendments	Amended Budget	Current Month Transactions	YTD Encumbrances	YTD Transactions	Budget - YTD Transactions	% Used/ Rec'd	Prior Year Total
Fund 100 - General Fund										
EXPENSE										
Department 016 - Corporation Counsel										
Division 001 - General										
Transfer out										
9003		.00	82,000.00	82,000.00	82,000.00	.00	82,000.00	.00	100	.00
	Division 001 - General Totals	\$683,001.00	\$29,309.00	\$712,310.00	\$160,572.86	\$7,150.00	\$643,872.80	\$61,287.20	91%	\$667,084.48
	Department 016 - Corporation Counsel Totals	\$683,001.00	\$29,309.00	\$712,310.00	\$160,572.86	\$7,150.00	\$643,872.80	\$61,287.20	91%	\$667,084.48
	EXPENSE TOTALS	\$683,001.00	\$29,309.00	\$712,310.00	\$160,572.86	\$7,150.00	\$643,872.80	\$61,287.20	91%	\$667,084.48
	Fund 100 - General Fund Totals	683,001.00	29,309.00	712,310.00	56,667.52	.00	710,042.80	2,267.20	100%	696,394.25
	REVENUE TOTALS	683,001.00	29,309.00	712,310.00	160,572.86	7,150.00	643,872.80	61,287.20	91%	667,084.48
	EXPENSE TOTALS	\$0.00	\$0.00	\$0.00	(\$103,905.34)	(\$7,150.00)	\$66,170.00	(\$59,020.00)		\$29,309.77
	Fund 100 - General Fund Totals	683,001.00	29,309.00	712,310.00	56,667.52	.00	710,042.80	2,267.20	100%	696,394.25
	REVENUE TOTALS	683,001.00	29,309.00	712,310.00	160,572.86	7,150.00	643,872.80	61,287.20	91%	667,084.48
	EXPENSE TOTALS	\$0.00	\$0.00	\$0.00	(\$103,905.34)	(\$7,150.00)	\$66,170.00	(\$59,020.00)		\$29,309.77

9