

NOTICE OF MEETING

**SHEBOYGAN COUNTY BOARD OF SUPERVISORS**

Sheboygan County Courthouse  
615 North 6<sup>th</sup> Street, 5<sup>th</sup> Floor  
Sheboygan WI

**TUESDAY, June 16, 2015 at 6:00 P.M.**

In compliance with Rule V under the Rules of Order of the Sheboygan County Board of Supervisors, as County Clerk of Sheboygan County, I herewith submit the following AGENDA.

**AGENDA**

**CALL TO ORDER** – Chairperson Roger L. Te Stroete

**CERTIFICATION OF COMPLIANCE WITH OPEN MEETING LAW**

**PLEDGE OF ALLEGIANCE**

**ROLL CALL**

**APPROVAL OF MAY 19, 2015 JOURNAL**

**CONSIDERATION OF APPOINTMENTS BY EXECUTIVE COMMITTEE**

**Finance Committee**

Al Bosman, W3847 County Road N, Sheboygan Falls  
*(To fill the unexpired term of Devin LeMahieu through April 18, 2016)*

**Human Resources Committee**

Brian Hilbelink, 632 Wisconsin Avenue, Oostburg  
*(To fill the unexpired term of Devin LeMahieu through April 18, 2016)*

**Property Committee**

Brian Hilbelink, 632 Wisconsin Avenue, Oostburg  
*(To fill the unexpired term of Al Bosman through April 18, 2016)*

**CONSIDERATION OF APPOINTMENTS BY COUNTY ADMINISTRATOR**

**Sheboygan County Affirmative Action Commission**

Captain Cory Roeseler, 525 North 6<sup>th</sup> Street, Sheboygan  
*(Sheboygan County Employee Representing the Sheriff's Department)*

**Board of Adjustments (Re-appointments)**

Joseph Stodolka, W4390 North County Road A, Plymouth  
*(Member – Town of Herman)*

Scott Miller, N5538 Stephen Court, Plymouth  
*(First Alternate Member – Town of Greenbush)*

Jerry Rosche, W6085 County Road V, Cascade  
*(Second Alternate Member – Town of Lyndon)*

**Posted  
6/10/2015  
10:00 am**

**Emergency Medical Services (EMS) Council**

Shalon Edson, 3100 Superior Avenue, Sheboygan  
(Representing – Hospital Administration)

**Traffic Safety Commission**

Sergeant Terry Cram, 525 North 6<sup>th</sup> Street, Sheboygan  
(Appointed Highway Safety Coordinator)

Joe DeCecco, 615 North 6<sup>th</sup> Street, Sheboygan  
(Representing Discipline of Law)

Ronald Becker, 2855 North Taylor Drive, Sheboygan  
(Representing Trucking Industry)

Terry Martin, 2510 South 12<sup>th</sup> Street, Sheboygan  
(Representing Association of Auto Dealerships)

James Gilligan, 630 North 4<sup>th</sup> Street, Sheboygan  
(Citizen Member)

**PRESENTATIONS**

Jason Mengel, PGA Championship Director – 2015 PGA Championship Overview

**PUBLIC ADDRESSES**

*As of the preparation of this Agenda no one has requested to speak. County Board rules allow interested persons to register to speak until 5:00 pm on the Monday before the County Board Meeting.*

**LETTERS, COMMUNICATIONS AND ANNOUNCEMENTS**

*Items introduced under this heading are either referred to a Committee for action, or received for information. No action is taken at this meeting.*

**COUNTY ADMINISTRATOR'S REPORT**

*The County Administrator's Report is a summary of County activities for the previous month and planned for upcoming months.*

**CONSIDERATION OF COMMITTEE REPORTS - EXECUTIVE COMMITTEE****Committee Report**

Re: 2014-2015 Per Diem Payments

**Signed in Opposition: None**

**Resolution No. 04 (2015/16)**

Re: Authorizing Application for 2015 Justice Assistance Grant Program Award (Local Solicitation) and Entering into Memorandum of Understanding with City of Sheboygan

