

**WAUPACA COUNTY BOARD OF SUPERVISORS
ADJOURNED ORGANIZATIONAL SESSION
OCTOBER 28, 2003**

County Board Chair Brown called the meeting to order at 9:00 a.m. with 25 members present.

Present: Suprs. Aasen, Allen, Barrington, Brown, Craig, Fabricius, Fleese, Flink, Gabert, Hillskotter, Hurlbut, Johnson, Jonely, Koeppen, Kussmann, Lawrence, Loughrin, Mares, Penney, Peterson, Rasmussen, Sorensen, Steenbock, Trudell, Whitman. Suprs. Kietzmann and Sasse were excused.

County Board Chair Brown made the opening statement that this meeting and all other meetings of this board are open to the public. Proper notice has been posted and given to the press, in accordance with Wisconsin Statutes so the citizenry may be aware of the time, place and agenda of this meeting.

Pledge of Allegiance was said by all followed by a moment of silence.

Supr. Flink moved and Supr. Steenbock seconded the motion to approve the agenda as amended. Resolution No. 35 will be acted upon immediately following the appearance by Carlson-Dettman Consultants. Motion carried 24-0 with Supr. Allen out of the room.

Supr. Rasmussen moved and Supr. Mares seconded the motion to approve the minutes from the September 23, 2003 meeting. Motion carried 25-0.

NON-REPRESENTED EMPLOYEE SALARY STUDY

Personnel Coordinator Mandy Welch introduced Charlie Carlson of Carlson-Dettmann. Charlie Dettmann explained the salary study and the appeal process.

RESOLUTION NO. 35 (2003-2004)

SUBJECT: Non-Represented Employee Salaries for 2004 and Adoption of the Recommendations of the Classification and Compensation Study.

WHEREAS, several concerns were identified in 2001 regarding non-represented salaries including, but not limited to, the following items:

- 47% of non-represented positions were more than 5% out of comparable salary range and 26% of positions were more than 10% out of comparable salary range.
- Increasing difficulty in recruiting qualified individuals to fill management and supervisory positions.
- Pay compression issues between supervisors and union employees.
- Increasing numbers of non-represented reclassification requests.

WHEREAS, the Waupaca County Finance and Personnel Committee retained, with funds budgeted in 2002 and 2003, the firm of Carlson Dettmann Consultants to study the salaries paid to non-represented employees and to make recommendations for a new pay plan; and

WHEREAS, a new pay plan structure for non-represented employees has been recommended for 2004 (attached); and

WHEREAS, the implementation procedure for the new salary structure would involve non-represented employees receiving a 2% across the board increase and then moving to the step in the new grade for their position which provides for an increase; and

WHEREAS, it has been determined that implementation of a new classification and compensation structure will address existing concerns while providing for a cost effective method of transition to the new pay structure;

NOW, THEREFORE, LET IT BE RESOLVED that the Waupaca County Board of Supervisors does hereby approve the 2004 Non-Represented Pay Structure, including the implementation process of authorizing a 2% (two percent) salary increase for all non-represented county employees effective January 1, 2004.

RECOMMENDED FOR INTRODUCTION BY WAUPACA COUNTY PERSONNEL COMMITTEE: /s/ Duane R. Brown, Donald Fabricius, Patricia Craig, James Loughrin, Donald Aasen, Kay Hillskotter, Dick Koeppen, John F. Penney

ATTEST:
Mary A. Robbins, Waupaca County Clerk

APPROVED AS TO FORM:
Jeffrey Siewert, Corporation Counsel

Supr. Hillskotter moved and Supr. Craig seconded the motion to adopt Resolution No. 35 (2003-2004). Motion carried 23-0. Suprs. Penney and Lawrence abstaining. Passed this 28th day of October, 2003.

2004 PROPOSED BUDGET
Jim Bernhagen, Finance Director

Jim Bernhagen presented the proposed 2004 budget, gave a brief overview, and reviewed the Budget Summary. The Summary of Waupaca County's 2004 Proposed Operating, Special Purpose and Debt Service Budget sheet is on the following pages. Chairman Brown placed the 2004 Proposed Budget on file in its entirety in the County Clerk's Office.

RATIFY TENTATIVE AGREEMENT
Waupaca County Law Enforcement Officers' Association, Local 2771

Personnel Coordinator Mandy Welch explained the changes and negotiations. Supr. Rasmussen moved and Supr. Flink seconded the motion to ratify the tentative agreement with the Waupaca County Law Enforcement Officers' Association, Local 2771. Motion carried 25-0. Passed this 28th day of October, 2003.

