The following matters will be considered:

Call to order at 7:00 p.m.

Invocation.

Pledge of Allegiance to the Flag.


Excused: Johnson, Fewell

Total Present: 24  Total Excused: 2

** PRESENTATION **

“Circles of Support”
(Program Supported by Goodwill Industries)

Commendation to Larry Kriese,
Water Conservation Recognition

Commendation to Mary Matzke,
20-Year NEW Zoo Volunteer Recognition

No. 1 -- Adoption of Agenda.

A motion was made by Supervisor Nicholson and seconded by Supervisor Krueger “to adopt the agenda”. Voice vote taken. Motion carried unanimously with no abstentions to adopt the agenda.

No. 2 -- COMMENTS FROM THE PUBLIC REGARDING AGENDA ITEMS ONLY.
None.
No. 3 -- APPROVAL OF MINUTES OF COUNTY BOARD OF JULY 22, 2009

A motion was made by Supervisor Fleck and seconded by Supervisor Clancy “to approve the minutes of July 22, 2009.” Motion carried unanimously with no abstentions.

No. 4 -- ANNOUNCEMENTS BY SUPERVISORS.

Supervisor Andrews along with Supervisor La Violette thanked Sheriff’s Officer John Flannery for his dedication to the Village of Allouez Public Safety. He is leaving to teach full time at NWTC.

Supervisor La Violette announced breast surgeon Dr. Colette Salm-Schmid has helped many area women battle breast cancer over the last several years. Three weeks ago, Dr. Salm-Schmid’s patients were notified by Aurora Health Care that she would no longer be associated with their practice. Since then, I have heard from many of Dr. Salm-Schmid’s patients including Brown County employees who credit her with saving their lives and are understandably upset. On their behalf, I would like to thank Dr. Salm-Schmid for the extraordinary support and care she has provided to so many. We are all very grateful to her and wish her the very best.

Supervisor Evans thanked Mary Matzke for her years of service. Mr. Evans also announced that Annunciation Church Picnic is August 23 beginning with a 10:00 a.m. Mass, followed by Booyah and much more and invited all to attend. Also, Supervisor Evans questioned the status of the S&L Building in the Village of Bellevue and asked what is happening at this time.

Supervisor Wetzel announced there will be a public information meeting on August 27th, at 5:30 p.m. at the Ashwaubenon Village Hall regarding Oneida Street. Also, Mr. Wetzel announced that the Ashwaubenon Farmer’s Market started on Monday and runs from 3:00 p.m to 7:00 p.m. at Bay Park Square.

Supervisor Krueger announced that Saturday, August 22nd is Veteran’s Day at the Brown County Fair. The program will begin at 3:00 p.m. and Mr. Krueger encouraged everyone to attend. Also, Supervisor Krueger announced that Congressman Kagen will be at the dedication of the Psychiatric Treatment Center, located at 1600 N. Ashland Avenue, on Monday, August 24, 2009.

Supervisor Vander Leest announced that admission to the Brown County Fair is $10.00 and encouraged everyone to attend. Supervisor Vander Leest reminded everyone that the Education and Recreation Committee would be meeting tomorrow, August 20, 2009, at the Fairgrounds. Mr. Vander Leest thanked all volunteers for their hard work at the fair.

Supervisor Clancy discussed the bio-diesel plant that will be located in the Town of Holland. He stated that the seed company will use 40% oil and the rest of the by-product will be used for animal feed. There will be 3 shifts with 4 workers per shift. Hopefully this plant will be up and running by 2010.
No. 5 -- COMMUNICATIONS. NONE. LATE COMMUNICATIONS:

No. 5a -- FROM SUPERVISOR DANTINNE REGARDING: TO LOWER THE SPEED LIMIT ON COUNTY “A” IN THE TOWN OF SCOTT FROM 55 MPG TO 45 MPG.

Refer to Planning, Development and Transportation Committee.

No. 5b -- FROM SUPERVISOR LA VIOLETTE REGARDING: I WOULD LIKE TO REQUEST A STATUS REPORT ON THE $830,000 OF ESTIMATED SALARY/FRINGE BENEFIT SAVINGS IN THE 2009 BUDGET.

Refer to Administration Committee.

No. 5c -- FROM SUPERVISOR SCRAY REGARDING: REVIEW BROWN COUNTY REQUIREMENTS OF ID WHEN APPLYING FOR ANY SOCIAL SERVICES FROM THE COUNTY. DISCUSS THE POSSIBILITY OF MAKING BROWN COUNTY REQUIREMENTS OF ID STRICTER TO PREVENT FRAUD.

Refer to Human Services Committee, Public Safety and Executive Committee.

No. 6 -- APPOINTMENTS BY COUNTY EXECUTIVE.

A motion was made by Supervisor De Wane and seconded by Supervisor Kaster “to approve items #6a thru #6d in one vote”. Voice vote taken. Motion carried unanimously with no abstentions.

A motion was made by Supervisor Warpinski and seconded by Supervisor Krueger “to approve appointments #6a thru #6d”. Voice vote taken. Motion carried unanimously with no abstentions.

No. 6a -- APPOINTMENT OF LISA WILSON TO CRIMINAL JUSTICE COORDINATING BOARD

No. 6b -- APPOINTMENT OF BILL BOYLE AND DOROTHY ERIKSON TO LAND INFORMATION OFFICE BOARD

No. 6c -- APPOINTMENT OF THE INDIVIDUALS RECOMMENDED BY THE LEPC CHAIRPERSON, TOM COLLINS TO LOCAL EMERGENCY PLANNING COMMITTEE (LEPC)

No. 6d -- APPOINTMENT OF KYLE HOOPS TO MUSEUM BOARD OF DIRECTORS
No. 7a -- REPORT BY COUNTY EXECUTIVE.

County Executive Hinz announced that Cathy Williquette will head up a committee website on Lean.

Executive Hinz announced that a press conference was held and it was announced that May 21-23, 2010 are dates reserved for LZ Lambeau to welcome Vietnam Veterans. The Veterans will be escorted by helicopters to the L-Z Lambeau Organization. More details will follow.

Mr. Hinz stated that Veterans Administration is looking for a new site for their medical clinic and a site near the MHC on Brown County land is a proposed site. He had only 15 minutes to give presentation.

County Executive Hinz discussed the 2010 budget meetings. The budget will be released to the County Board on October 1\textsuperscript{st}. So far there has be $30,000 in savings in Volunteer Furloughs.

Mr. Hinz announced that in the 2009 Law Enforcement Magazine, the Sheriff’s Department Dare Vehicle took 2\textsuperscript{nd} place.

Executive Hinz stated that sooner or later the County Board members would be asked to express their ideas on the S&L Building as a new home for the Sheriff’s Department. He asked County Board members to contact him with any ideas, whether it be the S&L Building or any other site.

Executive Hinz thanked Tom Eggebrecht, Interim Human Services Director for his service to Brown County and wished him well on his new job with Sheboygan County.

No. 7b -- REPORT BY BOARD CHAIRMAN.

Chairman Zima commented on the S&L Building and said the County Executive is doing homework on this issue. Mr. Zima stated that he has given a few ideas to the County Executive. He stated we must be creative about finding a proposal. The County Executive must bring any and all information to Committee to discuss so this can be an agreeable site and cost.

No. 8 -- OTHER REPORTS.

No. 8a -- TREASURER’S FINANCIAL REPORT FOR MONTH OF MAY 31, 2009

BROWN COUNTY TREASURER’S FINANCIAL REPORT FOR THE MONTH OF MAY

Following is a statement of the County Treasurer of the Cash on Hand and in the General Account from the Brown County Treasurer as of May 31, 2009.
Following is a statement of the County Treasurer of the Working Capital reserves placed in time deposits in the designated public depositories within Brown County for the purpose of investments as of May 31, 2009.

<table>
<thead>
<tr>
<th>Description</th>
<th>2008</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year-to-Date Interest Received</td>
<td>$1,557,460.00</td>
<td>$653,432.47</td>
</tr>
<tr>
<td>Interest Received-Current Month</td>
<td>$455,410.88</td>
<td>$284,973.27</td>
</tr>
<tr>
<td>Year-to-Date Interest Unrestricted Funds</td>
<td>$2,012,871.00</td>
<td>$938,405.74</td>
</tr>
<tr>
<td>Working Capital Reserves Invested</td>
<td>$127,242,204.00</td>
<td>$112,232,979.00</td>
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<tr>
<td>Restricted Investments</td>
<td>$40,375,336.00</td>
<td>$20,752,471.41</td>
</tr>
<tr>
<td>Total Funds Invested</td>
<td>$167,617,541.00</td>
<td>$132,985,450.45</td>
</tr>
<tr>
<td>Certificates of Deposits</td>
<td>$26,600,000.00</td>
<td>$20,650,000.00</td>
</tr>
<tr>
<td>Treas-Gov’t Agencies</td>
<td>$33,248,538.29</td>
<td>$38,582,870.00</td>
</tr>
<tr>
<td>Commercial Paper</td>
<td>$14,882,790.00</td>
<td>$9,467,827.77</td>
</tr>
<tr>
<td>Money Mkt-Pool</td>
<td>$92,886,212.28</td>
<td>$64,284,752.77</td>
</tr>
<tr>
<td>Total</td>
<td>$167,617,541.00</td>
<td>$132,985,450.45</td>
</tr>
</tbody>
</table>

Rate of Return: 2.857% 1.600%

I, Kerry M. Blaney, Brown County Treasurer, do hereby certify that the above statement of Cash on Hand and in the General Account as of May 31, 2009. Statement of Investments for the month of May have been compared and examined, and found to be correct.

\[\text{\underline{Kerry M. Blaney}}\]
County Treasurer
A motion was made by Supervisor Fleck and seconded by Supervisor La Violette “to adopt”. Voice vote taken. Motion carried unanimously with no abstentions.

