

**PROCEEDINGS OF THE BROWN COUNTY
LAND CONSERVATION SUBCOMMITTEE**

Pursuant to Section 18.94 Wis. Stats., a regular meeting of the **Brown County Land Conservation Subcommittee** was held on Monday, April 27, 2015 at the Howard Public Works Department, 2198 Glendale Avenue, Howard, WI

Present: Chairman Dantine; Supervisors: Bernie Erickson, Tom Sieber, Dave Kaster, Dave Landwehr; and Mr. Dan De Grave
Also Present: Jim Jolly (Director – Land Conservation), John Bechle (Program Manager – Land Con) Troy Streckenbach (County Executive)

I. Call Meeting to Order

The meeting was called to order by Chairman Dantine at 5:30 PM

II. Approve/Modify Agenda.

Motion made by Supervisor Erickson, Seconded by Supervisor Landwehr to approve. Vote Taken. MOTION CARRIED UNANIMOUSLY.

III. Approve/Modify Minutes of March 23, 2015.

Motion made by Supervisor Kaster, Seconded by Dan De Grave to approve. Vote Taken. MOTION CARRIED UNANIMOUSLY.

Comments from the Public

1. Communication from Supervisor Robinson re: As part of the Class & Comp referral have each committee hold a discussion on the philosophy of how this comp plan would be implemented; referred from April County Board.

Jolly informed that he had been through three Class and Comp plans while at the county. The last time was a disaster. They started to implement it and it was frozen for 10 years. He was a little dismayed that it got voted back to committee at County Board. They should have passed the structured plan and gotten on with this. He was frustrated.

Responding to Dantine, Jolly felt the structure was sound. It was just making adjustments within the structure for employees that they had. He informed that there would be some adjustments in their department. It was his recommendation to proceed, get it passed and get it going.

Supervisor Sieber arrived at 5:31 p.m.

Kaster questioned why not approve the whole thing together, Class and Come, wage, etc. Jolly responded that when you start talking wages with 1,700 employees, things got complicated and if it started getting out of hand, the whole thing could go down. They haven't had a wage compensation plan in years and that was the point. They were going to have trouble tracking people if they didn't have some sort of structured plan. He couldn't speak to how many people left the county because of wages. He personally wouldn't leave because of his wages, he raised a family here, and most people liked Brown County. Wages weren't the only thing; it was how they were treated within their office, relationships with downtown, those things were important. Kaster understood but it was part of Zima's communication later on, Supervisors

were asking if there were exit interviews. There was more to the puzzle and he felt government liked to throw money when something happened. He agreed there had to be a wage plan. He understood people were leaving and it had nothing to do with wages. Kaster added that exit interviews were voluntary so they never really found out. If they wanted to get someone to be honest, find them on their way out. Jolly stated that if he was coming to the county now and they didn't have some way that he could see if there was a possibility of advancing, he'd think twice.

Landwehr asked that they keep it focused on a department by department basis and look where they were at and what was happening. There was always going to be some turnover. Maybe the older generation was used to fewer turnovers where a lot of the younger generation was more mobile in positions. He wouldn't blame an employee if they had a better opportunity somewhere else. Just as they would take the approach if they had a problem employee they would deal with it also.

Jolly stated the message he had for the committee from some of his staff was that after Wednesday night they were skeptical that anything was going to happen. That's not good.

Erickson referred to Item 1a, "WHEREAS, as an initial step to pay market rate, Human Resources recommends adopting the attached Brown County Classification Salary Range". Was it determined that the "Mid-Point" on the study was market rate? Streckenbach was hoping to get the board to agree that this study, based on the information that they were able to receive, puts those positions at where they were at on the spreadsheet. Once the study was adopted they would allow internally departments to meet with staff and verify that employees were comfortable with where their job description landed. From there they bring it through to the Executive Committee. He didn't know what the appetite was of the board of how to address those individuals who were at 80%-90%-110%, they didn't know what to do with the people that were below 80%. What they wanted to do was basically say yes they agreed that if they were to go out for market, and if they were to have their compensation structure set up, this is where it should land. So when they published new positions in the future, at least they had a basis to start off of. The second phase, outside of getting the positions fixed in the next two months process, was for the board to decide that when they bring employees in, did they want the target to be at the midpoint, above the midpoint, below the midpoint. After they determined that, the last part would be compensation which would be directed and derived based on what the board ultimately wanted to compensate the employees at. This first phase gave them a starting block in having a conversation about where their employees landed based on the analysis that Wipfli did. From there they would have to decide on a couple different options of what they felt was the best move going forward.