RATIFY 2003/2004 AGREEMENT
Duly Authorized Deputy Records Clerk Union of Waupaca County

Personnel Coordinator Mandy Welch explained that this is a new bargaining group being represented independently. This agreement recognizes only the benefits they have now and does not have anything additional based on what they already have. Supr. Craig moved and Supr. Hillskotter seconded the motion to ratify the 2003/2004 agreement with the Duly Authorized Deputy Records Clerk Union of Waupaca County. Motion carried 25-0. Passed this 28th day of October, 2003.

AMENDMENT TO WAUPACA COUNTY CODE OF ORDINANCES
CHAPTER 7

Amend Chapter 7 to include Sections 346.63(1)(a)(b) & (c) "Operating under influence of intoxicant or other drug."

NOW THEREFORE BE IT RESOLVED that Waupaca County Board of Supervisors add Section 346.63(1)(a)(b) and (c) in their entirety to Chapter 7 of the Waupaca County Ordinance.

BE IT FURTHER RESOLVED that any further amendments, revisions, modifications or newly created provisions of the Wisconsin Statutes, incorporated herein, are intended to be part of this chapter in order to secure uniform statewide regulation of traffic on the highways, streets, alleys of the State and are incorporated herein.

This Amendment becomes effective upon passage by the Waupaca County Board of Supervisors.

RECOMMENDED FOR INTRODUCTION BY WAUPACA COUNTY LAW ENFORCEMENT AND LEGISLATIVE & JUDICIAL COMMITTEE: /s/ James Flink, William Jonely, Robert Whitman, David Johnson, Dona Gabert, Fred Rasmussen, Dennis A. Kussmann, Gary Barrington, Howard Trudell, Donn L. Allen

ATTEST:
Mary A. Robbins, Waupaca County Clerk

APPROVED AS TO FORM:
Jeffrey Siewert, Corporation Counsel

Supr. Lawrence moved and Supr. Kussmann seconded the motion to amend Chapter 7 of the Waupaca County Code of Ordinances. Motion carried 25-0. Passed this 28th day of October, 2003.

AMEND CHAPTER 7.04
OF THE WAUPACA COUNTY CODE OF ORDINANCES

SUBJECT: SPEED RESTRICTION - County Trunk Highway "J"

WHEREAS, a traffic and engineering investigation has been made on the following described highway; and

WHEREAS, a review of the following described highway and the maximum permissible speed at which vehicles can be operated on said highway which is reasonably safe and prudent has been established pursuant to Sec. 346.57 and Sec. 349.11 of the Wisconsin Statutes,

NOW, THEREFORE, BE IT RESOLVED that the Waupaca County Board of Supervisors do hereby ordain as follows:

1. 45 miles per hour from the Iola Village limits north .400 miles to the CTH "G" intersection.

This ordinance shall be effective upon erection of standard signs giving notice thereof.

RECOMMENDED FOR INTRODUCTION BY THE WAUPACA COUNTY HIGHWAY COMMITTEE: /s/ Donald Fabricius, G. Robert Fleese, Patricia Craig, James Flink, William Jonely

ATTEST:
Mary A. Robbins, Waupaca County Clerk

APPROVED AS TO FORM:
Jeffrey Siewert, Corporation Counsel

Supr. Fabricius moved and Supr. Flink seconded the motion to amend Chapter 7.04 of the Waupaca County Code of Ordinances. Motion carried 25-0. Passed this 28th day of October, 2003.

RESOLUTION NO. 34 (2003-2004)

Subject: County Elected Officials Salaries – County Clerk, Treasurer, Register of Deeds, Clerk of Circuit Court and Coroner.

WHEREAS, Section 59.22, Wisconsin Statutes, provides that the salaries for elected officials be set prior to the time for circulating nomination papers and;

WHEREAS, the 2004 budget has been established and has included a three percent (3%) annual salary increase for all elected officials, (the Sheriff's salary having been set at three percent (3%) for the next three (3) years 2004-2006) and;

WHEREAS, the salaries for elected officials has been reviewed by the Executive Committee and said Committee has recommended a three percent (3%) annual salary for the term commencing in January 2004, for the offices of Clerk, Treasurer, Clerk of Circuit Courts, Register of Deeds and Coroner.