Approved by: \s\ Tom Hinz, County Executive Date: 8/27/2009

No. 9 -- STANDING COMMITTEE REPORTS:

No. 9a -- REPORT OF ADMINISTRATION COMMITTEE OF JULY 23, 2009

TO THE MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

The ADMINISTRATION COMMITTEE met in regular session on July 23, 2009, and recommends the following motions:

1. Review of Minutes
4. Treasurer - Resolution re: Change in Table of Organization Treasurer’s Department. To approve. See Resolutions, Ordinances August County Board.
5. Human Resources - Request for Budget Transfer (#09-39): Interdepartmental Transfer (including contingency or general fund transfers); the transfer of the Planning, Evaluation and Quality Management Director position from the Human Services table of organization to Human Resources. To approve.
8. Dept. of Administration - Grant Application Approval Log. To approve.
12. Audit of bills. To approve payment of bills.

A motion was made by Supervisor Lund and seconded by Supervisor Warpinski “to adopt”. Voice vote taken. Motion carried unanimously with no abstentions.

Approved by: \s\ Tom Hinz, County Executive Date: 8/27/2009
No. 9b -- REPORT OF EDUCATION AND RECREATION COMMITTEE OF AUGUST 6, 2009

TO THE MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

The EDUCATION & RECREATION COMMITTEE met in regular session on August 6, 2009 and recommends the following:

1) Review minutes of:

2) Communication from Supervisor Vander Leest re: Request for each Standing Committee to forward a list of priorities to the County Executive for preparation of the 2010 budget. (Motion at June meeting: To hold until the August meeting for committee members to develop priorities related to the 2010 budget which can be forwarded to the County Board and County Executive.)
   To approve committee priorities to the 2010 budget as follows:
   a) That Library hours at the Central and all Branches be maintained
   b) That Library book purchases be maintained
   c) That Golf Course maintenance and equipment be maintained
   d) That all Park programs and services be maintained.

3) Parks - Request for Budget Transfer (#09-41): Increase in Expenditures with Offsetting Increase in Revenue: To move money from the Reserve Fund Balance of the Rails to Trails Special Revenue Acct to fund design services required to receive a Transportation Enhancement grant from the American Recovery & Reinvestment Act. To approve.

4) Parks - Request for Budget Transfer (#09-46): Increase in Expenditures with Offsetting Increase in Revenue: to establish increased funding for a project on the Fox River Trail. To approve.

5) Parks - Ordinance re: Repeal and Re-Create Sec. 8.08 “Pets” of Chapter 8 of the Brown County Code Entitled “Parks and Recreation Facilities”. To approve. See Resolutions, Ordinances August County Board.


8) NEW Zoo - Resolution re: Change to Table of Organization New Zoo: Delete (1)0 FTE Lead Concessionaire Supervisor and create 1.0 FTE Guest Service Coordinator. To approve. See Resolutions, Ordinances August County Board.

9) NEW Zoo - Update on Mayan Food Court Project. Receive and place on file.

   a) Visitor Center Operation Reports:
Receive and place on file.

13) Library - Request for Budget Transfer (#09-45): Increase in Expenditures with Offsetting Increase in Revenue: Equipment for purchase of two replacement self-check machines with an offsetting increase in revenue to NFLS Library Services Grant in the amount of $35,000.  
To approve.
15) Library - Director’s Report.
   a) Planning Commissioners Journal article: “Libraries at the Heart of Our Communities.”  Receive and place on file.
16) Closed Session:  Pursuant to sec. 19.85(1)(e) for the purpose of deliberating contractual changes with the lease of public properties at the golf course where competitive or bargaining reasons require a closed session.  No action in closed session.
23) Resch Centre/Arena/Shopko Hall - June-09 Attendance for the Brown County Veterans Memorial Complex.  Receive and place on file.
24) Audit of bills.  To approve payment of bills.

A motion was made by Supervisor La Violette and seconded by Supervisor Andrews “to adopt”.  
Supervisor Dantinne requested Item #3 be taken separately.  Voice vote taken on remainder of report.  Motion carried unanimously with no abstentions.

Item #3 --  Parks - Request for Budget Transfer (#09-41): Increase in Expenditures with Offsetting Increase in Revenue:  to move money from the Reserve Fund Balance of the Rails to Trails Special Revenue Acct. to fund design services required to receive a Transportation Enhancement grant from the American Recovery & Reinvestment Act.  
COMMITTEE ACTION:  To approve.

A motion was made by Supervisor Dantinne and seconded by Supervisor Warpinski “to adopt Item #3”.

Following discussion and after Supervisor Dantinne’s questions were answered, a voice vote was taken on Item #3.  Motion carried unanimously with no abstentions.

Approved by:  \s\ Tom Hinz, County Executive  
Date:  8/27/2009
Ladies and Gentlemen:

The EXECUTIVE COMMITTEE met in regular session on August 17, 2009 and recommends the following motions:

1. Communication from Supervisor Vander Leest re: Request for each Standing Committee to forward a list of priorities to the County Executive for preparation of the 2010 budget. (Held from July meeting.) Receive and place on file.

2. Communication from Supervisor La Violette re: Proposes that the County Board Chair, Vice-Chair and members of the Executive Committee develop both a timeline and strategies for dealing with the 2010 budget focused on effective, efficient and transparent principles that would be inclusive and respectful of all participants. (Referred from July County Board). To hold for 1 month.

3. ** Communication from Supervisor Warpinski re: To amend Chapter 2.04(1)(d) of the Brown County Code to strike and replace the word “secret” with the word “open”. (Referred from July County Board). Receive and place on file.

** Item #3 -- Referred back to Executive Committee as per the County Board on 8/19/2009.

4. Communication from Supervisor Evans re: To appropriate additional funding for a security detail to monitor the CTC during a period of when the construction companies leave the facility and until the facility is occupied – a period of 2 to 3 weeks. (Referred from July County Board). To approve and take it out of Facilities and refer to staff to contract to have this done.


To reconsider Davis-Kuelthau bills.
To hold for one month and prepare a final billing and have all files delivered to Corporation Counsel.


   b. Closed Session: Pursuant to sec. 19.85(1)(e) for the purpose of deliberating contractual changes with the lease of public properties at the golf course where competitive or bargaining reasons require a closed session.
      i. Enter into closed session.
      ii. Return to regular order of business.
iii. Have full implementation of point-of-sale system by October 1, 2009.

9. Other. To have Internal Auditor look into making budget process more visual.

9a. Discussion and Possible Action re: 2009 Resolutions of the Wisconsin Counties Association. (FYI - Resolutions 1-3 were already passed by Brown County. Resolutions 9, 10, 11, 17, 21, 24, and 25 have been indefinitely postponed.)
   a) Receive and place on file Resolutions Nos. 9, 10, 11, 17, 21, 24, and 25.
   b) To support Resolution No. 4.
   c) To approve Resolution No. 5.
   d) To approve Resolution No. 6.
   e) To approve Resolution No. 7.
   f) To approve Resolution No. 8.
   g) To approve Resolution No. 12.
   h) To adopt Resolution No. 13.
   i) To approve Resolution No. 14.
   j) To approve Resolution No. 15.
   k) To adopt Resolution No. 16.
   l) To approve Resolution No. 18: Ayes: 5 (Erickson, Zima, Evans, Nicholson, Vander Leest); Nays: 2 (Lund, Scray).
   m) To adopt Resolution No. 19.
   n) To adopt Resolution No. 20.
   o) To oppose Resolution No. 22.
   p) To adopt Resolution No. 23.

10. Resolution re: Establishing a Maximum Rate Assessed Against Municipalities for Contributions to the Wisconsin Retirement System. (Referred back from July County Board).
See Resolutions, Ordinances August County Board. To approve.

11. Resolution re: Change in Table of Organization Treasurer’s Department (Motion at Admin Committee was to Approve.) See Resolutions, Ordinances August County Board. To approve.

12. Resolution re: Change to Table of Organization New Zoo: Delete (1.0)0 FTE Lead Concessionaire Supervisor and create 1.0 FTE Guest Service Coordinator. (Referred from August Education & Recreation Committee.) See Resolutions, Ordinances August County Board. To approve.

13. Resolution re: Change in Table of Organization UW-Extension Department Addition of Limited Term Employee (Healthy Lifestyles Youth Coordinator). (Motion at Planning Development & Transportation Committee was to Approve.) See Resolutions, Ordinances August County Board. To suspend rules and take No. 13 and No. 14 together.