**Committee Recommendation: Adopt**

**Signed in Opposition: None**

## CONSIDERATION OF COMMITTEE REPORTS – EXECUTIVE & FINANCE COMMITTEES

### Committee Report

Re: Sheboygan County Library Planning Committee Report

**Committee Recommendation: Concur**  
**Signed in Opposition: None**

### Ordinance No. 03 (2015/16)

Re: Amending Chapter 47 – Sheboygan County Compensation System

**Committee Recommendation: Amend per the Report and enact as amended**  
**Signed in Opposition: None**

## RESOLUTIONS INTRODUCED - NONE

## ORDINANCES INTRODUCED

*Items introduced under this heading are referred to a Committee for recommendation. No formal action is taken at this meeting unless noted.*

### Ordinance No. 04 (2015/16)

Re: Amending Peace and Good Order Ordinance

### Ordinance No. 05 (2015/16)

Re: Redesignation of Navigable Waterways in Shoreland-Floodplain Ordinance

## ADJOURNMENT

Respectfully submitted this 10<sup>th</sup> day of June, 2015.

  
\_\_\_\_\_  
JON DOLSON, COUNTY CLERK

## NOTES:

**Reminder:** Expense sheets for the period ending June 15, 2015 are due in the County Clerk's Office no later than Tuesday, June 16, 2015.

The Town's Association meeting will be held on Friday, July 17, 2015 at 7:30 PM at the Town of Greenbush Town Hall.

The Legislative Breakfast will not be meeting in July and August.

Persons with disabilities needing assistance to attend or participate are asked to notify the County Clerk's Office at 920.459.3003 prior to the meeting so that accommodations may be arranged.

# **JOURNAL OF THE MEETING OF THE SHEBOYGAN COUNTY BOARD OF SUPERVISORS**

**May 19, 2015**

Pursuant to Wis. Stat. § 59.11, the May 19, 2015 session of the Sheboygan County Board was called to order by Chairperson Roger L. Te Stroete at 6:00 p.m. Chairperson Te Stroete noted that the notice of meeting was posted on May 15 2015 at 1:45 p.m. in compliance with the open meeting law. The meeting opened with the Pledge of Allegiance by all present.

The roll call was taken and recorded with 22 Supervisors present; Absent: 2, Supervisors Ogea, and Wheeler; Vacant: 1, District #21.

**Supervisor Winkel moved for approval of the April 21, 2015 Journal, which was distributed to all supervisors prior to the meeting.** The motion was seconded by Supervisor Glavan and carried on unanimous roll call vote of the board.

## **APPOINTMENTS**

The Chairperson announced that the next order of business was the consideration of the appointment by the Chairperson of **Brian Hilbelink** to the County Board to fill the vacancy created by the resignation of Devin LeMahieu, District #21.

**Supervisor Goehring moved to concur with the appointment.** The motion was seconded by Supervisor Marthenze and carried on unanimous roll call vote of the board.

## **OATH OF OFFICE**

County Clerk, Jon Dolson, administered the oath of office to County Board Supervisor Brian Hilbelink.

Supervisor Hilbelink took his seat in the chambers.

## **APPOINTMENTS (continued)**

The Chairperson announced that the next order of business was the consideration of the following appointments by the County Administrator:

### **ADRC Governing Committee**

Larry Samet

### **Sheboygan County Affirmative Action Commission (Re-appointment)**

Kim Pagel (Sheboygan County Employee Representing the Health & Human Services Department)

### **Communications Council (Re-appointments)**

David Augustin (City Government)

Brian Goelzer (Private Ambulance Service)

Jeremy Present (Rescue Service)

Steve Steinhardt (Emergency Management)

Edgar Karsteadt (Member-at-Large)

### **Emergency Medical Services (EMS) Council (Re-appointments)**

Robert Kulhanek (Interested Consumer)