Dantinne felt that if someone came in and they were hired at the mid-range making more than someone who had been with the county for 20 years, that was not fair and it had to stop. He felt they looked awfully foolish as the County Board spending \$70,000 to do a comp plan and then sit on it. In his mind it gave them a range, it was a starting block, and now they knew what the structure was. Erickson agreed with him, they needed to have a starting range to show people and certain adjustments needed to be made. That's where managers become managers. They had to look at the qualifications and see where they fell in compared to the other employees. And at the same time they were going to have to come up and have to have some kind of approved formula for the wage ranges for new employees, which was not 100% carved in stone:

Erickson was hung up on the "whereas... as the initial step to pay market rate". He felt it should state "to determine market rate". Landwehr interjected, they could take that statement to

mean either or, they could be raising people up or freezing them. That's how he interpreted it. It was trying to get closer to the mid-point, not bring everyone up. Erickson felt they weren't trying to get people necessarily to the mid-point. They initially said no one was going to lose wages but at the same time, there were employees that may have been with the county for quite some time and they were at the low point, maybe that is where they belong because they don't do anything more than they absolutely ever had to to meet the qualifications for that job.

Streckenbach informed that their objective was to keep their salary structure competitive in the future. It was 13 years of 19 bargaining units. They tried to address compression issues with management over the last four years where they had management making less than what the staff that they were supervising. They didn't correct them all but believed they got the majority of them. The same time they had a system that was basically frozen in time and the market rate had grown over and beyond it. Even if they decided not to give any pay increases they had a structure where over each year the CPI would move this thing forward. They just needed to have a structure so they knew that they will not overpay or underpay their staff.

Sieber agreed, they needed something in place for a salary structure. He was fighting at the County Board to hold for 30 days because whenever they passed something that involved employees or any major policy, that they get feedback and input from staff. One thing in their packet was Departmental Opening Summaries. The reason they do that now was to tell what positions were turning over faster than others. If they kept seeing a position open, they knew there was a problem and they needed to look into it. He agreed with Kaster that they were losing people and bringing in replacements for more than the person who left, that was absolutely not right. He was hoping they could identify the people that were most likely to leave because they were so far below midpoint and then put that plan together and try to get that person up to midpoint so they stay, etc.

Streckenbach stated that part of the reason why that was happening, when the county added to the baseline the contract basically stated that the wage structure would move with it. So if there was a vacancy and it was filled, that individual would be brought in at the same rate as where the current employee left at. That system was in place and technically still happening today.

Motion made by Supervisor Erickson, Seconded by Supervisor Landwehr to receive and place on file Item 1. Vote Taken. MOTION CARRIED UNANIMOUSLY.

1a. Resolution re: Brown County Classification Salary Range; *referred from April County Board.*

Motion made by Supervisor Erickson, Seconded by Supervisor Kaster to approve for the purpose of sending forward to the Executive Committee noting a possible change in the 6th "Whereas... as an initial step to 'pay' market rate", which may be "to 'determined' market rate". Vote Taken. MOTION CARRIED UNANIMOUSLY.

2. Communication from Supervisor Zima re: Request that Human Resources Department provide each standing committee statistical information as to what the county employee turnover rate is by department and the corresponding reason for turnover; *referred from April County Board.*

Jolly informed that they had a guy leave last December, the former Director left two December's before that.

Erickson would like to see Department Heads come forward monthly when someone left and

the reasoning why. He would like to see quarterly a breakdown of all the departments. Director of Administration Chad Weininger provided handouts (attached). Streckenbach informed that the 11.69% turnover for 2014 was below the national average. They had individuals leaving for multiple reasons such as job advancements. They had an amazing amount of people retiring who worked for Brown County for 30+ years and that will become a reoccurring theme. They also had areas where they weren't compensated appropriately. He wasn't sure if it was the wages or workload but Economic Support in the Human Services Department had a decent amount of turnover. They had people leave because of Act 10, also because of things they had done administratively with Chapter 4. They had 1,700 employees; there were different degrees as to why people were leaving. Was pay one of them, in certain areas it probably was.