NOW, THEREFORE, BE IT RESOLVED, that the annual salaries for elected County Officials listed above for the term commencing January 2004 through December 31, 2005 2004 be increased by three percent (3%) each year.

RECOMMENDED FOR INTRODUCTION BY WAUPACA COUNTY EXECUTIVE COMMITTEE: /s/ Duane R. Brown, Don Fabricius, Ken Hurlbut, Carl Kietzmann, Fred Rasmussen, Dennis Kussmann, Eunice Lawrence, James Loughrin, Robert Whitman, James Flink, John F. Penney

ATTEST:
Mary A. Robbins, Waupaca County Clerk

APPROVED AS TO FORM:
Jeffrey Siewert, Corporation Counsel

Supr. Loughrin moved and Supr. Koeppen seconded the motion to adopt Resolution No. 34 (2003-2004). Supr. Hillskotter moved and Supr. Craig seconded the motion to amend the resolution to a three percent (3%) increase for the term commencing January 2004 through December 31, 2004. Motion on amendment carried 25-0. Motion to adopt Resolution No. 34 (2003-2004) as amended carried 25-0. Passed this 28th day of October, 2003.

RESOLUTION NO. 36 (2003-2004)

SUBJECT: Expand part-time 75% Clerk Typist Position – Register of Deeds to full-time.

WHEREAS, this expanded position is requested to meet the increased demands of the Register of Deeds Department; and

WHEREAS, it has been determined by the Finance & Personnel Committee to approve the request.

NOW, THEREFORE, BE RESOLVED that the Waupaca County Board of Supervisors does hereby approve the expanded position from a 75% Clerk Typist position to a 100% full-time effective January 1, 2004.

RECOMMENDED FOR INTRODUCTION BY WAUPACA COUNTY FINANCE & PERSONNEL COMMITTEE: /s/ James Loughrin, Donald Aasen, Duane R. Brown, Patricia Craig, Donald Fabricius, Kay Hillskotter, Dick Koeppen, John F. Penney

ATTEST:
Mary A. Robbins, Waupaca County Clerk

APPROVED AS TO FORM:
Jeffrey Siewert, Corporation Counsel

Supr. Koeppen moved and Supr. Flink seconded the motion to adopt Resolution No. 36 (2003-2004). Motion carried 25-0. Passed this 28th day of October, 2003.

RESOLUTION NO. 37 (2003-2004)

SUBJECT: The Health and Human Services Board recommends the Department hire a full-time Social Worker LGL 8-9 in our Community Care Division to provide case management services for developmentally disabled children and adults in the community.

WHEREAS, our Department's 2004 budget plan requests the hiring of a new case manager starting January 1, 2004; and

WHEREAS, our County has a waiting list for developmentally disabled children and adults requiring case management and community services; and

WHEREAS, in addition, the State is currently requesting counties across the state to provide case management services for all children diagnosed with autism; and

WHEREAS, the funding required to pay for the new Social Worker will come from Medical Assistance and other federal programs funds; and

WHEREAS, our Department will provide comprehensive and coordinated services for our Waupaca County residents under this plan.

NOW, THEREFORE, LET IT BE RESOLVED that the Waupaca County Board of Supervisors authorizes the Health and Human Services Department to hire, effective January 1, 2004, a full-time Social Worker I or II, Labor Grade Level 8 or 9, to provide the case management services.

BE IT FURTHER RESOLVED that the funding needed to pay for this position will be fully collected from the case management and administrative funding for program services provided with no new county funding required.

RECOMMENDED FOR INTRODUCTION BY WAUPACA COUNTY FINANCE & PERSONNEL COMMITTEE AND WAUPACA COUNTY DEPARTMENT OF HEALTH AND HUMAN SERVICES BOARD: /s/ James Loughrin, Donald Aasen, Duane R. Brown, Patricia Craig, Donald Fabricius, Kay Hillskotter, Dick Koeppen, John F. Penney, Donn Allen, Gary Barrington, Dr. Steve Goedderz, Carl Kietzmann, Nancy Mayne, Rose Mary Sasse, Elizabeth Tautges, Howard Trudell

ATTEST:
Mary A. Robbins, Waupaca County Clerk

APPROVED AS TO FORM:
Jeffrey Siewert, Corporation Counsel

Supr. Trudell moved and Supr. Barrington seconded the motion to adopt Resolution No. 37 (2003-2004). Supr. Allen moved and Supr. Koeppen seconded the motion to ask the question and end debate. Motion carried 21-4 with Suprs. Flink, Rasmussen, Penney, and Barrington voting no. Motion to approve Resolution No. 37 (2003-2004) carried 21-4 with Suprs. Steenbock, Rasmussen, Jonely, and Penney voting no. Passed this 28th day of October, 2003.

