

**PROCEEDINGS OF THE BROWN COUNTY
EXECUTIVE COMMITTEE**

Pursuant to Section 19.84 Wis. Stats., a budget meeting of the **Brown County Executive Committee** was held on Monday, October 28, 2019 in Room 200 of the Northern Building, 305 E. Walnut Street, Green Bay, Wisconsin.

Present: Chair Lund, Supervisor Moynihan, Supervisor Van Dyck, Supervisor Hoyer, Supervisor Sieber, Supervisor Van Dyck, Supervisor Buckley
Excused: Supervisor Erickson
Also Present: Supervisors Borchardt and Brusky, County Executive Troy Streckenbach, Director of Administration Chad Weininger, Corporation Counsel David Hemery, Internal Auditor Dan Process, County Clerk Sandy Juno, Finance Director Bradley Klingsporn, Senior Accountant David Diedrick, HR Senior Generalist Kara Navin, HR Generalist Ashley Morrow, Benefits Manager Jill Bomkamp, Assistant Park Director Matt Kriese, Area Extension Director Judy Knudsen, Public Safety Communications Director Cullen Peltier, Health and Human Services Director Erik Pritzl, County Conservationist Mike Mushinski, Planning Director Chuck Lamine, other interested parties.

I. Call Meeting to order.

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

II. Approve/modify agenda.

Motion made by Supervisor Moynihan, seconded by Supervisor Hoyer to modify the agenda to take Items 9, 8 and 11 before Item 1. Vote taken. MOTION CARRIED UNANIMOUSLY

III. Approve/modify Minutes of October 7, 2019 and Joint Exec and Ed & Rec of October 7, 2019.

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

Although shown in the proper format here, the closed session was taken at this time, followed by Items 8 and 11.

****BUDGET REVIEW****

Comments from the Public – Budgetary Items – None.

Non-divisional Budgets

1. Board of Supervisors - Review of 2020 Department Budget.

Board Chair Moynihan informed the County Board budget reflects the change of moving the Administrative Specialist and Administrative Coordinator to the County Clerk's Office. The Internal Auditor position will remain under the County Board. Other than that, the budget is pretty standard.

Motion made by Supervisor Hoyer, seconded by Supervisor Moynihan to approve the Board of Supervisors budget. Vote taken. MOTION CARRIED UNANIMOUSLY

2. Corporation Counsel - Review of 2020 Department Budget.

a) Resolution Approving New or Deleted Positions During the 2020 Budget Process in the Corporation Counsel Department Table of Organization.

**Motion made by Supervisor Moynihan, seconded by Supervisor Hoyer to approve resolution.
Vote taken. MOTION CARRIED UNANIMOUSLY**

**Motion made by Supervisor Moynihan, seconded by Supervisor Van Dyck to approve
Corporation Counsel budget. Vote taken. MOTION CARRIED UNANIMOUSLY**

3. Executive – Review of 2020 Department Budget.

County Executive Troy Streckenbach informed his budget is quite straight forward and very similar to previous years.

**Motion made by Supervisor Hoyer, seconded by Supervisor Sieber to approve Executive budget.
Vote taken. Ayes: Hoyer, Sieber, Lund, Moynihan, Buckley Abstain: Van Dyck MOTION
CARRIED**

4. Capital Projects.

Director of Administration Chad Weinger referenced Page 267 of the Budget Book which outlines the proposed sales tax projects. He recalled the Board passed a 5 year CIP and all of the projects in that CIP are included and, in addition, there has been a project added, that being Project 17 under Public Works which is for drainage at Bay Beach Road due to some flooding issues. The supporting documentation for each project is also included in the Budget Book. The projects include the medical examiner, jail pod, 911 phone system and crisis assessment center. Weinger noted that by doing the last three projects together, there could be savings of up to \$1 million dollars as they are all located in the same area.

Van Dyck referenced a conversation at PD & T regarding rumble strips and asked where funds for that are reflected. Weinger said rumble strips could be included in one of the highway projects listed at projects 5 - 18. Van Dyck recalled Public Works Director Paul Fontecchio mentioning that rumble strip money was in the CIP, but Van Dyck does not see any safety items included in the CIP. Weinger reiterated that rumble strips could be included in any of the highway projects in the CIP. Otherwise, there is safety money in the Highway operating budget and that could also be used for rumble strips, but that would be in the Highway budget. Weinger will verify this for the budget meeting.

Internal Auditor Dan Process referenced Page 295 of the Budget Book which shows \$50,000 budgeted for safety planning. Weinger said this runs through the Highway budget and is from the state for safety projects. Senior Accountant David Diedrick said it looks like it does flow through the capital projects.

Buckley wished to clarify that the CIP refers to jail pods, but we are only building one pod, not multiple. Weinger confirmed that only one building is being built.

Now that we are almost two full years into the .5% sales tax Hoyer asked how the revenue was in 2018 and what is projected for 2019. Weinger referred to page 265 and noted that the revenue for sales tax for 2020 is being projected at \$27,321,047. Figures for 2019 are fairly good as well. Hoyer noted that there are expenses of \$42,903,400 and we are planning for tax collections of \$28,620,885 and asked how the difference will be handled. Weinger reminded we are paying cash for these projects, not bonding for them. In order to cash flow these, the money had to be collected up front and then the county can start paying the cash out. That is why some of the projects were moved around. In 2019 we are collecting more than will be spent but that is because we have to cash flow projects in 2020.

Sieber recalled that when the original sales tax resolution was passed, specific dollar amounts were specified for each category and asked what the status of those funds are. Weininger recalled that the amounts included were estimates and the breakdown is as follows:

| | |
|---------------------------------------|--------------|
| STEM Center | \$5 million |
| Parks and Fairgrounds | \$6 million |
| Museum | \$1 million |
| Medical Examiner & Public Safety | \$10 million |
| Resch – Expo Maintenance | \$10 million |
| Library Projects | \$20 million |
| Jail – Mental Health | \$20 million |
| Infrastructure, Roads, and Facilities | \$60 million |
| Expo Hall | \$15 million |

Weininger said all of this is done through Committee and then runs through the Board. Everything is transparent and public.