14. Resolution re: Change in Table of Organization UW-Extension Department Addition of Limited Term Employee (Fruit and Vegetable Access Coordinator). (Motion at Planning Development & Transportation Committee was to Approve.) See Resolutions, Ordinances August County Board. See Resolutions, Ordinances August County Board. To approve No. 13 and No. 14.
15. Resolution re: Authority to Execute a 2009 Labor Agreement with the Brown County Professional Library Employees. See Resolutions, Ordinances August County Board. To approve.

16. Resolution re: Authority to Execute a 2009 Labor Agreement with the Brown County Shelter Care Employees. See Resolutions, Ordinances August County Board. To approve.

17. Closed Session: For the purpose of deliberating whenever competitive or bargaining reasons require a closed session pursuant to 19.85 (1)(e). In the alternative, the Executive committee is meeting for the purpose of collective bargaining and is not subject to the Wisconsin open meetings law pursuant to 19.82 (1) of the Wisconsin State Statutes, and also for the purpose of conferring with legal counsel for Brown County as to legal advice concerning strategy as to litigation pending pursuant to sec. 19.85 (1) (g) of the Wisconsin State Statutes.

A motion was made by Supervisor Evans and seconded by Supervisor Williams “to adopt”. Supervisor Warpinski requested Item #3 be taken separately. Voice vote taken on remainder of report.. Motion carried unanimously with no abstentions.

Item #3 -- Communication from Supervisor Warpinski re: To amend Chapter 2.04(1)(d) of the Brown County code to strike and replace the word “secret” with the word “open”. COMMITTEE ACTION: Receive and place on file.

Following discussion a motion was made by Supervisor Warpinski and seconded by Supervisor Knier “to refer Item #3 back to Committee”. Voice vote taken. Motion carried unanimously with no abstentions.

Approved by: \s\ Tom Hinz, County Executive Date: 8/27/2009

No. 9d -- REPORT OF HUMAN SERVICES COMMITTEE OF JULY 22, 2009

TO THE MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

The HUMAN SERVICES COMMITTEE met in regular session on July 22, 2009, and recommends the following motions:

1. Review Minutes of:
   a. Aging & Disability Resource Center Board (June 25, 2009).
   b. Aging & Disability Resource Center Program Committee (June 25, 2009).
   c. Human Services Board (June 18, 2009).
   Receive and place on file 2a, b, & c.

2. Update from Captain Dave Konrath, Professional Division of the Sheriff’s Dept. Receive and place on file.
3. Communication from Supervisor Vander Leest re: Request for each Standing Committee to forward a list of priorities to the County Executive for preparation of the 2010 budget (referred from June Human Services Committee). Receive and place on file.

4. Aging & Disability Resource Center - Grant Application Review (#09-30) MIPPA. To approve.

5. Human Services Dept. - Request for Budget Transfer (#09-39): Interdepartmental Transfer (including contingency or general fund transfers): On February 27, 2009, the County Board approved the transfer of Planning, Evaluation and Quality Management Director Position from the Human Services table of organization to Human Resources. To approve.

6. Human Services Dept. - Decision Regarding Retention of Excess Nursing Home Beds. To eliminate 17 excess nursing home beds and associated tax.

7. Human Services Dept. - RFP For Diversion Facility. To approve.


16. Audit of Bills. To approve.

A motion was made by Supervisor Warpinski and seconded by Supervisor Moynihan “to adopt.”

Supervisor Evans requested Item #6 be taken separately. Voice vote taken on remainder of report. Motion carried unanimously with no abstentions.

**Item #6 -- Human Services Dept. - Decision Regarding Retention of Excess Nursing Home Beds. COMMITTEE ACTION: To eliminate 17 excess nursing home beds and associated tax.**

Supervisor Evans speaking in his role as Human Services Chairman, gave detailed information why this is before us, including the benefits it provides for Brown County.

After discussion, a motion was made by Supervisor Evans and seconded by Supervisor Knier “to adopt Item #6”. Voice vote taken. Motion carried unanimously with no abstentions.

Approved by: \(\backslash s\) Tom Hinz, County Executive Date: 8/27/2009
No. 9e -- REPORT OF PLANNING, DEVELOPMENT & TRANSPORTATION COMMITTEE OF JULY 27, 2009

TO THE MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

The PLANNING, DEVELOPMENT & TRANSPORTATION COMMITTEE met in regular session on July 27, 2009, and recommends the following motions.

1. Review minutes of:
   d) Planning Commission Board of Directors Chapter 21 Subdivisions Ordinance Revision SubCommittee (5/28/2009).

   Suspend the rules and take 1a, b, c, and d together.

   Receive and place on file 1a, b, c, and d.

2. Communication from Supervisor Erickson re: Look into burning garbage & waste in Brown Co. To refer to staff to update monthly.


4. Planning Commission - Grant Application Review (#09-32): Climate Showcase Communities. To approve.


6. Planning Commission - Report regarding Bay Lake Regional Planning Commission activities. Refer to item #3.


11. Highway - Review State Formula or Procedure Pertaining to County Obtaining Property. Refer to item #9 for motion.


15. Airport - Roof Bid Replacement on the Terminal (bid tabulation sheet to be distributed at meeting). To accept Northern Metal & Roofing as the low-bidders.


19. Port & Solid Waste - Resolution re: To increase Brown County’s Solid Waste Disposal Fee by the Current State of Wisconsin Increase. To approve.
Ayes: 4 (Dantinne, Erickson, Fleck, Kaster);
Nays: 1 (Haefs). Motion Carried.

See Resolutions, Ordinances August County Board.


21. UW-Extension - Grant Application Review (#09-31): Brown County Fruit and Vegetable Access Audit. To approve.

22. UW-Extension - Resolution re: Change in Table of Organization UW-Extension Department Addition of Limited Term Employee (Fruit and Vegetable Access Coordinator). To approve. See Resolutions, Ordinances August County Board.

23. UW-Extension - Resolution re: Change in Table of Organization UW-Extension Department Addition of Limited Term Employee (Healthy Lifestyles Youth Coordinator). To approve. See Resolutions, Ordinances August County Board.


26. Other - Resolution re: Requesting that the State of Wisconsin Department of Transportation Exclude Roundabouts in that portion of the US-41 Project Involving Roads in Brown County. Receive and place on file. See Resolutions, Ordinances August County Board.

27. Audit of bills. To approve payment of bills.

A motion was made by Supervisor Erickson and seconded by Supervisor Kaster “to adopt.” Voice vote taken. Motion carried unanimously with no abstentions.

Approved by: \s\ Tom Hinz, County Executive Date: 8/27/2009

No. 9e(i) -- REPORT OF LAND CONSERVATION SUB-COMMITTEE OF JULY 27, 2009

TO THE MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

The LAND CONSERVATION SUB COMMITTEE met in regular session on July 27, 2009, and recommends the following motions.
1. Land and Water Conservation Department Monthly Budget Update (copy to be distributed at meeting). Receive and place on file.
2. Variance request from Brian Eichhorst to build an Animal Waste Storage Facility closer than 250 feet from adjacent property. (Map and Notice of intent approval: 2009 Brian Eichhorst Pit Variance request attached). To approve pending County Board approval.
3. Farm Bureau and UWEX newsletter items from Land and Water Conservation Department (Farm Bureau Newsletter items attached). Receive and place on file.

A motion was made by Supervisor Dantinne and seconded by Supervisor De Wane “to adopt”. Voice vote taken. Motion carried unanimously with no abstentions.

Approved by: \sign\ Tom Hinz, County Executive Date: 8/27/2009

No. 9f -- REPORT OF PUBLIC SAFETY COMMITTEE OF AUGUST 5, 2009

TO THE MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

The PUBLIC SAFETY COMMITTEE met in regular session on August 5, 2009, and recommends the following motions:

1. Review minutes and reports of:
2. Appointments by County Executive – Appointments of individuals recommended by the Local Emergency Planning Committee Chairperson, Tom Collins. To approve.
3. Communication from Supervisor Vander Leest re: Request for each Standing Committee to forward a list of priorities to the County Executive for preparation of the 2010 budget. (Motion from July meeting: Receive and place on file until Supervisor Vander Leest can be present.) Receive and place on file.
4. Drug Court - Update on Drug Court by Judge Zuidmulder. Receive and place on file.
7. Public Safety Comm - Update from County Executive re: Communication Center employment. (Referred from July meeting with possibility of a Closed Session.) Move item 7 after item 22.
10. Sheriff - Key Factor Report for August and Jail Average Daily Population by Month and Type for the Calendar Year 2009. Receive and place on file.
11. Sheriff - Request for Budget Transfer (#09-43): Increase in Expenditures with Offsetting Increase in Revenue: To modify the 2009 budget so that the estimated revenue from vehicle trade-ins is posted to a revenue acct, instead of being netted against the expense of new vehicles. To approve.
12. Sheriff - Request for Budget Transfer (#09-44): Increase in Expenditures with Offsetting Increase in Revenue: Grant funds to be used in 2009 to purchase equipment and offset training costs. To approve.
17. District Attorney - Resolution re: Requesting the State to Adequately Fund the Brown County District Attorney’s Office. To approve. See Resolutions, Ordinances August County Board.
20. Clerk of Courts - No other agenda items.
21. Medical Examiner - No other agenda items. To take item 20 and 21 together Receive and place on file.
22. Closed Session: Pursuant to Sec. 19.85(1)( c), Wisconsin Statutes to consider the potential employment of several individuals at the Communications Center.
   a. Enter into Closed Session
   b. Return to regular order of business
   c. To direct the County Executive to come back to us next month with more information regarding the potential employment of several individuals at the Communication Center with a possibility of a Closed Session.
23. Audit of bills.