RESOLUTION NO. 38 (2003-2004)

SUBJECT: The Health and Human Services Board recommends the Department create five (5) new full-time positions and eliminate, effective January 1, 2004, our current contract for five staff employed by Lutheran Social Services (LSS).

WHEREAS, the Department has been contracting with LSS for the past 20 plus years to provide primarily social worker and other children and family services in the community; and,

WHEREAS, our Department has been very satisfied with the quality of services provided by LSS over these years; and,

WHEREAS, planning for our 2004 budget with “0” increase in tax levy revenues requires creative alternatives to maintain and not reduce services to our county residents; and,

WHEREAS, our Department projects that by replacing the five full-time staff currently in contract with LSS, our Department will reduce our 2004 expense for the position services by approximately \$35,691.00; and,

WHEREAS, our Department's proposed overall 2004 Budget maintained the recommended "0" increase in county tax levy revenues by creating alternatives such as proposed in this resolution.

NOW, THEREFORE, LET IT BE RESOLVED that the Waupaca County Board of Supervisors authorizes the Health and Human Services Department to add the following five (5) new full-time positions to the organizational chart under the Children and Families Division in the 2004 budget: Three (3) Social Worker I & II positions, Labor Grades 8 & 9; One (1) Children Family Aide position, Professional Labor Grade 5; and One (1) Support Services Specialist position, Professional Labor Grade 6.

BE IT FURTHER RESOLVED that no new county dollars would be required to fund these positions.

RECOMMENDED FOR INTRODUCTION BY WAUPACA COUNTY FINANCE & PERSONNEL COMMITTEE AND WAUPACA COUNTY DEPARTMENT OF HEALTH AND HUMAN SERVICES BOARD: /s/ James Loughrin, Donald Aasen, Duane R. Brown, Patricia Craig, Donald Fabricius, Kay Hillskotter, Dick Koeppen, John F. Penney, Donn Allen, Gary Barrington, Dr. Steve Goedderz, Carl Kietzmann, Nancy Mayne, Rose Mary Sasse, Elizabeth Tautges, Howard Trudell

ATTEST:
Mary A. Robbins, Waupaca County Clerk

APPROVED AS TO FORM:
Jeffrey Siewert, Corporation Counsel

Suprs. Koeppen moved and Supr. Mares seconded the motion to adopt Resolution No. 38 (2003-2004). Supr. Jonely moved and Supr. Rasmussen seconded the motion to amend the resolution to add if any new county funding is required, these position must come back to the Board for approval. Motion to amend the resolution failed 7-18 with Suprs. Steenbock, Trudell, Rasmussen, Whitman, Johnson, Jonely and Flease voting yes. Motion to approve Resolution No. 38 (2003-2004) carried 21-4 with Suprs. Steenbock, Rasmussen, Penney, and Jonely voting no. Carried this 28th day of October, 2003.

APPOINTMENTS

Supr. Craig moved and Supr. Flink seconded the motion to appoint Dan Minnick and Andrea Betchner to the Integrated Services Project Coordinating Committee. Motion carried 25-0. Passed this 28th day of October, 2003.

Chairman Brown placed the following correspondence for October on file in the County Clerk's Office: Waupaca County Economic Development Corp. Report, Waupaca County Towns Association Quarterly Meeting – November 13, Department of Agriculture, Trade and Consumer Protection LWRM Plan, Wisconsin Department of Transportation – General Transportation Aids

Estimate, Wisconsin County Mutual Dividend Check for \$39,585, Commendation for Veteran's Service Officer Jon LiDonne – Annual Convention, Clerk of Courts Office received the Family Crises Center Angel Award, Clerk of Courts Terrie Tews received the Victim Advocacy Award and CAP Partner 2003 Award.

Supr. Whitman asked that all supervisors contact their legislators to support Assembly Bill 592.

Supr. Aasen moved and Supr. Peterson seconded the motion to adjourn. Motion carried 25-0. Chair Brown declared the meeting adjourned at 11:20 a.m.