Motion made by Supervisor Moynihan, seconded by Supervisor Van Dyck to approve Capital Projects as proposed. Vote taken. MOTION CARRIED UNANIMOUSLY

5. Debt Service.

Weininger noted Page 307 shows a capacity to bond of about \$1 billion dollars which is about 91% of capacity. By the end of 2023 when the .5% sales tax is scheduled to sunset the total projected indebtedness should be about \$51 million dollars. Total general obligation as of December 31, 2019 is \$90 million. Overall the county is cutting debt pretty significantly.

Motion made by Supervisor Moynihan, seconded by Supervisor Sieber to approve Debt Service as presented. Vote taken. MOTION CARRIED UNANIMOUSLY

6. Taxes, Special Revenues and Certain Internal Service Funds.

The main piece here is the shared revenue utility payments. There was a reduction there and Weininger informed there is a bill in the legislature which would give a levy exemption to make up the difference. With the Pullium Plant shutting down there have been reductions over the last few years, but this year the reduction should be larger. With regard to shared revenue for personal property, Weininger said personal property has grown greatly but the state lowered the personal property and he is waiting for a logical explanation for this.

Under expenses, the regular earning general wages reflects the 2.07% increase. The \$150,000 is for wage adjustments through the comp and class plan. The contingency fund is still in place as well. Weininger continued that the health and dental insurance fund which was not in very good shape over the past few years has rebounded fairly well and the goal is to build up another \$1.25 to \$1.5 million dollars to cover claims. Claims are trending well and initiatives like steering participants to Fast Care are helping. Weininger also noted that some of the \$3.6 million dollars are restricted because that is money that is set aside in people's accounts to cover costs.

Motion made by Supervisor Hoyer, seconded by Supervisor Sieber to approve Taxes, Special Revenues and Certain Internal Service Funds. Vote taken. MOTION CARRIED UNANIMOUSLY

Resolutions, Ordinances

7. Resolution Approving New or Deleted Positions During the 2020 Budget Process in the Treasurer Department Table of Organization. 19-099R

Motion made by Supervisor Moynihan, seconded by Supervisor Hoyer to suspend the rules to take Items 7, 9 and 10 – 47 together. Vote taken. Ayes: Moynihan, Hoyer, Buckley, Sieber & Lund Abstain: Van Dyck MOTION CARRIED UNANIMOUSLY

Sieber informed he would like to pull Item 10.
Van Dyck informed he would like to pull Item 9.

Motion made by Supervisor Moynihan, seconded by Supervisor Sieber to approve remaining items. Vote taken. Ayes: Moynihan, Sieber, Lund, Buckley, Hoyer Abstain: Van Dyck. MOTION CARRIED 5 to 1

8. Resolution Approving New or Deleted Positions During the 2020 Budget Process County Clerk and County Board Tables of Organization. 19-084R

Corporation Counsel David Hemery and County Clerk Sandy Juno addressed the Committee. Hemery provided a copy of Wis. Stats. § 59.23, a copy of which is attached, which outlines the duties of the Clerk which includes taking minutes. Hemery pointed out the Clerk may delegate that function to another, but statutorily it is the Clerk's duty.

There are currently two positions in the County Board Office that are performing duties that are County Clerk duties and the suggestion was to move those two positions to the County Clerk's office.

Buckley asked if the pay of the current Board staff is consistent with the pay of the rest of the staff in the Clerk's office. Juno responded that the staff in the County Clerk's office are all at a deputy level. If this merger moves forward, they will be working to get everyone cross trained so everyone would be at the same level. Right now it is very difficult for Juno to assign work or supervise work to County Board staff, but their work is under the jurisdiction of the County Clerk. This has been a big issue at the Clerk's Association and there have been Boards trying to take away duties and Juno believes WCA is very supportive of making sure that does not happen. She continued that since this is her last year and there will be a new Clerk coming in and a new Board Chair coming on board this seems like the most appropriate time to move forward with putting staff where they belong. There should be efficiencies and cost savings overall between the two departments and it also provides a path to move up within the Brown County organization.

Buckley asked what the difference in the pay rate is between the two departments. He can see this coming back for Board staff to be raised to the pay in the Clerk's office. Juno said the difference is a couple dollars at most, but if current Board staff is going to be assuming County Clerk deputy activities in the office, she would want them to be compensated fairly.

Moynihan informed this would still be under the umbrella of the Board of Supervisors and staff will still work with the Chair, Vice Chair and Committee Chairs. Statutorily we have been outside that realm for quite a few years. What the County Clerk is trying to do is make sure that everything is placed how it should be.

Buckley said if we are looking at this from a budgetary standpoint, current Board Staff should be put at the same rate as the rest of people in the County Clerk's office. He feels this increase should be budgeted for at this time. Juno said she would want to look at their current job descriptions because she feels Board staff is probably doing a lot of things she is not aware of. Then they can look at what training needs to take place in the Clerk's office so everyone feels comfortable with the placement, but ultimately she sees them in the same pay level. Juno continued that by combining these departments, the .4 position has been eliminated in the Board office which will result in savings. However, the person in the part-time position in the Clerk's office will be leaving for a full-time position elsewhere so the person in the .4 position in the Board office will be offered the part-time position in the Clerk's office. Moynihan added that after one year of being under the Clerk's umbrella, there will be a like document reflecting bumps to the current Board staff positions.

Van Dyck asked about any projected cost savings with this merge from a personnel standpoint. Juno said right now each department has their own minimal stock of supplies on hand and this would be able to be reduced. She also noted that they are looking at going to a laser fiche system for documents in the Clerk's office and by combining they would not have to get additional licenses for the County Board office. There could also be possibilities of sharing equipment as well. Juno continued that Board staff will stay where they are; there is a door between the offices that would be open and both departments would work together on things like scheduling time off.

Buckley questioned the need for the part-time position in the Clerk's office if Board staff is added. Juno said time will tell that and she noted that every year and a half they have a period where there is less workload when there is not a fall election. Next year there will be four elections and Juno noted that they also have a high volume of walk in customers for passports, marriage licenses and things like that. They typically schedule the .5 position for in the afternoons and typically towards the end of the week because that is when the bulk of the walk-in activities occur. She will be looking at the schedules of both departments so people can be assigned to be in on busier days as opposed to days that are less busy.

Moynihan said we live in a land of laws and basically we have not been following the law on this for quite some time. At one time Board staff was under the Clerk and this is basically a matter of housekeeping. He has conferred with both the Clerk and Corporation Counsel and feels this is the right thing to do.