A motion was made by Supervisor Andrews and seconded by Supervisor Vander Leest “to adopt”. Voice vote taken. Motion carried unanimously with no abstentions.

Approved by: \s\ Tom Hinz, County Executive Date: 8/27/2009

No. 9f(i) -- REPORT OF “SPECIAL” PUBLIC SAFETY COMMITTEE OF JULY 29, 2009

TO THE MEMBERS OF THE BROWN COUNTY
BOARD OF SUPERVISORS
Ladies and Gentlemen:

3. Discussion of the Termination Agreement with FoxComm including Possible Action. To direct Attorney Mohr to be in power of the negotiations of the termination of the FoxComm Agreement and to come back to the committee if he needs any further access for action to be taken.

A motion was made by Supervisor Vander Leest and seconded by Supervisor Andrews “to adopt item #3 ‘Discussion of the Termination Agreement with FoxComm including possible action.

COMMITTEE ACTION: To direct Attorney Mohr to be in power of the negotiations of the termination of the FoxComm Agreement and to come back to the committee if he needs any further access for action to be taken’.”

Discussion followed on the history of Brown County with FoxComm. Voice vote taken on motion “to adopt”. Motion carried unanimously with no abstentions.

Approved by: \s\  Tom Hinz, County Executive       Date:  8/27/2009

No. 10 -- RESOLUTIONS, ORDINANCES:

No. 10a -- RESOLUTION REGARDING: CHANGE IN TABLE OF ORGANIZATION TREASURER’S DEPARTMENT

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

Ladies and Gentlemen:

WHEREAS, the current table of organization for the Treasurer’s Department includes three (3.0 FTE) Account Clerk II positions; and

WHEREAS, one of the Account Clerk II positions is currently vacant and the Treasurer’s Department has requested to change the vacant position to a Financial Specialist; and

WHEREAS, after a thorough review of the Treasurer’s Department was completed by the Human Resources Department in conjunction with the Treasurer’s Department, the following changes to the table of organization are recommended; and

WHEREAS, the Human Resources Department and Treasurer’s Department recommend the deletion of (1.0) FTE Account Clerk II and the addition of 1.0 FTE Financial Specialist; and

WHEREAS, it is further recommended that the position be maintained in Category FF of the wage scale of the Courthouse bargaining unit; and
NOW, THEREFORE BE IT RESOLVED, by the Brown County Board of Supervisors, that it hereby approves the deletion of one (1.0) FTE Account Clerk II and the addition of one 1.0 FTE Financial Specialist in Category FF of the Courthouse bargaining unit.

**2009 (08/01/09 – 12/31/09) Fiscal Impact Salary and Fringe Benefits**

<table>
<thead>
<tr>
<th>Position Title</th>
<th>FTE</th>
<th>Addition/Deletion</th>
<th>Salary</th>
<th>Fringe</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Account Clerk II (Category Q)</td>
<td>(1.0)</td>
<td>Deletion</td>
<td>($14,636.67)</td>
<td>($2,788.29)</td>
<td>($17,424.95)</td>
</tr>
<tr>
<td>Financial Specialist (Category FF)</td>
<td>1.0</td>
<td>Addition</td>
<td>$18,683.33</td>
<td>$3,559.18</td>
<td>$22,242.51</td>
</tr>
<tr>
<td><strong>Total Fiscal Impact</strong></td>
<td></td>
<td></td>
<td><strong>$4,046.67</strong></td>
<td><strong>$770.89</strong></td>
<td><strong>$4,817.56</strong></td>
</tr>
</tbody>
</table>

Respectfully submitted,
ADMINISTRATION COMMITTEE
EXECUTIVE COMMITTEE

A motion was made by Supervisor Clancy and seconded by Supervisor Andrews "to adopt". After discussion a vote was taken. Roll Call #10a(1):

Nays: Brunette, La Violette, Knier
Excused: Johnson, Fewell

Total Ayes: 21
Total Nays: 3
Excused: 2

Motion carried.

Approved by: ____________________
Tom Hinz, County Executive
Date: 8/27/2009

**ATTACHMENT TO RESOLUTION #10A**

**MEMO**

DATE:  July 9, 2009
TO:  Debbie Klarkowski
     Human Resources Manager
FROM: Paula Kazik
     Human Resources Analyst
SUBJECT: Treasurer Vacancy

The Human Resources Department evaluated the Account Clerk II Vacancy in the Treasurer’s Department. While reviewing the vacancy, it was found that the Department’s needs had changed; following is a recommendation to serve the Department more efficiently, meeting the current and future needs of the Treasurer’s office.
The evaluation conducted revealed the Department requires a higher level of education, knowledge skills and abilities than an Account Clerk II. The position will be responsible for administering all financial aspects of the Treasurer including cash management, system administration on bank accounts, accounts payable, accounts receivable, asset management and purchasing. The position will monitor the financial operations including but not limited to verifying daily deposits, balancing daily drawer totals, tracking expenses, and ongoing auditing of the real tax system accounts. This position will also work closely with the Information Services Department in implementing programs for computerizing procedures. This position will provide back-up to the Deputy Treasurer which will assure that the Department has appropriate coverage at all times.

In discussion with the Treasurer and Deputy Treasurer, the position requires a more in-depth knowledge of accounting principles and practices, the ability to analyze and compute complex data and reports, and the ability to create and execute complex excel spreadsheets. The position requires an Associate Degree in Accounting plus three to four years of responsible accounting experience encompassing many phases of accounting procedures. Therefore, we are recommending the deletion of the Account Clerk II from the Treasurer’s Department Table of Organization and the creation of a Financial Specialist.

<table>
<thead>
<tr>
<th>Current Table of Organization</th>
<th>Recommended Table of Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Treasurer</td>
<td>Treasurer</td>
</tr>
<tr>
<td>1 FTE</td>
<td>1 FTE</td>
</tr>
<tr>
<td>Deputy Treasurer</td>
<td>Deputy Treasurer</td>
</tr>
<tr>
<td>1 FTE</td>
<td>1 FTE</td>
</tr>
<tr>
<td>Account Clerk II</td>
<td>Financial Specialist</td>
</tr>
<tr>
<td>3 FTE</td>
<td>1 FTE</td>
</tr>
<tr>
<td>Tax Collection Help</td>
<td>Account Clerk II</td>
</tr>
<tr>
<td>1.24 FTE</td>
<td>2 FTE</td>
</tr>
<tr>
<td>6.24</td>
<td>Tax Collection Help</td>
</tr>
<tr>
<td>6.24</td>
<td>1.24 FTE</td>
</tr>
</tbody>
</table>

Please find the fiscal impact associated with the above recommendation.

Projected 2009 Impact on Budget

<table>
<thead>
<tr>
<th></th>
<th>Financial Specialist</th>
<th>Account Clerk II</th>
<th>Diff</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009 Salary (8/1/09 - 12/31/09)</td>
<td>$18,683.33</td>
<td>$(14,636.67)</td>
<td>$4,046.67</td>
</tr>
<tr>
<td>2009 Fringe Benefits (8/1/09 - 12/31/09)</td>
<td>$ 3,559.18</td>
<td>$ (2,788.29)</td>
<td>$ 770.89</td>
</tr>
<tr>
<td>Total Fiscal Impact:</td>
<td>$22,242.51</td>
<td>$(17,424.95)</td>
<td>$4,817.56</td>
</tr>
</tbody>
</table>

BROWN COUNTY

POSITION DESCRIPTION

POSITION TITLE: FINANCIAL SPECIALIST (TREASURER)
REPORTS TO: DEPUTY TREASURER
DEPARTMENT: TREASURER
REPRESENTATION UNIT: COURTHOUSE
**JOB SUMMARY:**
Performs responsible accounting duties of a highly specialized nature which involves maintaining records and processing documents related to financial transactions; may supervise, train and instruct office staff. Duties performed require individual judgment, initiative and highly specialized knowledge in carrying out established procedures or applying laws and regulations; performs related work as required.

**ESSENTIAL DUTIES:**
Administers all financial aspects of the Treasurer including cash management, system administration on bank account, accounts payable, accounts receivable, asset management and purchasing.

Assists in preparation and monitors the Treasurer budget.

Monitors financial operations. Including but not limited to, verifying daily deposits, balancing daily drawer totals, tracking expenses, and ongoing auditing of the real tax system accounts.

Gathers, assembles, tabulates, proofs, extends, balances, analyzes, summarizes and posts fiscal and related data; makes involved arithmetic calculations.

Reviews documents for proper revenue and expenditure classification; implements State Statute policies and procedures.