Allen Wrubbel (Village Government)

Daniel Hein (Town Government)

Steve Steinhardt (Emergency Management)

Darrel Kasuboski (First Responder)

Craig Schicker (Nursing)

Suzanne Martens (County Medical Society)

Carson Wilkinson (Industry)

Thomas Bahr (Member-at-Large)

## **Local Emergency Planning Committee (LEPC)**

### Appointment

Nick Cluppert (Community Groups)

### Re-appointments

Kathleen Rath Marr (Local Environmental)

Thomas Barr (Hospital)

Phillip Ditter (Transportation)

Keary Kautzer (Broadcast Media)

Paul Rutledge (Facility Owner/Operator)

Peter Madden (Facility Owner, Operator)

**Supervisor Otten moved to concur with the appointments from the County Administrator.** The motion was seconded by Supervisor Winkel and carried on roll call vote of the board of Ayes: 22; Noes: 1, Supervisor Hoffmann; Absent: 2, Supervisors Ogea, and Wheeler.

## **PRESENTATION**

Judge Bolgert, along with Judge Sutkiewicz, Judge Bourke and Court Commissioner Persick presented Adam Gitter from Wisconsin Community Services a plaque for being instrumental in Sheboygan County's Intoxicated Driver Intervention Program.

## **LETTERS AND COMMUNICATIONS**

The Clerk presented a copy of a letter from the State of Wisconsin regarding the Waste Facility Siting Board and the Kohler Company landfill. By Chairperson received for information. Supervisor Baumgart requested a copy of the letter be forwarded to the Transportation and Planning, Resources, Agriculture & Extension Committees for their information.

The Clerk presented a resolution from the Door County Board of Supervisors in opposition to the implementation of the proposed county assessment system within the proposed state budget. By Chairperson received for information.

The Clerk presented a resolution from the Portage County Board of Supervisors opposing the repeal of the Wisconsin Fund Program dealing with low income property owners septic system replacement. By Chairperson received for information.

The Clerk presented resolutions from the Pepin and Outagamie County Boards of Supervisors supporting an increase in communicable disease research funding in the 2015-17 state budget. By Chairperson referred to the Health & Human Services Committee.

The Clerk presented a resolution from the Price County Board of Supervisors supporting adequate funding for the income maintenance consortia in relation to the Affordable Care Act. By Chairperson referred to the Health & Human Services Committee.

The Clerk presented resolutions from the Outagamie and Price County Boards of Supervisors urging that Wisconsin retain its existing model of ADRC and Family Care. By Chairperson referred to the Health & Human Services Committee.

The Clerk presented a resolution from the Lincoln County Board of Supervisors urging state legislature to authorize medical rate increases. By Chairperson referred to the Health Care Center Committee.

The Clerk presented a resolution from the Outagamie County Board of Supervisors supporting and expanding Family Care. By Chairperson referred to the Health & Human Services Committee.

The Clerk presented a resolution from the Outagamie County Board of Supervisors supporting legislation dealing with municipalities certifying the Department of Revenue for collection of debts. By Chairperson referred to the Finance Committee.

The Clerk presented a resolution from the Outagamie County Board of Supervisors urging the state legislature to wait for local government to provide district information to the state when redistricting. By Chairperson referred to the Executive Committee.

The Clerk presented a resolution from the Outagamie County Board of Supervisors opposing elimination of computer aid payments and personal property tax. By Chairperson referred to the Finance Committee.

The Clerk presented a resolution from the Outagamie County Board of Supervisors dealing with the Children's Community Option Program and Family Support in the 2015-17 state budget. By Chairperson referred to the Health & Human Services Committee.

The Clerk presented a resolution from the Outagamie County Board of Supervisors supporting the retention of Senior Care. By Chairperson referred to the Health & Human Services Committee.

The Clerk presented a resolution from the Outagamie County Board of Supervisors opposing dealing with Badger Care and the state budget. By Chairperson referred to the Health & Human Services Committee.