Motion made by Supervisor Moynihan, seconded by Supervisor Sieber to approve. Vote taken. Ayes: Moynihan, Sieber, Lund, Van Dyck, Hoyer Nay: Buckley. MOTION CARRIED 5 to 1

9. Resolution Authorizing Full Time Employee Wage Adjustments. 19-117R

Van Dyck said he is not opposed to wage increases, but he is opposed to flat, across the board wage increases. Weininger explained the intention is to set aside a 2.07% cost of living adjustment as well as the additional \$150,000 for one time class and comp adjustments throughout the year. He recalled they did a market analysis and made sure everyone is now between min and max so everyone is within market and they want to keep everyone moving with inflation so people do not fall below market. The \$150,000 could then be utilized for the A-33 policy and any other potential changes the Board wishes. Hoyer asked if there was anything from the 2019 pot to carry over for the 2020 pot. Weininger said there would not be as they have already accounted for the changes made in the budget.

Van Dyck asked if there are employees that are being paid over the max and, if so, how many. Weininger said there are some employees that are over the max, but he did not have information as to how many. Weininger said there is no proposal in 2020 to redline employees. Van Dyck would like information for the full Board meeting as to how many employees are over max and what the dollar amount is.

Hoyer reiterated the issues that exist with giving a percentage in terms of the disparity between the lowest paid and highest paid staff. For example, a housekeeper at the airport will get a \$0.28 raise while the person running the airport will receive over a \$1.50 raise. County Executive Troy Streckenbach says he understands that argument, however he recalled the issues with management, supervisors and department heads over the last 10 years and from the Board approving increases and sitting on the search and screening committees they have seen that the county has been woefully under market in terms of those higher level increases. While he recognizes a percentage based system does create a difference between the highest paid and lowest paid, Streckenbach encouraged the Committee to make sure everyone stays in market because in the end the direction, strategies and five year plan as well as keeping the county moving in the right direction requires us to hire top talent. Streckenbach recalled that in 2002 the benefit policy was eliminated and salaried

employees who did not have union representation started having compression issues where the management and supervisors were not staying in market which led to problems.

Lund added if the wages are keeping the people here, then the wage is correct. But if people quit and we cannot hire anyone, we have to raise the wages at the lower end which has been done over the last few years. He supports the proposed 2.07% increase and also noted that he is not against the redlined people getting increases either. He feels if you work somewhere long enough and then you don't get wage increases, it is not right because they are still performing the work. If someone is not performing appropriately, it is up to management to get them to perform at the level of the other employees or replace them; a wage thing is not the way to do worker performance.

Weininger said the county has been a little inconsistent with the wage policy and they have been trying to correct that to create a consistent policy. The 2.07% increase is a wage increase, but in order to receive it an employee has to have positive performance. At this time all employees are within market and the 2.07% is to keep up with the cost of living. This will change the whole scale and if we mess with that, there will be inequities and people will be out of the market which will create problems. The A-33 policy does not cover all of the issues but that is what the Board at the time was willing to allow administration to do. The A-33 policy does not allow administration to give a general wage increase. There is not currently a system in place for people who have been here for a very long time.

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

10. Resolution Approving Changes to the Brown County Employee Benefits Plan. 19-120R

Sieber noted the employee benefit plan has been one of the most contentious issues at budget meetings and there have been employees lined up several times to talk about changes. Tonight there are no employees who wish to speak and he attributes that to the team and the fact that there are not any significant changes being proposed. He asked Benefits Manager Jill Bomkamp and Jan Stage from Associated Benefits and Risk Consulting to briefly outline the very insignificant changes that are being proposed.

Stage informed he is going on the second year working with Brown County. His goal in working with the county and the Benefits Advisory Committee is to be transparent with what they are doing. This is not rocket science and there is not an unlimited number of things that can be done to control the costs going forward so to the extent they can educate and share information they will as it is helpful overall. Year to date the county is at about a \$1.4 million dollar surplus, but we still have October, November and December which are usually the highest months for claims.

Weininger added that claims ebb and flow, but the continuation with driving people to lower cost options like Teledoc and Fast Care is helping as well. Weininger mentioned Stage has also been looking to establish an on-site or near-site clinic. Although there would be cost to this, the rewards would be much larger. Stage has a different style of guiding the county through the benefits process than the last consultants.

Stage continued that the employees at the greatest risk of having large claims are those with chronic diseases. The county is already doing health risk assessments to identify those employees, but it is a question of what is being done to address those issues. There are incentives in place and these are working better this year than last year, but Stage feels it could be even better. The advantages to an on-site or near-site clinic are low cost of care and giving people who do have the chronic diseases a place to go and manage their care. If both of those things are done and the proper incentives are provided, the hope is to lower trend of average rate of increase long-term.

Weininger added that the Benefits Advisory Committee has been very helpful in figuring out ways to drive down costs and bringing forward suggestions. The other thing the county will be looking at in the future is the tiers to see if they are as impactful as they should be or if there is a version of that that would be more impactful. Stage said last year there were no people participating in the RAS, but this year there are about 30. In looking at the number of people who are high risk based on the health risk assessments, that is a very poor outcome which says the incentives are not working.

Weininger said they will also be looking at having employee spouses complete health risk assessments if they are part of the plan. Their premium will not be adjusted based on their score, but they will get a non-participation rate if they do not participate. The goal is to get them engaged and Weininger said it is almost the industry standard now to have spouses do the HRA. Weininger said there are roughly 700 people on the family plan, but that does not necessarily mean employee and spouse.

Weininger continued that they also had separated out the retiree plan but they will be eliminating it altogether. Currently there are no retirees on the plan because it is cost prohibitive and the state actually has a pretty nice plan for retirees which is a better option.

Weininger also reminded that the EAP plan is available for all employees, whether enrolled in the insurance program or not. Fast Care, Teladoc and Nurse Line are available only to those enrolled in the health insurance and their dependents. Weininger continued that he is asking for the authority to work directly with Associated Benefits and Risk Consulting on things that do not change the plan but would result in savings or other benefits that are time sensitive. He understands that if the plan is going to be changed in any way it would have to come before the Board.

Sieber said although he did not agree with every change, he feels having some fresh faces and ideas has really improved this process. He wanted to point out that the process is going well and acknowledge the people who are responsible for that.