Explains accounting and financial procedures to other employees and the public.

Independently compiles and analyzes data and makes various reports in conformance with established regulations and accounting practices.

Works with Information Services Department in implementing programs for computerizing procedures.

Instructs and/or trains office staff in the performance of their duties as appropriate.

Performs a variety of follow-up activities; does posting and takes trial balance journals, subsidiary and control records and reports.

Follows complex oral and written instructions in the performance of the duties of the position.

Fills in for Deputy Treasurer as required.

**NON-ESSENTIAL DUTIES:**
Performs related functions as assigned.

**MATERIALS AND EQUIPMENT USED:**
General office equipment
MINIMUM QUALIFICATIONS REQUIRED:

Education and Experience:
High School Diploma, Associate degree in Accounting plus three to four years of responsible accounting experience encompassing many phases of accounting procedures; or any equivalent combination of education, training and experience which provides the necessary knowledge, skills and abilities.

Licenses and Certification:
Valid Wisconsin Driver’s License

Knowledge, Skills and Abilities:
Knowledge of bookkeeping and acceptable accounting methods and procedures pertaining to the department in which employed.

Knowledge of budget analysis.

Knowledge of and proficiency with personal computer includes word processing packages, spreadsheets, and database packages.

Knowledge of audit procedures.

Knowledge of State Statutes as they relate to the Treasurer’s office, or must have the ability to learn such information.

Knowledge of basic data processing techniques and procedures.

Knowledge of English, grammar and spelling.

Ability to follow and understand complex oral and written instructions.

Ability to devise and implement record keeping systems and procedures.

Ability to plan and direct the work of office staff in the department in which employed.

Ability to make complex arithmetic calculations.

Ability to accept responsibility and to exercise independent judgment.

Ability to work independently; requires occasional travel.

Ability to communicate effectively both orally and in writing.

Ability to establish and maintain effective working relationships with staff and public.
**PHYSICAL DEMAND:**
Lifting 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds.

Intermittent standing, walking and sitting; occasional driving.

Using hand(s)/feet for repetitive single grasping, fine manipulation, pushing and pulling, and operating controls.

Occasional bending, twisting, squatting, climbing, reaching, and grappling.

Communicating orally in a clear manner.

Distinguishing sounds at various frequencies and volumes.

Distinguishing people or objects at varied distances under a variety of light conditions.

Withstanding temperature changes in the work environment.

This position description should not be interpreted as all inclusive. It is intended to identify the major responsibilities and requirements of this job. The incumbents may be requested to perform job-related responsibilities and tasks other than those stated in this description.

New: 6/16/09

I have read the above position description and understand the duties and responsibilities of the position.

______________________________  ____________________________
Employee Name (Please Print)      Date

______________________________
Employee Signature

2009 Fiscal Impact Calculation & 2010 Projected Fiscal Impact
(Delete 1.0 FTE Account Clerk II; Add 1.0 FTE Financial Specialist)

**2009 Annualized Fiscal Impact:**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary Fiscal Impact</td>
<td>$ 9,641.00</td>
</tr>
<tr>
<td>FICA</td>
<td>$ 738.00</td>
</tr>
<tr>
<td>WRS</td>
<td>$1,022.00</td>
</tr>
<tr>
<td>W/C</td>
<td>$ 77.00</td>
</tr>
<tr>
<td>Fringe Benefit Fiscal Impact</td>
<td>$ 1,837.00</td>
</tr>
</tbody>
</table>

**Total Fiscal Impact:** $11,478.00
**Projected 2010 Impact on Budget**

| Financial Account Clerk Specialist II Diff |
|-----------------------------------------|-----------------|----------------|
| 2010 Estimated Salary                   | $45,855.00      | $(35,922.00)   | $ 9,933.00 |
| 2010 Estimated Fringe Benefits          | $21,483.07      | $(16,829.46)   | $ 4,653.61 |

Total Fiscal Impact: $67,338.07 $(52,751.46) $14,586.61

**No. 10b -- ORDINANCE REGARDING: TO REPEAL AND RE-CREATE SEC. 8.08 “PETS” OF CHAPTER 8 OF THE BROWN COUNTY CODE ENTITLED “PARKS AND RECREATION FACILITIES”**

A motion was made by Supervisor De Wane and seconded by Supervisor Vander Leest “to adopt”. Following discussion, both Supervisor De Wane and Supervisor Vander Leest withdrew their motion.

After discussion, a motion was made by Supervisor Warpinski and seconded by Supervisor Lund “to hold for one month”. Following further discussion, Supervisor Lund withdrew his second to Supervisor Warpinski’s motion.

A motion was made by Supervisor Lund and seconded by Supervisor Evans “to refer back to Education & Recreation Committee”. Voice vote taken. Motion carried unanimously.

**No. 10c -- RESOLUTION REGARDING: CHANGE TO TABLE OF ORGANIZATION NEW ZOO; DELETE (1.0) FTE LEAD CONCESSIONAIRE SUPERVISOR AND CREATE 1.0 FTE GUEST SERVICES COORDINATOR**

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

Ladies and Gentlemen:

WHEREAS, the current table of organization for the NEW Zoo has a 1.0 FTE Lead Concessionaire Supervisor position to oversee guest services staff based on seasonality requirements; and

WHEREAS, the NEW Zoo will open the Mayan Taste of the Tropics Restaurant in the Fall, 2009, which will increase Zoo visitorship year round and will require year round coordination of staff and activities; and
WHEREAS, the Brown County Human Resources Department and the NEW Zoo have done an analysis of the current duties performed by this position as well as the needs and changes in the department; and

WHEREAS, the Human Resources Department and NEW Zoo recommend the deletion of (1.0) FTE Lead Concessionaire Supervisor and the creation of 1.0 FTE Guest Services Coordinator; and

WHEREAS, it is further recommended that the position be maintained in pay grade 12 of the Administrative Compensation plan; and

NOW, THEREFORE, BE IT RESOLVED, by the Brown County Board of Supervisors, that it hereby approves the deletion of (1.0) FTE Lead Concessionaire Supervisor and the creation of 1.0 FTE Guest Services Coordinator in pay grade 12 of the Administrative Compensation plan.

Fiscal Impact Salary and Fringe Benefits (8/1/09 – 12/31/09)

<table>
<thead>
<tr>
<th>Department</th>
<th>Position Title</th>
<th>FTE</th>
<th>Deletion</th>
<th>Salary</th>
<th>Fringe</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>NEW Zoo</td>
<td>Lead Concessionaire Supervisor</td>
<td>(1.00)</td>
<td>DELETION</td>
<td>$(9,966.67)</td>
<td>$(1,970.41)</td>
<td>$(11,937.08)</td>
</tr>
<tr>
<td></td>
<td>Guest Services Coordinator</td>
<td>1.00</td>
<td>ADDITION</td>
<td>$14,692.92</td>
<td>$ 4,898.62</td>
<td>$ 19,591.54</td>
</tr>
</tbody>
</table>

Total Fiscal Impact $ 4,726.25 $ 2,928.21 $ 7,654.46

Respectively submitted,
EDUCATION & RECREATION COMMITTEE
EXECUTIVE COMMITTEE

A motion was made by Supervisor Warpinski and seconded by Supervisor Andrews “to adopt”.
Voice vote taken. Motion carried unanimously with no abstentions.

Approved by: \s\ Tom Hinz, County Executive Date:  8/27/2009

ATTACHMENT TO RESOLUTION #10C

MEMO

DATE: July 17, 2009
TO: Debbie Klarkowski
    Human Resources Manager
FROM: Paula Kazik
    Human Resources Analyst
SUBJECT: Table of Organization Change - Deletion of Lead Concessionaire Supervisor; addition of Guest Services Coordinator
The Human Resources Department received a request for a change to the New Zoo’s Table of Organization; the request is to delete one (1) Lead Concessionaire Supervisor and create one (1) Guest Services Coordinator.

Currently the Guest Services staff is entirely LTE (Limited Term Employees) personnel based on the seasonality of the business. Beginning in fall of 2009 the New Zoo is adding the Mayan Taste of the Tropics Restaurant; an outdoor admissions area will also be added. The addition of the Mayan Restaurant will impact/increase the visitor ship in all months including what is now referred to as the “off season”. It is essential to have an administrative position assist with the coordination of more “year round” operations. The attendance continues to grow both daily and during special events. In an effort to ensure seamless, direct front-line coordination and supervision of concessionaire staff year round, the Guest Services Coordinator is essential.

In discussion with the New Zoo, the position requires a more in-depth knowledge of food service and retail sales along with knowledge of AZA (Association of Zoos and Aquariums) Accreditation standards. The position requires an Associate Degree in a related field, plus experience in food service and retail sales. Therefore, we are recommending the deletion of the Lead Concessionaire Supervisor from the New Zoo’s Department Table of Organization and the creation of a Guest Services Coordinator.