Weininger informed that HR was reviewing the exit interview process and trying to get a better sample. Because of Supervisor Sieber's request they were trying to pinpoint them down more as opposed to their historic which was basically a resignation or a retirement, but specifically why. The problem, a lot of it was voluntary and they won't always get really good feedback especially if someone doesn't want to burn a bridge in the future or maybe come back.

Motion made by Supervisor Erickson, Seconded by Supervisor Kaster that they receive from Department Heads a status report on a monthly basis as to why people left and quarterly from staff for the overall county.

A friendly amendment was made by Supervisor Sieber, seconded by Supervisor Erickson to add "may require a closed session" be added to the motion. Vote taken. Nay: Landwehr. MOTION CARRIED 5-1.

Other

3. Budget Status Financial Report, March, 2015.

Motion made by Supervisor Sieber, Seconded by Supervisor Erickson to receive and place on file. Vote Taken. MOTION CARRIED UNANIMOUSLY.

4. Departmental Openings Summary, April, 2015.

Motion made by Supervisor Erickson, Seconded by Dan De Grave to approve. Vote Taken. MOTION CARRIED UNANIMOUSLY.

5. Director's Report.

Jolly informed that they were negotiating another \$120,000 grant from the Crown Family Foundation and Ducks Unlimited. They also were negotiating a long term staffing agreement with NRDA Trustee Council.

With regard to the phragmites issue along the Bay and some inland areas. Bay-Lake Regional Planning and the DNR both received grants over a million dollars to do phragmites control. This will help a lot of landowners along the Bay shore as it will increase property values if they can get it controlled. They were starting to talk about how they will get involved with them.

Erickson informed that if they needed certain laborers working on that, Sheriff Gossage would provide Huber inmates. They could potentially save some money and get the work done.

**Motion made by Supervisor Sieber, Seconded by Supervisor Landwehr to receive and place on file.
Vote Taken. MOTION CARRIED UNANIMOUSLY.**

6. Such Other Matters as Authorized by Law.

7. Adjourn.

**Motion made by Supervisor Sieber, Seconded by Supervisor De Grave to adjourn at 6:14 PM. Vote
Taken. MOTION CARRIED UNANIMOUSLY.**

Respectfully submitted,

Alicia A. Loehlein
Recording Secretary

Total County Annual Turnover 11.69%

Monthly Turnover 0.97%

Departments	Current Count of Employee	2012 Terms	2013 Terms	2014 Terms	2014 Turnover %
006 - County Board	29	1	2	0	0.00
010 - Circuit Courts	38	6	4	4	10.53
012 - Clerk of Courts	32	0	3	7	21.88
013 - Public Safety	74	14	10	11	14.86
014 - Medical Examiner	9	0	1	1	11.11
016 - Corporation Counsel	10	2	3	1	10.00
017 - Child Support	35	2	4	5	14.29
019 - County Clerk	7	2	1	0	0.00
022 - Technology Services	23	1	6	3	13.04
024 - District Attorney	24	1	1	2	8.33
029 - County Executive	3	0	1	3	100.00
030 - Airport	26	2	4	2	7.69
032 - Administration	16	2	0	2	12.50
034 - Golf Course	10	0	1	0	0.00
038.CD AIDES - Syble Hopp/CD/Severe Aides	21	4	3	2	9.52
038.CD TEACH - Syble Hopp/CD/Severe Teachers	22		1	2	9.09
038.CEN ADMIN - Syble Hopp/Central Office Admin	3		0	0	0.00
038.CEN NONADMIN - Syble Hopp/Central Office Nonadmin	5		1	1	20.00
038.EC AIDES - Syble Hopp/EC Aides	2		0	0	0.00
038.EC TEACH - Syble Hopp/EC Teachers	6		0	0	0.00
038.INT TEACH - Syble Hopp/Integrated Teachers	5		1	3	60.00
038.OCC THRPY - Syble Hopp/Occupational Therapist	3		0	0	0.00
038.SPCH THRPY - Syble Hopp/Speech/Language Therapist	6		0	0	0.00
038.SUB - Syble Hopp/Substitute Staff	55		0	0	0.00
048 - Conservation	11	1	2	0	0.00
050 - Library	116	10	13	30	25.86
054 - Facility and Park Management	45	4	6	7	15.56
054.062 - Facility and Park Management/Park	35	0	0	1	2.86
056 - Community Treatment Center	185	51	23	30	16.22
057 - Zoo	39	1	5	5	12.82
058 - Museum	9	1	5	1	11.11
060 - Health	41	4	5	3	7.32
064 - Human Resources	12	6	3	2	16.67
066 - Planning and Land	20	0	2	5	25.00
072 - Register of Deeds	11	3	0	1	9.09
074 - Sheriff	187	11	15	14	7.49
074.CAP.072 - Sheriff/Division Captains/Jail	136		0	3	2.21
076 - Community Programs	313	29	36	46	14.70
079 - Resource Recovery	15	1	1	1	6.67
080 - Treasurer	8	0	0	1	12.50
083 - UW Extension	12	1	0	0	0.00
084 - Veterans	5	0	2	0	0.00
660 - Highway	98	3	1	7	7.14
Grand Total	1762	163	166	206	11.69