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

11. Resolution Establishing Salaries of Certain Elective Officials - County Board Chair, Vice-Chair and Supervisors. 19-119R

A handout regarding this was provided, a copy of which is attached. Moynihan pointed out that Board Supervisors have not had a salary increase in 10 years. Moynihan's proposal is to freeze the Chair and Vice Chair salaries and then he created a standing Committee Chair salary rate and then a rate for the remaining Supervisors. His proposal is as follows:

| | |
|--------------------------|----------|
| Chair | \$11,400 |
| Vice Chair | \$9,400 |
| Standing Committee Chair | \$8,400 |
| Remaining Supervisors | \$8,000 |

The variance for this would come to \$2,332.

Motion made by Supervisor Moynihan, seconded by Supervisor Van Dyck to approve as proposed. Vote taken. Ayes: Moynihan, Lund, Van Dyck Nays: Buckley, Hoyer, Sieber. MOTION FAILED 3 to 3

Sieber informed he typically receives two deposits a month into his account in the amount of \$281.51 for his Supervisor pay. For that Supervisors are required to attend their Committee meeting and the full Board meeting. He feels this is more than satisfactory compensation for the meetings he

attends. Unless there are large issues in your district, most Supervisors do not have a lot of discussion with constituents and for those reasons, he is going to vote against this.

Van Dyck noted this position is not really about the money and pointed out that at some point in time, Supervisors in the past set the pay. If this fails, he intends to make an alternate motion.

Motion made by Supervisor Van Dyck, seconded by Supervisor Sieber to reduce all Supervisor wages to zero. Vote taken. Aye: Van Dyck Nay: Sieber, Lund, Moynihan, Buckley, Hoyer. MOTION FAILED 1 to 5.

Motion made by Supervisor Buckley, seconded by Supervisor Van Dyck to increase rank and file Supervisors pay to \$8,400. Vote taken. Ayes: Buckley, Lund, Van Dyck Nays: Sieber, Hoyer, Moynihan MOTION FAILED 3 to 3

Motion made by Supervisor Hoyer, seconded by Supervisor Sieber to keep the salaries the same. Vote taken. Ayes: Hoyer, Sieber, Lund Nay: Buckley, Moynihan, Van Dyck. MOTION FAILED 3 to 3

12. **Resolution Approving New or Deleted Positions During the 2020 Budget Process in the Golf Course Department Table of Organization. 19-087R**

To approve; see action at Item 7 above.

13. **Resolution Approving New or Deleted Positions During the 2020 Budget Process in the NEW Zoo & Adventure Park Department – Table of Organization. 19-080R**

To approve; see action at Item 7 above.

14. **Resolution Approving New or Deleted Positions During the 2020 Budget Process in the NEW Zoo & Adventure Park Department – Table of Organization. 19-083R**

To approve; see action at Item 7 above.

15. **Resolution Approving New or Deleted Positions During the 2020 Budget Process in the Parks Department Table of Organization. 19-086R**

To approve; see action at Item 7 above.

16. **Resolution Approving New or Deleted Positions During the 2020 Budget Process in the Parks Department Table of Organization. 19-097R**

To approve; see action at Item 7 above.

17. **Resolution Approving New or Deleted Positions During the 2020 Budget Process in the Veterans' Services Department – Table of Organization. 19-098R**

To approve; see action at Item 7 above.

18. **Resolution Approving New or Deleted Positions During the 2020 Budget Process in the Health and Human Services Department – Public Health Division Table of Organization. 19-090R**

To approve; see action at Item 7 above.

19. **Resolution Approving New or Deleted Positions During the 2020 Budget Process in the Health and Human Services Department – Community Treatment Center Division Table of Organization. 19-092R**

To approve; see action at Item 7 above.

20. **Resolution Approving New or Deleted Positions During the 2020 Budget Process in the Health and Human Services Department – Community Services Division Table of Organization. 19-094R**

To approve; see action at Item 7 above.

21. **Resolution Approving New or Deleted Positions During the 2020 Budget Process in the Health and Human Services Department – Public Health Division - Table of Organization. 19-095R**

To approve; see action at Item 7 above.

22. **Resolution Approving New or Deleted Positions During the 2020 Budget Process in the Health and Human Services Department – Public Health Division - Table of Organization. 19-096R**

To approve; see action at Item 7 above.

23. **Resolution Approving New or Deleted Positions During the 2020 Budget Process in the Health and Human Services Department – Community Treatment Center Division Table of Organization. 19-100R**

To approve; see action at Item 7 above.

24. **Resolution Approving New or Deleted Positions During the 2020 Budget Process in the Health and Human Services Department – Community Treatment Center Division Table of Organization. 19-101R**

To approve; see action at Item 7 above.

25. **Resolution Approving New or Deleted Positions During the 2020 Budget Process in the Health and Human Services Department – Community Treatment Center Division Table of Organization. 19-102R**

To approve; see action at Item 7 above.

26. **Resolution Approving New or Deleted Positions During the 2020 Budget Process in the Health and Human Services Department – Community Services Division Table of Organization. 19-108R**

To approve; see action at Item 7 above.

27. **Resolution Approving New or Deleted Positions During the 2020 Budget Process in the Health and Human Services Department – Community Services Division Table of Organization. 19-109R**

To approve; see action at Item 7 above.

28. **Resolution Approving New or Deleted Positions During the 2020 Budget Process in the Health and Human Services Department – Community Services Division Table of Organization. 19-110R**

To approve; see action at Item 7 above.

29. **Resolution Approving New or Deleted Positions During the 2020 Budget Process in the Health and Human Services Department – Community Services Division Table of Organization. 19-111R**

To approve; see action at Item 7 above.

30. **Resolution Approving New or Deleted Positions During the 2020 Budget Process in the Health and Human Services Department – Community Services Division Table of Organization. 19-113R**

To approve; see action at Item 7 above.

31. **Resolution Approving New or Deleted Positions During the 2020 Budget Process in the Health and Human Services Department – Community Services Division Table of Organization. 19-114R**

To approve; see action at Item 7 above.

32. **Resolution Approving New or Deleted Positions During the 2020 Budget Process in the Health and Human Services Department – Community Services Division Table of Organization. 19-115R**

To approve; see action at Item 7 above.