<table>
<thead>
<tr>
<th>Current Table of Organization</th>
<th>Recommended Table of Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Zoo Director</td>
<td>Zoo Director</td>
</tr>
<tr>
<td>Curator of Animals</td>
<td>Curator of Animals</td>
</tr>
<tr>
<td>Ed &amp; Volunteer Prog Coord</td>
<td>Ed &amp; Volunteer Prog Coord</td>
</tr>
<tr>
<td>Zoo Keeper</td>
<td>Zoo Keeper</td>
</tr>
<tr>
<td>Administrative Secretary</td>
<td>Administrative Secretary</td>
</tr>
<tr>
<td>Lead Concessionaire Supv.</td>
<td>Guest Services Coordinator</td>
</tr>
<tr>
<td>Concessionaire Supervisor</td>
<td>Concessionaire Supervisor</td>
</tr>
<tr>
<td>Public Safety officer</td>
<td>Public Safety Officer</td>
</tr>
<tr>
<td>Assistant Zoo Keeper</td>
<td>Assistant Zoo Keeper</td>
</tr>
<tr>
<td>Husbandry Assistant - LTE</td>
<td>Husbandry Assistant - LTE</td>
</tr>
<tr>
<td>Concessionaire I</td>
<td>Concessionaire I</td>
</tr>
</tbody>
</table>

Please find the fiscal impact associated with the above recommendation.

| Fiscal Impact for the period 8/1/09 to 12/31/09: |  |
|--------------------------------------------------|  |
| Guest Services Coord.                            | Lead Concessionaire Supv. |
| 2009 Salary (8/1/09 - 12/31/09)                  | $14,692.92               | $ (9,966.67) |
| 2009 Fringe Benefits (8/1/09 - 12/31/09)         | $ 4,898.62               | $(1,970.41)  |
| Total Fiscal Impact:                             | $19,591.54               | $(11,937.08) |
|                                                  | $7,654.46                |  |
2009 Fiscal Impact Calculation & 2010 Projected Fiscal Impact
(Delete 1.0 FTE Lead Concessionaire Supv; Add 1.0 FTE Guest Services Coord)

2009 Annualized Fiscal Impact:

<table>
<thead>
<tr>
<th>Guest Services</th>
<th>Lead Concessionaire Coord.</th>
<th>Diff</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009 Salary Fiscal Impact:</td>
<td>$35,263.00</td>
<td>$(23,920.00)</td>
</tr>
<tr>
<td>2009 Fringe Benefits</td>
<td>$11,756.68</td>
<td>$(4,728.98)</td>
</tr>
<tr>
<td><strong>Total 2009 Fiscal Impact:</strong></td>
<td>$47,019.68</td>
<td>$(28,648.98)</td>
</tr>
</tbody>
</table>

Projected 2010 Fiscal Impact:

<table>
<thead>
<tr>
<th>Guest Services</th>
<th>Lead Concessionaire Coord.</th>
<th>Diff</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010 Estimated Salary</td>
<td>$35,968.00</td>
<td>$(23,920.00)</td>
</tr>
<tr>
<td>2010 Estimated Fringe Benefits</td>
<td>$11,754.34</td>
<td>$(4,850.98)</td>
</tr>
<tr>
<td><strong>Total 2010 Estimated Fiscal Impact:</strong></td>
<td>$47,722.34</td>
<td>$(28,770.98)</td>
</tr>
</tbody>
</table>

No. 10d -- RESOLUTION REGARDING: ESTABLISHING A MAXIMUM RATE ASSESSED AGAINST MUNICIPALITIES FOR CONTRIBUTIONS TO THE WISCONSIN RETIREMENT SYSTEM

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

Ladies and Gentlemen:

WHEREAS, the Wisconsin Retirement System (WRS) is a defined benefit pension which was common in the private sector when the WRS was established; and

WHEREAS, private sector workers either have no retirement benefits or they have a 401(k) or some other type of IRA which is mostly employee funded; and

WHEREAS, the State of Wisconsin requires that the payment rate into the WRS be increased to subsidize the investment losses of the WRS; and

WHEREAS, the average 401(k) is now down dramatically and the average private sector worker will have to increase their retirement savings and/or delay their retirement; and

WHEREAS, these same private sector workers are now required by the State of Wisconsin to pay more in property taxes to subsidize the investment losses of the WRS; and
WHEREAS, by requiring that fund investment losses be made up within five years, there will be an increase of approximately $540,000 $457,000** in county property taxes to add to an annual WRS payment which is already over $8 million.

** Amount changed from $540,000 to $457,000 as per the County Board on 8/19/2009.

NOW, THEREFORE, BE IT RESOLVED that the Brown County Board of Supervisors urges the Wisconsin State Legislature to set a reasonable maximum rate which will reduce the property taxpayers’ exposure to WRS investment losses.

BE IT FURTHER RESOLVED, that the County Clerk be directed to transmit the resolution to State Legislatures representing Brown County.

Respectfully submitted,
EXECUTIVE COMMITTEE

A motion was made by Supervisor Warpinski and seconded by Supervisor Vander Leest “to adopt”.

Supervisor Theisen requested that the resolution be amended by changing $540,000 to $457,000, although no vote was taken on Supervisor Theisen’s request.

A motion was made by Supervisor Warpinski and seconded by Supervisor Vander Leest “to adopt the resolution as amended”. Voice vote taken. Motion carried unanimously.

Approved by: \1\ Tom Hinz, County Executive \1\ Date: 8/27/2009

No. 10e -- RESOLUTION REGARDING: AUTHORITY TO EXECUTE A 2009 LABOR AGREEMENT WITH THE BROWN COUNTY PROFESSIONAL LIBRARY EMPLOYEES

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

Ladies and Gentlemen:

BE IT RESOLVED by the Brown County Board of Supervisors, that the County Executive and County Clerk be and are hereby authorized to execute a one (1) year labor agreement on behalf of Brown County with the Brown County Professional Library Employees for the year 2009 effective January 1, 2009, which agreement shall provide the following major changes from the 2007-2008 labor agreement.

1. **ARTICLE 4. WAGES**
   C. WISCONSIN RETIREMENT SYSTEM
The WRS contribution will be increased commensurate with the wage increases.

2. **ARTICLE 17. WORKERS COMPENSATION**
   Delete language as follows beginning on line 328:

   All employees covered by this Agreement are entitled to Worker's Compensation coverage. An employee who is absent due to injury or illness caused during the course of h/her duties shall suffer no loss of compensation during such period of injury or illness. If the injury or illness is of the duration in which Worker's Compensation is paid to the employee, the employee shall endorse and turn over said check to the County Treasurer and receive h/her regular pay in turn.

3. **ARTICLE 19. CASUAL DAY/DISABILITY PLAN**
   Modify article as follows beginning on line 436:

   Casual days and banked sick leave may be used by an employee who is injured on the job to supplement h/her short term disability benefits in an amount which will equal regular pay. Such banked sick leave may be used only after while casual days are exhausted still available.

   Modify article as follows beginning on line 503:

   Employees may use banked sick days to supplement the above coverage and such days may be used only after while casual days are exhausted still available.

4. **ARTICLE 25. GRIEVANCE PROCEDURE**
   Modify article as follows beginning on line 834:

   Step 1. The aggrieved employee and/or the union steward or officer shall present the grievance, in writing, within ten (10) fourteen (14) days of knowledge of occurrence to the immediate supervisor.

5. **ARTICLE 26. DISCIPLINE**
   Modify article beginning on Line 891:

   Any employee who has been discharged may use the grievance procedure by giving written notice to h/her steward and h/her supervisor within ten (10) working twelve (12) calendar days after dismissal.

6. **ARTICLE 29. DURATION**
   One year agreement (2009).

7. **APPENDIX A**
   Revise to reflect:
Effective December 21, 2008  1.5% wage increase  
Effective June 21, 2009   1.5% wage increase

8. MEMORANDUMS OF UNDERSTANDING:

- Central Library Premium – Revise as follows: Increase to $10.00 per month.
- Direct Deposit – Incorporate into Article 4 Wages
- Long term Care – Incorporate into Article 21 Insurance
- Casual Day/Disability Plan Enrollment Periods – RESIGN
- Parking – RESIGN
- Medically Necessary Disputes – DELETE

Respectfully submitted,  
EXECUTIVE COMMITTEE

A motion was made by Supervisor Evans and seconded by Supervisor Clancy “to adopt”. Voice vote taken. Motion carried unanimously with no abstentions.