Department	Event Reason	Termination Date	Position Title
010 - Circuit Courts	Resignation	2014-05-10	101.010.010 - Register In Probate
010 - Circuit Courts	Resignation	2014-05-31	101.333.010 - Law Clerk
010 - Circuit Courts	Resignation	2014-02-22	900.333.010 - LTE-Bailiff
010 - Circuit Courts	Death	2014-05-25	900.333.010 - LTE-Bailiff
012 - Clerk of Courts	Resignation	2014-07-02	101.023.012 - Clerk of Courts
012 - Clerk of Courts	WRS Retirement	2014-01-04	101.270.012 - Chief Deputy Clerk Of Courts
012 - Clerk of Courts	Resignation	2014-05-17	102.077.012 - Clerk/Typist II
012 - Clerk of Courts	WRS Retirement	2014-03-18	102.077.012 - Clerk/Typist II
012 - Clerk of Courts	WRS Retirement	2014-06-03	102.330.012 - Court Coordinator
012 - Clerk of Courts	WRS Retirement	2014-05-02	103.330.012 - Court Coordinator
012 - Clerk of Courts	WRS Retirement	2014-07-02	105.330.012 - Court Coordinator
013 - Public Safety	WRS Retirement	2014-10-31	101.060.013 - Office Manager I
013 - Public Safety	Resignation	2014-08-12	102.762.013 - Emergency Management Coord
013 - Public Safety	Resignation	2014-12-19	107.761.013 - Telecommunication Operator
013 - Public Safety		2014-04-12	114.761.013 - Telecommunication Operator
013 - Public Safety	WRS Retirement	2014-08-17	115.761.013 - Telecommunication Operator
013 - Public Safety	Resignation	2014-07-17	123.761.013 - Telecommunication Operator
013 - Public Safety	Resignation	2014-09-20	123.761.013 - Telecommunication Operator
013 - Public Safety	Resignation	2014-07-25	127.761.013 - Telecommunication Operator
013 - Public Safety	Resignation	2014-08-19	127.761.013 - Telecommunication Operator
013 - Public Safety	Resignation	2014-11-17	144.761.013 - Telecommunication Operator
013 - Public Safety	Resignation	2014-05-16	157.761.013 - Telecommunication Operator 1
014 - Medical Examiner	Resignation	2014-12-16	101.350.014 - Medical Examiner Investigators
016 - Corporation Counsel	Resignation	2014-09-19	107.570.016 - Assistant Corporation Counsel
017 - Child Support		2014-08-02	102.051.017 - Accounting Technician
017 - Child Support	Resignation	2014-06-04	103.280.017 - Child Support Specialist-Enforce
017 - Child Support	WRS Retirement	2014-12-02	104.070.017 - Intake Specialist- Child Support
017 - Child Support		2014-02-22	105.070.017 - Child Support Clerk
017 - Child Support	Resignation	2014-10-21	107.280.017 - Child Support Specialist-Enforce
022 - Technology Services		2014-05-13	101.060.022 - Office Manager I
022 - Technology Services	Resignation	2014-08-22	101.070.022 - Delivery & Receiving Clerk