33. **Resolution Regarding Table of Organization Change for the Health and Human Services Department – Community Services Division – Youth Support Specialist. 19-121R**

To approve; see action at Item 7 above.

34. **Resolution Approving New or Deleted Positions During the 2020 Budget Process in the Planning and Land Services Department Table of Organization. 19-116R**

To approve; see action at Item 7 above.

35. **Resolution Approving New or Deleted Positions During the 2020 Budget Process in the Planning and Land Services Department Table of Organization. 19-118R**

To approve; see action at Item 7 above.

36. **Resolution Approving New or Deleted Positions During the 2020 Budget Process in the Port and Resource Recovery Department Table of Organization. 19-088R**

To approve; see action at Item 7 above.

37. **Resolution Approving New or Deleted Positions During the 2020 Budget Process in the Port and Resource Recovery Department Table of Organization. 19-089R**

To approve; see action at Item 7 above.

38. **Resolution Approving New or Deleted Positions During the 2020 Budget Process in the Port and Resource Recovery Department Table of Organization. 19-093R**

To approve; see action at Item 7 above.

39. **Resolution Approving New or Deleted Positions During the 2020 Budget Process in the UW-Extension Department Table of Organization. 19-103R**

To approve; see action at Item 7 above.

40. Resolution Approving New or Deleted Positions During the 2020 Budget Process in the UW-Extension Department Table of Organization. **19-104R**

To approve; see action at Item 7 above.

41. Resolution Approving New or Deleted Positions During the 2020 Budget Process in the UW-Extension Department Table of Organization. **19-105R**

To approve; see action at Item 7 above.

42. Resolution Approving New or Deleted Positions During the 2020 Budget Process in the UW-Extension Department Table of Organization. **19-106R**

To approve; see action at Item 7 above.

43. Resolution Approving New or Deleted Positions During the 2020 Budget Process in the UW-Extension Department Table of Organization. **19-107R**

To approve; see action at Item 7 above.

44. Resolution Approving New or Deleted Positions During the 2020 Budget Process in the Public Works Department Table of Organization. **19-082R**

To approve; see action at Item 7 above.

45. Resolution Approving New or Deleted Positions During the 2020 Budget Process in the Land and Water Conservation Department – Table of Organization. **19-081R**

To approve; see action at Item 7 above.

46. Resolution Approving New or Deleted Position During the 2020 Budget Process in the Sheriff's Department Table of Organization. **19-112R**

To approve; see action at Item 7 above.

47. Resolution Approving New or Deleted Positions During the 2020 Budget Process in the District Attorney's Office Table of Organization. **19-123R**

To approve; see action at Item 7 above.

****NON-BUDGET REVIEW****

Legal Bills

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

Motion made by Supervisor Moynihan, seconded by Supervisor Buckley to pay the legal bills. Vote taken. **MOTION CARRIED UNANIMOUSLY**

Resolutions & Ordinances

2. Resolution Expressing Strong Support for Passage of 2019 Senate Bill 5, and 2019 Assembly Bill 5, Which Define County Jailers as Protective Occupation Participants.

Buckley informed Supervisor Deslauriers requested action based on what can actually be done and this resolution is the only thing we can do at this time to support the jailers and Deslauriers to try to push a vote on this matter.

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

Communications

3. **Communication from Supervisor Buckley re: Review and Possible Action/Reclassification of the following positions in the Sheriff's Department: Office Manager II, Civilian Evidence Technician, Evidence/Property Specialist and Criminal Analyst. Referred from Public Safety.**

Buckley informed he was asked by several employees of the Sheriffs' Department to have their positions reviewed and possibly reclassified. He used the Evidence Tech as an example and said this started as a civilian position which took the place of a sergeant position who was being paid as a clerical position. When the civilian Evidence Tech took the position she was advised that when she was fully trained and the evidence was all turned over that a new job description would be done, but that never happened. Because of the way these positions were categorized, the pay does not reflect what the market pays for similar positions. Buckley continued that this communication was discussed at the last Public Safety Committee meeting and they felt this should come to the Executive Committee to be considered during the budget process.

Weininger explained that originally there were three positions in the Sheriff's Department that asked for a wage adjustment and one request for a class and comp review. Weininger recently met with Sheriff Delain and there was additional information that came out of that meeting that will be considered in terms of a reclassification. With regard to the other positions who wanted pay increases, under the A-33 policy Weininger does not have the authority to do that so those requests were denied. They will also be looking at the Office Manager II position which Delain is currently reviewing.

Motion made by Supervisor Buckley, seconded by Supervisor Moynihan to refer to Human Resources. Vote taken. MOTION CARRIED UNANIMOUSLY

4. **Communication from Supervisors Sieber and Tran re: To amend subsection 2.04(2)(a) of Chapter 2 of the Brown County Code of Ordinances (standing committee chair consecutive term limits). Referred from October County Board.**

Sieber recalled a similar communication was recently before the Board regarding how long a Supervisor could serve on a Committee, but this is difference in that it refers to term limits for the Chairman of a Committee.

Motion made by Supervisor Buckley, seconded by Supervisor Moynihan to receive and place on file. Vote taken. Ayes: Buckley, Moynihan, Lund Nays: Sieber, Hoyer, Van Dyck. MOTION FAILS

In discussing Supervisor Tran's earlier communication regarding term limits, Sieber did not feel there was great support for changing the ordinance to restrict membership on Committees. Some Supervisors pointed out that some people have expertise in certain areas and like to serve on Committees that focus on that area. Sieber did feel there was some support for limiting the amount of terms someone can be chair of a Committee. It was pointed out that the Republicans do this at the federal level so this is not without precedent. Sieber continued that there is not a lot of glory in being the Chair of a Committee and this communication is to amend the Ordinance previously voted on with the addition of the the words "as Chair" added. After three terms as Chair, you could take a term off and then you could go back to being Chair if you wished. This would not include the Chairman of the Board nor the Vice Chair of the Board as set out in the Ordinance.

Van Dyck said last time we did this, we received and placed on file the first communication by Supervisor Tran, then it went to the full County Board where it was pulled and Supervisors argued that every Supervisor should have the right to have their communication put in resolution form so it came back to Executive Committee where it was referred to Corporation Counsel for drafting a

resolution which then went back through Executive Committee and back to the full County Board where it was defeated. Van Dyck questions if there is a more appropriate motion to make here to pass on to full County Board with a recommendation to not do anything further. He understands if things are not put in resolution form there can be some questions as to ultimately what is being asked for, but Sieber's communication is quite clear as to what he is asking for. He does not feel it is necessary to have Corporation Counsel spend time creating a resolution to go before the County Board to be considered. Either we are in favor of this or we are not, but he does not feel it needs to be in resolution form to know what is being asked for.