Approved by: \s\ Tom Hinz, County Executive  
Date: 8/27/2009

ATTACHMENT TO RESOLUTION #10E

LIBRARY PROFESSIONALS  
TOTAL PACKAGE COSTING

<table>
<thead>
<tr>
<th>21.00 FTE’S</th>
<th>2008</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>WAGES</td>
<td>920,557.59</td>
<td>934,365.95</td>
</tr>
<tr>
<td>WAGES ADJ. EFF. 7/1</td>
<td>5,041.40</td>
<td>5,041.40</td>
</tr>
<tr>
<td>LONGEVITY</td>
<td>925,598.99</td>
<td>946,415.10</td>
</tr>
</tbody>
</table>

$ INCREASE 20,816.11  
% INCREASE 2.25%

<table>
<thead>
<tr>
<th>(annual)</th>
<th>2008</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>300,472.08</td>
<td>300,472.00</td>
</tr>
<tr>
<td>DENTAL</td>
<td>19,185.26</td>
<td>19,615.92</td>
</tr>
<tr>
<td>LIFE</td>
<td>1,797.12</td>
<td>2,004.72</td>
</tr>
<tr>
<td>FICA</td>
<td>7.65%</td>
<td>7.65%</td>
</tr>
<tr>
<td>WRS</td>
<td>10.40%</td>
<td>10.40%</td>
</tr>
</tbody>
</table>

TOTAL PACKAGE: 1,414,762.33  | 1,439,335.74
No. 10f -- RESOLUTION REGARDING: AUTHORITY TO EXECUTE A 2009 LABOR AGREEMENT WITH THE BROWN COUNTY SHELTER CARE EMPLOYEES

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

Ladies and Gentlemen:

BE IT RESOLVED by the Brown County Board of Supervisors, that the County Executive and County Clerk be and are hereby authorized to execute a one (1) year labor agreement on behalf of Brown County with the Brown County Shelter Care Employees, for the year 2009 effective January 1, 2009, which agreement shall provide the following major changes from the 2007-2008 labor agreement.

1. **ARTICLE 4. WAGES**
   Revise to reflect:

   Effective December 28, 2008    1.5% wage increase
   Effective June 28, 2009    1.5% wage increase

   C. Wisconsin Retirement System
      The WRS contribution will be increased commensurate with the wage increases.

   E. Compensatory Time Policy
      Modify the article as follows beginning at line 128:

      Compensatory time shall not be accumulative from anniversary calendar year to anniversary calendar year.

2. **ARTICLE 12. TIME OFF FOR BEREAVEMENT**
   Modify the article as follows beginning at line 259:

   Immediate family is defined as: Husband, wife, children, grandchildren, parents, brother, sister, mother-in-law, father-in-law, and stepparents, step children and guardians to immediate family.

   Add the following beginning at line 274:
In the event that the funeral does not fall immediately following the death, the leave of absence may be taken at a later date as long as the funeral/memorial service is included within the three day leave.

3. ARTICLE 19. CASUAL DAYS / SHORT TERM DISABILITY LEAVE / BANKED SICK LEAVE / LONG TERM DISABILITY
Amend the article as follows beginning on line 445:

Casual days and banked sick leave may be used by an employee who is injured on the job to supplement his/her short term disability benefits in an amount which will equal regular pay. Such banked sick leave may be used only after while casual days are exhausted still available.

Amend the article as follows beginning on line 514:

Employees may use banked sick days to supplement the above coverage and such days may be used only after while casual days are exhausted still available.

4. ARTICLE 31. DURATION
One year contract (2009).

5. EXISTING MEMORANDUMS
• On-Call Employees – RESIGN
• Tuition Assistance Program – RESIGN
• Breaks – RESIGN
• Casual Day/Disability Plan Enrollment Periods – RESIGN
• Qualification for Sick Leave Benefits – DELETE
• Mandatory Overtime Policy – DELETE

Respectfully submitted,
EXECUTIVE COMMITTEE

A motion was made by Supervisor Warpinski and seconded by Supervisor Andrews “to adopt”. Voice vote taken. Motion carried unanimously with no abstentions.

Approved by: _______\s\ Tom Hinz, County Executive________ Date: 8/27/2009

ATTACHMENT TO RESOLUTION #10F

BROWN COUNTY SHELTER CARE EMPLOYEES - LOCAL 1901F
TOTAL PACKAGE COSTING

<table>
<thead>
<tr>
<th>8.40 FTE’S</th>
<th>2008</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>WAGES</td>
<td>111,865.86</td>
<td>113,543.85</td>
</tr>
</tbody>
</table>

[Table continues with additional columns and rows, but is not fully visible in the provided text.]
LONGEVITY          840.32           840.32
TOTAL WAGES: 112,706.18          115,235.75

$ INCREASE 2,529.57
% INCREASE 2.24%

TOTAL WAGES: 2.24%

<table>
<thead>
<tr>
<th></th>
<th>(annual)</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH/PPO</td>
<td>104,322.24</td>
</tr>
<tr>
<td>DENTAL</td>
<td>6,758.88</td>
</tr>
<tr>
<td>LIFE</td>
<td>298.68</td>
</tr>
<tr>
<td>FICA</td>
<td>7.65%</td>
</tr>
<tr>
<td>WRS</td>
<td>10.40%</td>
</tr>
</tbody>
</table>

TOTAL PACKAGE: 244,429.45          247,415.60

$ INCREASE 2,986.15
% INCREASE 1.22%

TOTAL COST: 1.22%

A motion was made by Supervisor Erickson and seconded by Supervisor De Wane to take resolutions #10g and #10h in one vote. Voice vote taken. Motion carried unanimously with no abstentions.

A motion was made by Supervisor Erickson and seconded by Supervisor Krueger “to adopt resolutions #10g and #10h”. Voice vote taken. Motion carried unanimously with no abstentions.

No. 10g -- RESOLUTION REGARDING: CHANGE IN TABLE OF ORGANIZATION UW-EXTENSION DEPARTMENT ADDITION OF LIMITED TERM (FRUIT AND VEGETABLE ACCESS COORDINATOR)

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

Ladies and Gentlemen:

WHEREAS, the UW-Extension has received a grant from the Brown County Fruit & Vegetable Access for the time period of September 1, 2009, through June 30, 2010; and

WHEREAS, the grant funds will allow the addition of a Limited Term Employee (LTE) Fruit and Vegetable Access Coordinator to their Table of Organization. The Fruit and Vegetable Access Coordinator will be responsible for conducting an environmental audit to determine the number and
number and location of outlets for fruit and vegetables in Brown County. This position is 100% grant funded with no benefits; and

WHEREAS, the Human Resources Department in conjunction with UW-Extension is recommending the addition of a LTE Fruit and Vegetable Access Coordinator to the UW-Extension Table of Organization for the time period of September 1, 2009, through June 30, 2010; and

WHEREAS, the Planning, Development & Transportation Committee and Executive Committee concur with the above proposed change to the UW Extension Table of Organization.

NOW, THEREFORE, BE IT RESOLVED, by the Brown County Board of Supervisors, the addition of a LTE Fruit and Vegetable Access Coordinator to the UW Extension Table of Organization for the time period of September 1, 2009, through June 30, 2010.

BE IT FURTHER RESOLVED, that the position is 100% grant funded with no benefits resulting in no fiscal impact to the budget.

Fiscal Impact: NONE

Respectfully submitted,
PLANNING, DEVELOPMENT AND
TRANSPORTATION COMMITTEE
EXECUTIVE COMMITTEE

Approved by: \(\backslash\) \(\backslash\) Tom Hinz, County Executive Date: 8/27/2009

No. 10h -- RESOLUTION REGARDING: CHANGE IN TABLE OF ORGANIZATION
UW-EXTENSION DEPARTMENT ADDITION OF LIMITED TERM
EMPLOYEE (HEALTHY LIFESTYLES YOUTH COORDINATOR)

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

Ladies and Gentlemen:

WHEREAS, the UW-Extension has received funds from Boys and Girls Club of Green Bay for the time period of June 1, 2009, through December 1, 2009; and

WHEREAS, the funds will allow the addition of a Limited Term Employee (LTE) Healthy Lifestyles Youth Coordinator to their Table of Organization. The Healthy Lifestyles Youth Coordinator will provide education to low-income youth through the Boys and Girls Club for summer programs and after-school settings. This position is part of an initiative to teach healthy eating habits to promote healthy weight in youth. This position is 100% grant funded with no benefits; and
WHEREAS, the Human Resources Department in conjunction with UW-Extension is recommending the addition of a LTE Healthy Lifestyles Youth Educator to the UW-Extension Table of Organization for the time period of June 1, 2009, through December 1, 2009; and

WHEREAS, the Planning, Development & Transportation Committee and Executive Committee concur with the above proposed change to the UW-Extension Table of Organization; and

NOW, THEREFORE, BE IT RESOLVED, by the Brown County Board of Supervisors, the addition of a LTE Healthy Lifestyles Youth Coordinator to the UW-Extension Table of Organization for the time period of June 1, 2009, through December 1, 2009; and

BE IT FURTHER RESOLVED, that the position is 100% grant funded with no benefits resulting in no fiscal impact to the budget.

Fiscal Impact:  NONE

Respectfully submitted,
PLANNING, DEVELOPMENT AND TRANSPORTATION COMMITTEE EXECUTIVE COMMITTEE

Approved by: \__\ \ Tom Hinz, County Executive Date: 8/27/2009

No. 10i -- RESOLUTION REGARDING: REQUESTING THAT THE STATE OF WISCONSIN DEPARTMENT OF TRANSPORTATION EXCLUDE ROUNDABOUTS IN THAT PORTION OF THE US-41 PROJECT INVOLVING ROADS IN BROWN COUNTY

A motion was made by Supervisor Evans and seconded by Supervisor Warpinski “to refer to the Executive Committee”. Voice vote taken. Motion to refer to Executive Committee failed.

A motion was made by Supervisor Evans and seconded by Supervisor Vander Leest “to adopt”.