022 - Technology Services	Resignation	2014-10-08	900.340.022 - LTE- Project Manager
024 - District Attorney	Resignation	2014-01-25	101.333.024 - Special Drug Task Attorney
024 - District Attorney	Term LTE	2014-11-28	107.060.024 - Legal Assistant II
029 - County Executive	Resignation	2014-05-10	101.060.029 - Executive Assistant
029 - County Executive	Resignation	2014-06-26	101.060.029 - Executive Assistant
029 - County Executive	Resignation	2014-11-08	101.270.029 - Deputy Executive
030 - Airport	Resignation	2014-12-27	101.460.003 - Bldgs & Grounds Maint Worker
030 - Airport	Resignation	2014-01-11	104.010.003 - Operations Supervisor - Airfield
032 - Administration	Resignation	2014-01-04	103.010.032 - Accounts Supervisor
032 - Administration	Resignation	2014-02-20	106.051.032 - Accountant Supervisor
038.CD AIDES - Syble Hopp/CD/Severe Aides	Resignation	2014-06-07	107.756.038 - Teacher Aide
038.CD AIDES - Syble Hopp/CD/Severe Aides	WRS Retirement	2014-06-07	125.756.038 - Teacher Aide
038.CD TEACH - Syble Hopp/CD/Severe Teachers	WRS Retirement	2014-06-10	117.755.038 - Teacher
038.CD TEACH - Syble Hopp/CD/Severe Teachers	Resignation	2014-08-16	124.755.038 - Teacher
038.CEN NONADMIN - Syble Hopp/Central Office Nonadr	Resignation	2014-12-16	101.751.038 - Admin Clerk .5
038.INT TEACH - Syble Hopp/Integrated Teachers	Resignation	2014-10-04	117.755.038 - Teacher
038.INT TEACH - Syble Hopp/Integrated Teachers	Resignation	2014-08-02	135.755.038 - Teacher
038.INT TEACH - Syble Hopp/Integrated Teachers	Resignation	2014-08-02	139.755.038 - Teacher
050 - Library	Resignation	2014-11-01	101.010.050 - Library Director
050 - Library	WRS Retirement	2014-08-02	101.590.050 - Reference Librarian
050 - Library	Resignation	2014-01-04	102.010.050 - Deputy Director
050 - Library	Resignation	2014-08-27	102.595.050 - Shelver
050 - Library	WRS Retirement	2014-08-31	103.010.050 - Library Supervisor
050 - Library	Resignation	2014-07-16	103.595.050 - Shelver
050 - Library	WRS Retirement	2014-02-08	104.590.050 - Children's Librarian
050 - Library	WRS Retirement	2014-07-16	104.591.050 - Technical Services Clerk
050 - Library	Resignation	2014-10-12	104.595.050 - Shelver
050 - Library	WRS Retirement	2014-08-02	105.010.050 - Library Supervisor
050 - Library	Resignation	2014-08-30	105.460.050 - Library Maintenance Worker
050 - Library	Resignation	2014-02-08	105.590.050 - Branch Coordinator
050 - Library	WRS Retirement	2014-01-01	105.591.050 - Technical Services Clerk
050 - Library	Resignation	2014-09-27	105.592.050 - Library Service Associate
050 - Library	WRS Retirement	2014-01-01	105.592.050 - Library Service Associate