Hemery said a motion to receive and place on file is pretty clear directive that the Committee is not in support of the communication. Lund noted that this could always be pulled at the Board meeting and there could be direction to have a resolution drafted. Hemery agreed and said per the County Code anything is able to be pulled at County Board and this makes actions at the Committee level somewhat meaningless. If the Code were to be amended to restrict pulling any item from the lower Committee, Committee actions would have affect. How the Code currently reads now, regardless if something is voted up or down or received and placed on file, once it gets to County Board the Board can act as committee of the whole and do Committee work at the Board level. The process of communications and resolutions and the ability for pulling items at the County Board level was discussed further at length.

Supervisor Brusky spoke in favor of the communication but noted she was not interested in being the Chair of a Committee. She said although there are pros and cons to this, limiting the time someone can be Chair of a Committee would help to bring in new ideas and perspectives. She noted that one Committee has had the same Chair for 12 years and another one for 14 years. She feels limiting the time someone can be Chair prevents one person from dominating at Committee. She said you can almost govern out of self-interest when you are consistently on the same Committee and Chair of it. Brusky continued that Supervisors are not elected to be experts in a certain area; they are elected to be officials. All Supervisors have the potential to learn about whatever Committee they are on and they should be open to learning about the county as a whole. She feels the County Board can be an incubator for new leaders and she does not feel it is good government for one person to be Chair without a term limit and reiterated what Sieber said earlier about the Republicans having term limits in Congress. Brusky continued that she talked to a NACO representative at the WCA conference about what best practice is and she was advised that there are not really any best practices, but the golden rules seems to be what the non-profits do which is switch leadership to bring in fresh blood on a regular basis. She feels members can lose interest and vitality and the freshness of insight and new leadership on a regular basis is a healthy thing for Brown County.

Moynihan spoke to Brusky's comment about not being interested in being a Committee Chair and said that is all the more reason to receive this and place it on file. He noted that theoretically someone could be forced into chairing a Committee which does not seem like great motivation for a Supervisor if they are forced into being a Chair.

Van Dyck referenced the comparisons being made to State and Federal government and noted that he disagreed with it because the Chair in those particular instances control the agenda and can kill things coming out of the Committee. He said if the Chair of a Committee for one our standing committees had some inherent authority he would agree with this but they do not and he said they really do not control the agenda and are not even able to make a motion. He feels we are confusing the influence and authority that a Chair has in connection with what the Committee can and will do. He would support this if the Executive Committee had the authority to approve and/or not approve of things to flow to the County Board because he feels the Chair has a direct influence on what the Board is ultimately able to do. If we continue the practice of allowing any Supervisor to pull anything they wish at the County Board level, Van Dyck feels the Executive Committee is ineffective and unnecessary. He feels we currently do way too much work at the County Board level so we have to decide if we want to have the Committees have authority to do work or we want to do it all at the

County Board level. Van Dyck feels the current system is broken and he referenced Outagamie County which only holds two Board meetings a month to get the work done. He is not in favor of receiving and placing this on file because he feels it is going to just come back around and if we are going to have the same debate that we did last time we should direct it to Corporation Counsel to draft a resolution and bring it forward for the County Board vote otherwise this is going to be an ongoing circle.

In response to Moynihan's comments, Brusky noted she would not have it necessarily be six years; it could be six years or eight years but if no one on the Committee wants the Chairmanship other than the current Chair, then that person would be allowed to retain the Chairmanship. Moynihan said that would have to be noted in the resolution but that is not what the communication asks for. As far as Chairs not making motions, Brusky said she has seen that done and she has also seen examples of a Chair holding things from an agenda.

Lund feels this is very similar to what did not pass at the last meeting and he feels we are splitting hairs. He noted the people on the Committee get to vote for the Chair so if they do not want a specific Supervisor to be Chair, they don't have to vote for them.

Supervisor Borchardt said we all know what Committee we are talking about and there is a triad. There are things that are not controlled when the vote is 3 to 2. Lund said it is always going to be that way on Committees, especially when there are long term people on Committees and that is why things come forward to the full Board. Borchardt agreed with Van Dyck in that this system is broken and this would be one way to fix it. Lund said everything comes to the County Board so the full Board gets a crack at it; the Committee just makes recommendations to the Board. He is not opposed to getting rid of the Committee structure and holding two County Board meetings every month. One could be a working session and the second meeting of the month could be for passing items. That would be much more interesting than limiting chairmanships and membership on Committees.

Borchardt challenged the term *limiting* and put the challenge out to learn something new; she does not see that as a limitation. She goes to meetings that she does not know much about so she can figure things out. She feels it expands her knowledge of what actually happens in the county and Supervisors should be doing that for their constituents on a regular basis already. Lund pointed out that you can be on different committees and he recommends that all Supervisors do that. Borchardt pointed out that Supervisors do not move around and Lund pointed out that that is their choice; you cannot force people to learn other things by playing musical chairs.

Sieber said from his perspective, this is not about one particular Committee, it is about the totality of the Board and allowing others to step into a leadership role. He does not believe that out of 26 Supervisors there is not going to be someone who wants to chair a Committee. He feels the nominations for Chair are pretty much handled before the meetings are held and he feels it is good government to hand down Chairs and allow leaders to be leaders. Supervisors all run for office to represent 10,000 constituents and giving everyone a chance to Chair a Committee is a good thing in his opinion. There is nothing in place that says a Supervisor has to stay on a Committee, they are free to move around if that is what they want to do. This communication is simply to limit the Chairmanship to three terms like the Republicans do at the federal level to allow elected leaders the opportunity to lead and Chair the Committees which he thinks is a good thing for democracy and a healthy thing for the county. Sieber continued that perhaps what is needed is another communication to clarify how Committees and the full Board handle our business.

Sieber feels referring this communication to Corporation Counsel to draft a resolution would be appropriate as all that would need to be done is add the words "as Chair" which would not take a lot of time.