Following discussion, a motion was made by Supervisor Scray and seconded by Supervisor Andrews “to amend the resolution to exclude roundabouts in high capacity intersections on Brown County roads reconstructed under the US-41 Project”.

Discussion followed with a motion by Supervisor Lund and seconded by Supervisor Hoeft “to reconsider referral back to Executive Committee”. Voice vote taken. Motion defeated.

A substitute motion to Supervisor Scray’s motion was made by Supervisor Evans and seconded by Supervisor Wetzel “to change to” Now, Therefore, be it resolved that the Brown County Board of Supervisors respectfully request that the State of Wisconsin Department of Transportation exclude roundabouts on Lombardi Avenue, Oneida Street and intersection of Shawano Avenue and Taylor Streets. Striking any Brown County roads reconstructed under the US-41
under the US-41 Project”. Vote taken. Roll Call #10i(1):

Ayes: Warpinski, De Wane, Nicholson, Brunette, Zima, Evans, Vander Leest, Kaster, Wetzel, Moynihan, Scray, Lund
Nays: Theisen, Krueger, Haefs, Erickson, Dantinne, La Violette, Andrews, Knier, Williams, Fleck, Clancy, Hoeft
Excused: Johnson, Fewell
Total Ayes: 12 Total Nays: 12 Excused: 2

Supervisor Scray’s motion defeated.

Discussion followed on Roundabout Resolution. At this time a vote was taken on Supervisor Scray’s motion “to amend the resolution to exclude roundabouts in high capacity intersections on Brown County roads reconstructed under the US-41 Project”. Vote taken. Roll Call #10i(2):

Ayes: Warpinski, De Wane, Nicholson, Brunette, Zima, Evans, Vander Leest, Kaster, Wetzel, Moynihan, Scray
Nays: Theisen, Krueger, Haefs, Erickson, Dantinne, La Violette, Andrews, Knier, Williams, Fleck, Clancy, Hoeft, Lund
Excused: Johnson, Fewell
Total Ayes: 11 Total Nays: 13 Excused: 2

Supervisor Scray’s motion defeated.

Discussion followed with a motion being made by Supervisor Warpinski and seconded by Supervisor Vander Leest “to amend the second ‘Now, Therefore’ to add “Wisconsin” between “the” and “Department”; and delete “legislation” add “State Legislative” between “County” and “representatives”. Vote taken. Roll Call #10i(3):

Nays: Theisen, Krueger, Haefs, Erickson, Dantinne, La Violette, Kaster, Knier, Williams, Fleck, Clancy, Scray, Lund
Excused: Johnson, Fewell
Total Ayes: 11 Total Nays: 13 Excused: 2

Supervisor Warpinski’s motion defeated.

Discussion continued with a motion being made by Supervisor Vander Leest and seconded by Supervisor Nicholson “to amend to add “Lombardi Avenue” and one truck route reconstructed under the US-41 Project”. Voice vote taken. Supervisor Vander Leest’s motion defeated.

At this time, the earlier motion made by Supervisor Evans and seconded by Supervisor Vander Leest “to adopt” was voted on. Vote taken. Roll Call #10i(4):

Ayes: Erickson, Brunette, Zima, Evans, Vander Leest, Kaster, Moynihan, Scray
Excused: Johnson, Fewell
Total Ayes: 8   Total Nays: 16   Excused: 2
Supervisor Evan’s motion defeated.

No. 10j -- RESOLUTION REGARDING: TO INCREASE BROWN COUNTY’S SOLID WASTE DISPOSAL FEE BY THE CURRENT STATE OF WISCONSIN INCREASE

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

Ladies and Gentlemen:

           WHEREAS, Brown County operates a Solid Waste Transfer Station that collects solid waste from Brown County waste generators and hauls it to the Winnebago County Landfill for disposal.

           WHEREAS, Brown County collects tipping fees from the users of the Brown County Waste Transfer Station to recover the cost of its operation. These costs include fees assessed by the State of Wisconsin.

           WHEREAS, the State of Wisconsin assesses a State Solid Waste Fee on each ton of waste disposed of in Wisconsin landfills. This Fee is used to support recycling, environmental management, non-point pollution, solid waste landfill administration, the Solid Waste facility Siting Board and other State budgetary or non-solid waste programs.

           WHEREAS, the State of Wisconsin’s Solid Waste Fee was $5.90 per ton of waste landfilled.

           WHEREAS, the State of Wisconsin has increased the State Solid Waste Fee by $7.10 per ton to a total of $13.00 per ton.

           NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors that it hereby approves the Port & Solid Waste Department increasing the Brown County Waste Transfer Station Regular Waste Disposal Fee for Regular Refuse by $7.10 per ton to $37.10 per ton as of September 1, 2009.

Respectfully submitted,
BROWN COUNTY HARBOR COMMISSION
PLANNING, DEVELOPMENT AND TRANSPORTATION COMMITTEE

A motion was made by Supervisor Warpinski and seconded by Supervisor Andrews “to adopt”. Vote taken. Roll Call #10j(1):
Ayes: Warpinski, De Wane, Nicholson, Theisen, Erickson, Brunette, Evans, Dantinne, La Violette, Andrews, Kaster, Knier, Fleck, Hoeft
Nays: Krueger, Haefs, Zima, Vander Leest, Williams, Clancy, Wetzel, Moynihan, Scray, Lund
Excused: Johnson, Fewell
Total Ayes: 14 Total Nays: 10 Excused: 2
Motion carried.

Approved by: \s\ Tom Hinz, County Executive Date: 8/27/2009

No. 10k -- RESOLUTION REGARDING: REQUESTING THE STATE TO ADEQUATELY FUND THE BROWN COUNTY DISTRICT ATTORNEY’S OFFICE

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

Ladies and Gentlemen:

    WHEREAS, drug crimes have been steadily increasing in Brown County over the past several years; and

    WHEREAS, in 2007 the Brown County District Attorney’s office filed 825 drug related cases; in 2008 896 were filed and in 2009 the DA’s office is on track to file well over 1,000 drug related cases; and

    WHEREAS, Brown County has made fighting drug crimes a priority by funding more drug taskforce officers and starting a drug court; and

    WHEREAS, the Brown County Board of Supervisors and County Executive recognized a large backlog of drug cases awaiting prosecution in the district attorney’s office; and

    WHEREAS, the district attorney’s office is under staff to the point referrals increase faster than the referral can be reviewed and issued; and

    WHEREAS, an audit performed by the Legislative Fiscal Bureau in 2007 indicated Brown County was under staffed by 7.31 prosecutors; and

    WHEREAS, in 2008 Brown County hired a special prosecutor to assist the district attorney’s office in prosecuting drug crimes and reduce the backlog; and

    WHEREAS, Brown County has experienced a significant loss in revenue from the state and is under strict levy limits; and
WHEREAS, the salaries and fringe benefits of assistant district attorney’s are funded through the state.

NOW, THEREFORE, BE IT RESOLVED, Brown County respectfully requests the state adequately staff the Brown County District Attorney’s office to handle the increased caseloads; and

BE IT FURTHER RESOLVED, a copy of this resolution be sent to Governor Doyle and state legislators representing Brown County.

Respectfully submitted,
PUBLIC SAFETY COMMITTEE

A motion was made by Supervisor Warpinski and seconded by Supervisor Hoeft “to adopt”. Voice vote taken. Motion carried unanimously with no abstentions.

Approved by: \s\ Tom Hinz, County Executive Date: 8/27/2009

No. 11 -- SUCH OTHER MATTERS AS AUTHORIZED BY LAW.

Supervisor Nicholson made a motion, seconded by Supervisor De Wane “that the rules be suspended to allow a late communication.” Voice vote taken. Motion carried unanimously with no abstentions.

No. 11a -- FROM SUPERVISOR NICHOLSON REGARDING: REQUEST TO DEVELOP A COUNTY POLICY FOR ALL DEPARTMENTS THAT IF A COUNTY RESIDENT IS INVOLVED WITH COUNTY BUSINESS THAT CUSTOMER SERVICE IS A TOP PRIORITY

Refer to Executive Committee.

No. 12 -- BILLS OVER $5,000 FOR PERIOD ENDING JULY 31, 2009

A motion was made by Supervisor Fleck and seconded by Supervisor Clancy “to pay the bills over $5,000 for period ending July 31, 2009”. Voice vote taken. Motion carried unanimously with no abstentions.

No. 13 -- CLOSING ROLL CALL:


Excused: Johnson, Fewell

Total Present: 24 Total Excused: 2
No. 14 -- ADJOURNMENT TO WEDNESDAY, SEPTEMBER 16, 2009, AT 7:00 P.M. LEGISLATIVE ROOM, #203, CITY HALL, 100 NORTH JEFFERSON STREET, GREEN BAY, WISCONSIN.

A motion was made by Supervisor Fleck and seconded by Supervisor Warpinski “to adjourn to the above date and time”. Voice vote taken. Motion carried unanimously with no abstentions.

Meeting adjourned at 9:58 p.m.

\[\text{\textbackslash s\textbackslash} \]
\[\text{DARLENE K. MARCELLE} \]
\[\text{Brown County Clerk} \]