050 - Library	WRS Retirement	2014-12-02	106.592.050 - Library Service Associate
050 - Library	Term LTE	2014-03-23	110.593.050 - Library Service Associate
050 - Library	Resignation	2014-02-08	110.593.050 - Library Service Associate
050 - Library	Resignation	2014-08-24	115.591.050 - Library Service Assistant
050 - Library	WRS Retirement	2014-08-08	116.591.050 - Library Service Assistant
050 - Library	WRS Retirement	2014-04-23	116.593.050 - Library Service Associate
050 - Library	Resignation	2014-06-17	117.593.050 - Library Service Associate
050 - Library	WRS Retirement	2014-07-29	120.591.050 - Technical Services Clerk
050 - Library	WRS Retirement	2014-01-04	123.593.050 - Library Service Associate
050 - Library		2014-10-21	126.591.050 - Library Service Assistant
050 - Library	Resignation	2014-05-17	127.591.050 - Library Service Assistant
050 - Library	Resignation	2014-11-19	128.591.050 - Library Service Assistant
050 - Library	Resignation	2014-08-29	133.591.050 - Library Service Assistant
050 - Library	Resignation	2014-10-31	149.591.050 - Library Service Assistant
050 - Library	Resignation	2014-05-01	154.591.050 - Library Service Assistant
054 - Facility and Park Management	WRS Retirement	2014-12-16	104.450.054 - Facility Mechanic
054 - Facility and Park Management	WRS Retirement	2014-12-17	105.450.054 - Facility Mechanic
054 - Facility and Park Management	Resignation	2014-07-01	111.460.054 - Housekeeper
054 - Facility and Park Management		2014-05-15	118.460.054 - Housekeeper
054 - Facility and Park Management	Resignation	2014-04-19	119.460.054 - Housekeeper
054 - Facility and Park Management	Resignation	2014-03-01	120.460.054 - Housekeeper
054 - Facility and Park Management	Resignation	2014-04-04	136.460.054 - Facility Worker
054.062 - Facility and Park Management/Park	Resignation	2014-11-29	106.115.062 - Park Ranger
056 - Community Treatment Center	Resignation	2014-06-27	101.007.056 - Food Service Worker
056 - Community Treatment Center	WRS Retirement	2014-01-04	104.001.056 - Hospital & Nursing Home Admin
056 - Community Treatment Center		2014-07-15	104.004.056 - Licensed Practical Nurse
056 - Community Treatment Center	Resignation	2014-05-22	105.011.056 - Social Worker/Case Manager
056 - Community Treatment Center	WRS Retirement	2014-06-04	107.004.056 - Licensed Practical Nurse
056 - Community Treatment Center		2014-04-11	108.001.056 - Nurse Educator
056 - Community Treatment Center		2014-02-11	109.001.056 - Asst Director of Nursing Home
056 - Community Treatment Center	Resignation	2014-11-24	109.003.056 - Staff Nurse
056 - Community Treatment Center	Resignation	2014-10-25	109.003.056 - Staff Nurse
056 - Community Treatment Center	Resignation	2014-08-02	110.003.056 - Staff Nurse
056 - Community Treatment Center	Resignation	2014-05-31	112.004.056 - Licensed Practical Nurse
056 - Community Treatment Center	Resignation	2014-02-11	113.001.056 - Director of Nursing Home
056 - Community Treatment Center		2014-10-01	113.004.056 - Licensed Practical Nurse
056 - Community Treatment Center	WRS Retirement	2014-04-16	113.007.056 - Food Service Worker
056 - Community Treatment Center	Resignation	2014-09-15	114.004.056 - Licensed Practical Nurse
056 - Community Treatment Center	WRS Retirement	2014-06-17	120.005.056 - Nursing Assistant
056 - Community Treatment Center	Resignation	2014-06-26	120.007.056 - Food Service Worker
056 - Community Treatment Center	Resignation	2014-08-14	121.003.056 - RN-Charge Nurse
056 - Community Treatment Center	Resignation	2014-09-12	125.005.056 - Nursing Assistant
056 - Community Treatment Center	WRS Retirement	2014-08-08	130.005.056 - Nursing Assistant
056 - Community Treatment Center	Resignation	2014-06-21	133.005.056 - Nursing Assistant
056 - Community Treatment Center	WRS Retirement	2014-04-12	134.005.056 - Nursing Assistant
056 - Community Treatment Center	Resignation	2014-11-06	139.005.056 - Nursing Assistant
056 - Community Treatment Center		2014-09-25	140.005.056 - Nursing Assistant
056 - Community Treatment Center	Resignation	2014-08-15	149.005.056 - Nursing Assistant
056 - Community Treatment Center		2014-05-16	150.005.056 - Nursing Assistant
056 - Community Treatment Center	Resignation	2014-10-07	162.005.056 - Nursing Assistant
056 - Community Treatment Center	Resignation	2014-11-14	164.005.056 - Nursing Assistant
056 - Community Treatment Center	Resignation	2014-08-18	167.005.056 - Nursing Assistant
056 - Community Treatment Center	Resignation	2014-05-21	900.015.056 - LTE-Nurse Practitioner
057 - Zoo	Resignation	2014-05-01	101.110.057 - Assistant Zookeeper
057 - Zoo	Resignation	2014-06-03	102.010.057 - Operations Manager
057 - Zoo	Resignation	2014-05-14	902.900.057 - Husbandry Assistant
057 - Zoo	Resignation	2014-02-25	902.900.057 - Husbandry Assistant
057 - Zoo	Resignation	2014-10-26	904.900.057 - Zoo Educator
058 - Museum	Resignation	2014-10-04	101.060.058 - OFFICE MANAGER I
060 - Health	WRS Retirement	2014-01-03	101.290.060 - Public Health Nurse
060 - Health	Resignation	2014-12-19	104.660.060 - Public Health Sanitarian II
060 - Health	Resignation	2014-05-17	107.660.060 - Public Health Sanitarian II
064 - Human Resources	Resignation	2014-12-20	101.010.064 - Human Resources Director
064 - Human Resources		2014-06-28	103.010.064 - Employee Services Manager
066 - Planning and Land	Resignation	2014-12-03	101.060.065 - Administrative Coordinator