Lund pointed out that the prior motion to receive and place on file is still on the floor and has not been voted on, however, Sieber felt a motion to refer would take precedence over that. Hemery clarified that the motion to receive and place on file has a higher priority than a motion to refer.

At this time a vote was taken on the earlier motion to receive and place on file.

Motion made by Supervisor Sieber, seconded by Supervisor Hoyer to refer to Corporation Counsel and bring back at the next Executive Committee meeting. Vote taken. Ayes: Sieber, Hoyer, Van Dyck Nays: Moynihan, Lund, Buckley. MOTION FAILS

Reports

5. **Internal Auditor.** *No report; no action taken.*
6. **Human Resources Report.** *No report; no action taken.*
7. **Department of Administration Report.** *No report; no action taken.*
8. **County Executive Report.** *No report; no action taken.*

Closed Session

9. **Closed Session: 911 Computer Aided Dispatch (CAD) Contract with Securus and Possible Action Regarding Budget Adjustment Request.**

- a. **Open Session: Motion and Recorded Vote pursuant to Wis. Stats. Sec. 19.85(1), regarding going into closed session pursuant to Wis. Stats. Sec. 19.85(1)(g), i.e. conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved, in particular, regarding settlement discussions concerning the 911 CAD Contract with Securus and Possible Action Regarding Budget Adjustment Request.**

Motion made by Supervisor Moynihan, seconded by Supervisor Buckley to convene into closed session. Roll Call Vote Taken: Ayes: Sieber, Van Dyck, Lund, Moynihan, Buckley, Hoyer. MOTION CARRIED UNANIMOUSLY

- b. **Convene into Closed Session: Pursuant to Wis. Stats. Sec. 19.85(1)(g), the governmental body shall convene into closed session for purposes of conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved, in particular, regarding settlement discussions concerning the 911 CAD Contract with Securus and Possible Action Regarding Budget Adjustment Request.**

- c. **Reconvene into Open Session: The governmental body shall reconvene into open session for possible voting and/or other action regarding settlement discussions concerning the 911 CAD Contract with Securus and Possible Action Regarding Budget Adjustment Request.**

Motion made by Supervisor Moynihan, seconded by Supervisor Buckley to reconvene into open session. Roll Call Vote Taken: Ayes: Sieber, Van Dyck, Lund, Moynihan, Buckley, Hoyer. MOTION CARRIED UNANIMOUSLY

Motion made by Supervisor Sieber, seconded by Supervisor Moynihan to proceed as recommended by Corporation Counsel in closed session. Vote taken. MOTION CARRIED UNANIMOUSLY

Other

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

11. Adjourn.

Motion made by Supervisor Sieber, seconded by Supervisor Moynihan to adjourn at 7:27 pm. Vote taken. MOTION CARRIED UNANIMOUSLY

Respectfully submitted,

Therese Giannunzio
Administrative Assistant

2016 Wisconsin Statutes & Annotations

59.23 Clerk.

Universal Citation: WI Stat § 59.23 (2016)

59.23 Clerk.

59.23(1)(1) Deputies; salaries; vacancies.

59.23(1)(a)(a) Every clerk shall appoint in writing one or more deputies and file the appointment in the clerk's office. The deputy or deputies shall aid in the performance of the duties of the clerk under the clerk's direction, and in case of the absence or disability of the clerk or of a vacancy in the clerk's office, unless another is appointed therefor as provided in par. (c), shall perform all of the duties of the clerk during the absence or until the vacancy is filled. The board may, at its annual meeting or at any special meeting, provide a salary for the deputy or deputies.

59.23(1)(b) (b) In each county the clerk may also appoint the number of assistants that the board authorizes and prescribes, and the assistants shall receive salaries that the board provides and fixes.

59.23(1)(c) (c) If a clerk is incapable of discharging the duties of office the board shall appoint an acting clerk within 90 days after the board adopts a resolution finding that the clerk is incapable of discharging the duties of the office. The acting clerk shall serve until the disability is removed. If the board is not in session at the time of the incapacity, the chairperson of the board may appoint an acting clerk, whose term shall not extend beyond the next regular or special meeting of the board. A person appointed as acting clerk or appointed to fill a vacancy in the office of clerk, upon giving an official bond with sureties as required of a clerk, shall perform all of the duties of the office; and thereupon the powers and duties of the deputy of the last clerk shall cease.

59.23(2) (2) Duties. The clerk shall:

59.23(2)(a) (a) Board proceedings. Act as clerk of the board at all of the board's regular, special, limited term, and standing committee meetings; under the direction of the county board chairperson or committee chairperson, create the agenda for board meetings; keep and record true minutes of all the proceedings of the board in a format chosen by the clerk, including all committee meetings, either personally or through the clerk's appointee; file in the clerk's office copies of agendas and minutes of board meetings and committee meetings; make regular entries of the board's resolutions and decisions upon all questions; record the vote of each supervisor on any question submitted to the board, if required by any member present; publish ordinances as provided in s. 59.14 (1); and perform all duties prescribed by law or required by the board in connection with its meetings and transactions.

59.23(2)(b) (b) Recording of proceedings. Record at length every resolution adopted, order passed and ordinance enacted by the board.