066 - Planning and Land	Resignation	2014-11-16	101.060.066 - Administrative Secretary
066 - Planning and Land		2014-04-05	101.060.066 - Administrative Secretary
066 - Planning and Land	Resignation	2014-05-28	101.700.065 - GIS Technician
066 - Planning and Land	WRS Retirement	2014-04-02	104.620.066 - County Surveyor
072 - Register of Deeds	Resignation	2014-11-22	101.077.072 - Clerk/Typist II
074 - Sheriff	WRS Retirement	2014-06-21	101.070.074 - Civil Process Clerk
074 - Sheriff	Resignation	2014-03-27	101.310.074 - Correctional Officer
074 - Sheriff	Resignation	2014-02-13	102.713.074 - Lieutenant Non-Certified 12 Hr
074 - Sheriff	WRS Retirement	2014-02-04	106.724.074 - Sergeant 5/2
074 - Sheriff	WRS Retirement	2014-08-03	108.310.074 - Correctional Officer
074 - Sheriff	Death	2014-03-13	108.725.074 - Sergeant 5/2
074 - Sheriff	WRS Retirement	2014-10-09	127.720.074 - Patrol Officer 5/2
074 - Sheriff	WRS Retirement	2014-01-08	132.720.074 - Patrol Officer 6/3
074 - Sheriff	Resignation	2014-04-19	143.310.074 - Correctional Officer
074 - Sheriff	Resignation	2014-08-16	153.310.074 - Correctional Officer
074 - Sheriff	Resignation	2014-11-28	163.720.074 - Patrol Officer 6/3
074 - Sheriff	Resignation	2014-05-08	191.310.074 - Correctional Officer
074 - Sheriff	Resignation	2014-02-09	202.310.074 - Correctional Officer
074 - Sheriff	Resignation	2014-01-09	217.310.074 - Correctional Officer
074.CAP.072 - Sheriff/Division Captains/Jail	Resignation	2014-12-05	132.310.074 - Correctional Officer
074.CAP.072 - Sheriff/Division Captains/Jail	Resignation	2014-11-13	180.310.074 - Correctional Officer
074.CAP.072 - Sheriff/Division Captains/Jail		2014-12-04	206.310.074 - Correctional Officer
076 - Community Programs	WRS Retirement	2014-05-17	101.074.076 - Clerk IV
076 - Community Programs	Resignation	2014-06-07	101.080.076 - Community Treatment Program Wrkr
076 - Community Programs	WRS Retirement	2014-05-17	102.010.076 - Children, Youth & Families Mgr
076 - Community Programs	Resignation	2014-08-19	102.010.076 - Children, Youth & Families Mgr
076 - Community Programs	Resignation	2014-03-08	102.072.076 - Clerk II
076 - Community Programs	WRS Retirement	2014-03-02	102.530.076 - Psychiatrist
076 - Community Programs	Resignation	2014-02-26	103.079.076 - Clerk Receptionist
076 - Community Programs	Resignation	2014-03-21	103.650.076 - Shelter Care Worker
076 - Community Programs	Resignation	2014-03-01	104.040.076 - Account Clerk I
076 - Community Programs	Resignation	2014-05-10	105.090.076 - AODA Counselor
076 - Community Programs	WRS Retirement	2014-09-11	105.630.076 - Social Worker/Case Manager
076 - Community Programs	WRS Retirement	2014-02-01	105.631.076 - Clinical SW/Pro Couns/Case Mgr
076 - Community Programs	Resignation	2014-08-09	106.010.076 - Shelter Care Unit Supervisor
076 - Community Programs	Term LTE	2014-10-30	106.491.076 - Staff Nurse
076 - Community Programs	Term LTE	2014-10-30	106.491.076 - Staff Nurse
076 - Community Programs	Resignation	2014-07-12	106.630.076 - Social Worker/Case Manager
076 - Community Programs	Resignation	2014-06-20	108.074.076 - Clerk IV/Data Control
076 - Community Programs	WRS Retirement	2014-09-03	108.631.076 - Clinical SW/Pro Couns/Case Mgr
076 - Community Programs	Resignation	2014-08-09	109.072.076 - Clerk II/Typist
076 - Community Programs	Resignation	2014-09-17	109.401.076 - Economic Support Specialist II
076 - Community Programs	Resignation	2014-07-18	109.401.076 - Economic Support Specialist II
076 - Community Programs		2014-02-22	109.630.076 - Social Worker/Case Manager
076 - Community Programs	Resignation	2014-06-01	109.650.076 - Shelter Care Worker
076 - Community Programs	Resignation	2014-02-04	110.090.076 - AODA Counselor
076 - Community Programs	Resignation	2014-09-05	111.010.076 - Social Worker Supervisor
076 - Community Programs	Resignation	2014-02-22	113.010.076 - Behavioral Health Supervisor
076 - Community Programs	Resignation	2014-04-11	117.010.076 - Economic Support Supervisor
076 - Community Programs	Resignation	2014-11-15	117.074.076 - Clerk IV/Data Control
076 - Community Programs		2014-07-04	117.401.076 - Economic Support Specialist II
076 - Community Programs	Resignation	2014-10-02	118.401.076 - Economic Support Specialist II
076 - Community Programs	WRS Retirement	2014-04-26	121.630.076 - Social Worker/Case Manager
076 - Community Programs	WRS Retirement	2014-02-18	122.630.076 - Social Worker/Case Manager
076 - Community Programs	Resignation	2014-02-15	124.010.076 - Contracts & Provdr Relations Mgr
076 - Community Programs	Resignation	2014-11-08	128.010.076 - TAD/CJCC Court Supervisor
076 - Community Programs	Resignation	2014-09-20	134.401.076 - Economic Support Specialist II
076 - Community Programs	Resignation	2014-07-23	136.401.076 - Economic Support Specialist II
076 - Community Programs	Resignation	2014-08-02	138.401.076 - Economic Support Specialist II
076 - Community Programs	Resignation	2014-10-11	139.630.076 - Social Worker/Case Manager
076 - Community Programs	Resignation	2014-06-20	148.630.076 - Social Worker/Case Manager
076 - Community Programs	Resignation	2014-08-09	151.630.076 - Social Worker/Case Manager
076 - Community Programs		2014-10-15	157.630.076 - Social Worker/Case Manager
076 - Community Programs	WRS Retirement	2014-11-04	173.630.076 - Social Worker/Case Manager
076 - Community Programs	Resignation	2014-05-10	179.630.076 - Social Worker/Case Manager

076 - Community Programs	Resignation	2014-10-03	208.630.076 - Social Worker/Case Manager
076 - Community Programs	Resignation	2014-09-12	215.630.076 - Social Worker/Case Manager
076 - Community Programs	Resignation	2014-07-15	217.630.076 - Social Worker/Case Manager
079 - Resource Recovery	Resignation	2014-08-07	109.560.079 - Resource Recovery Associate
080 - Treasurer	WRS Retirement	2014-03-15	101.028.080 - Treasurer
660 - Highway	Resignation	2014-06-05	102.010.044 - Superintendent
660 - Highway	Resignation	2014-06-13	103.010.044 - Superintendent
660 - Highway	Resignation	2014-10-25	109.010.044 - Operations Manager
660 - Highway	WRS Retirement	2014-03-18	126.500.044 - Highway Crew
660 - Highway	Resignation	2014-10-26	126.500.044 - Highway Crew
660 - Highway	WRS Retirement	2014-03-22	145.500.044 - Highway Crew
660 - Highway	WRS Retirement	2014-05-01	169.500.044 - Highway Mechanic