Brown County Board of Supervisors Salary History

| Year | Chair | Increase (Decrease) | Change % | Vice-Chair | Increase (Decrease) | Change % | Supervisors | Increase (Decrease) | Change % |
|-------------|-----------|---------------------|----------|------------|---------------------|----------|-------------|---------------------|----------|
| 1995 | \$ 8,600 | | | \$ 6,600 | | | \$ 5,100 | | |
| 1996 | \$ 9,200 | \$ 600 | 6.98% | \$ 7,200 | \$ 600 | 9.09% | \$ 5,700 | \$ 600 | 11.76% |
| 1997 | \$ 9,800 | \$ 600 | 6.52% | \$ 7,800 | \$ 600 | 8.33% | \$ 6,300 | \$ 600 | 10.53% |
| 1998 | \$ 10,400 | \$ 600 | 6.12% | \$ 8,400 | \$ 600 | 7.69% | \$ 6,900 | \$ 600 | 9.52% |
| 1999 | \$ 11,000 | \$ 600 | 5.77% | \$ 9,000 | \$ 600 | 7.14% | \$ 7,500 | \$ 600 | 8.70% |
| 2000 | \$ 11,000 | \$ - | 0.00% | \$ 9,000 | \$ - | 0.00% | \$ 7,500 | \$ - | 0.00% |
| 2001 | \$ 11,000 | \$ - | 0.00% | \$ 9,000 | \$ - | 0.00% | \$ 7,500 | \$ - | 0.00% |
| 2002 | \$ 11,000 | \$ - | 0.00% | \$ 9,000 | \$ - | 0.00% | \$ 7,500 | \$ - | 0.00% |
| 2003 | \$ 11,000 | \$ - | 0.00% | \$ 9,000 | \$ - | 0.00% | \$ 7,500 | \$ - | 0.00% |
| 2004 | \$ 11,000 | \$ - | 0.00% | \$ 9,000 | \$ - | 0.00% | \$ 7,500 | \$ - | 0.00% |
| 2005 | \$ 11,000 | \$ - | 0.00% | \$ 9,000 | \$ - | 0.00% | \$ 7,500 | \$ - | 0.00% |
| 04/06-04/07 | \$ 11,000 | \$ - | 0.00% | \$ 9,000 | \$ - | 0.00% | \$ 7,650 | \$ 150 | 2.00% |
| 04/07-04/08 | \$ 11,250 | \$ 250 | 2.27% | \$ 9,250 | \$ 250 | 2.78% | \$ 7,800 | \$ 150 | 1.96% |
| 04/08-04/09 | \$ 11,406 | \$ 156 | 1.39% | \$ 9,406 | \$ 156 | 1.69% | \$ 7,956 | \$ 156 | 2.00% |
| 04/09-04/10 | \$ 11,406 | \$ - | 0.00% | \$ 9,406 | \$ - | 0.00% | \$ 7,956 | \$ - | 0.00% |
| 04/10-04/11 | \$ 11,182 | \$ (224) | -1.96% | \$ 9,222 | \$ (184) | -1.96% | \$ 7,800 | \$ (156) | -1.96% |
| 04/11-04/12 | \$ 11,406 | \$ 224 | 2.00% | \$ 9,406 | \$ 184 | 2.00% | \$ 7,956 | \$ 156 | 2.00% |
| 04/12-04/13 | \$ 11,406 | \$ - | 0.00% | \$ 9,406 | \$ - | 0.00% | \$ 7,956 | \$ - | 0.00% |
| 04/13-04/14 | \$ 11,406 | \$ - | 0.00% | \$ 9,406 | \$ - | 0.00% | \$ 7,956 | \$ - | 0.00% |
| 04/14-04/15 | \$ 11,406 | \$ - | 0.00% | \$ 9,406 | \$ - | 0.00% | \$ 7,956 | \$ - | 0.00% |
| 04/15-04/16 | \$ 11,406 | \$ - | 0.00% | \$ 9,406 | \$ - | 0.00% | \$ 7,956 | \$ - | 0.00% |
| 04/16-04/17 | \$ 11,400 | \$ (6) | -0.05% | \$ 9,400 | \$ (6) | -0.06% | \$ 7,956 | \$ - | 0.00% |
| 04/17-04/18 | \$ 11,400 | \$ - | 0.00% | \$ 9,400 | \$ - | 0.00% | \$ 7,956 | \$ - | 0.00% |
| 04/18-04/19 | \$ 11,400 | \$ - | 0.00% | \$ 9,400 | \$ - | 0.00% | \$ 7,956 | \$ - | 0.00% |
| 04/19-04/20 | \$ 11,400 | \$ - | 0.00% | \$ 9,400 | \$ - | 0.00% | \$ 7,956 | \$ - | 0.00% |

Brown County
Proposed Board of Supervisors Salary Increase
Budget Year 2020

| Position | Count | Current | | Proposed | | Variance | |
|--|-------|------------|----------------|------------|----------------|------------|--------------|
| | | Individual | Total | Individual | Total | Individual | Total |
| Chair | 1 | 11,400 | 11,400 | 11,400 | 11,400 | 0 | 0 |
| Vice Chair | 1 | 9,400 | 9,400 | 9,400 | 9,400 | 0 | 0 |
| Standing Committee Chair (Excluding Executive Committee) | 5 | 7,956 | 39,780 | 8,400 | 42,000 | 444 | 2,220 |
| Supervisors | 19 | 7,956 | 151,164 | 8,000 | 152,000 | 44 | 836 |
| Total annual effect | | | 211,744 | | 214,800 | 488 | 3,056 |

| <u>January 2020 through mid-April 2020</u> | | <u>Annual</u> | <u>Months</u> | <u>Extended (a)</u> |
|--|----|---------------|---------------|---------------------|
| Chair | 1 | 11,400 | 3.5 | 3,325 |
| Vice Chair | 1 | 9,400 | 3.5 | 2,742 |
| Standing Committee Chair (Excluding Executive Committee) | 5 | 7,956 | 3.5 | 11,603 |
| Supervisors | 19 | 7,956 | 3.5 | 44,090 |
| Subtotal, current rate of pay | | | | 61,760 |

| <u>Mid-April 2020 through December 2020</u> | | <u>Annual</u> | <u>Months</u> | <u>Extended (b)</u> |
|--|----|---------------|---------------|---------------------|
| Chair | 1 | 11,400 | 8.5 | 8,075 |
| Vice Chair | 1 | 9,400 | 8.5 | 6,658 |
| Standing Committee Chair (Excluding Executive Committee) | 5 | 8,400 | 8.5 | 29,750 |
| Supervisors | 19 | 8,000 | 8.5 | 107,667 |
| Subtotal, proposed rate of pay | | | | 152,150 |

| <u>Proposed annual budget 2020</u> | | <u>Current</u> | <u>Proposed (a+b)</u> | <u>Variance</u> |
|--|----|----------------|-----------------------|-----------------|
| Chair | 1 | 11,400 | 11,400 | 0 |
| Vice Chair | 1 | 9,400 | 9,400 | 0 |
| Standing Committee Chair (Excluding Executive Committee) | 5 | 39,780 | 41,353 | 1,573 |
| Supervisors | 19 | 151,164 | 151,757 | 593 |
| Total proposed budget, wages | | 211,744 | 213,910 | 2,166 |
| FICA @ 7.65% | | 16,198 | 16,364 | 166 |
| Total proposed budget, wages and benefits | | 227,942 | 230,274 | 2,332 |