The Clerk presented a resolution from the Outagamie County Board of Supervisors supporting maintaining existing mental health programs. By Chairperson referred to the Health & Human Services Committee.

#### **COUNTY ADMINISTRATOR'S REPORT**

County Administrator Adam Payne welcomed and congratulated Mr. Brian Hilbelink as the new County Board Supervisor for District #21. Mr. Payne reported that he has made and received accepted offers for a new Finance Director and I.T. Director, and that he will send out an announcement after all background checks are complete. Mr. Payne thanked and acknowledged interim Finance Director Mary Wegmann and interim I.T. Director Lee Guenther for their help, hard work and leadership during the transition. Mr. Payne reviewed the background leading up to Ordinance No. 02 – Increasing Compensation and Pay Ranges for Non-bargaining Unit Personnel for 2015 recommended by the Human Resources Committee, and encouraged it be taken up for immediate consideration. Finally, Mr. Payne, along with Chairperson Te Stroete and Vice Chairperson Wegner presented service awards to Tom Eggebrecht for 5 years of dedicated public service to Sheboygan County; Keith Abler for 15 years and Dick Bemis for 35 years serving on the County Board.

#### **MEMORIAL RESOLUTION**

**Resolution No. 03 (2015/16) Re: Honoring the Life of Former County Board Supervisor Jacob J. Verhelst, Jr.**

**Pursuant to County Board Rule 2.13, this Resolution was on the floor for immediate action and was unanimously adopted by the Board on a rising vote and a pause in its deliberations.**

#### **COMMITTEE REPORTS**

The Clerk read the report of the Planning, Resources, Agriculture & Extension Committee regarding **Resolution No. 01 (2015/16) Requesting an Absence-of-Need Exception from Wisconsin Department of Transportation for a Sidewalk as part of the County Road "RR" Bridge Replacement over the Onion River** recommending adoption.

**Supervisor Abler moved to adopt the resolution.** The motion was seconded by Supervisor Baumgart and carried on unanimous roll call vote of the board.

The Clerk read the report of the Planning, Resources, Agriculture & Extension Committee regarding **Resolution No. 02 (2015/16) Vacating Easement at County Road E and Sumac Road – Town of Lyndon** recommending adoption.

**Supervisor Glavan moved to adopt the resolution.** Supervisor Abler seconded the motion which carried on unanimous roll call vote of the board.

(Vice-Chairperson Wegner presiding)

Pursuant to Rule IV of the Rules of Order, the following resolutions and ordinances were introduced by the Clerk and referred by the Vice-Chairperson as indicated:

**Resolution No. 04 (2015/16)** Re: Authorizing Application for 2015 Justice Assistance Grant Program Award (Local Solicitation) and Entering into Memorandum of Understanding with City of Sheboygan referred to the Executive Committee.

**Ordinance No. 02 (2015/16)** Re: Increasing Compensation and Pay Ranges for Non-bargaining Unit Personnel for 2015 and Amending Merit Pay Ordinance referred to the Finance Committee.

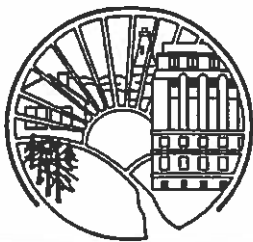
**Supervisor Marthenze moved to pull Ordinance No. 02 from committee for immediate action.** Supervisor Weggeman seconded the motion which carried on roll call vote of the board of Ayes: 22; Noes: 1, Supervisor Goehring; Absent: 2, Supervisors Ogea, and Wheeler.

**Supervisor Marthenze moved to enact the ordinance.** The motion was seconded by Supervisor Abler and carried on roll call vote of the board of Ayes: 21; Noes: 2, Supervisors Goehring, and Uraynar; Absent: 2, Supervisors Ogea, and Wheeler.

**Ordinance No. 03 (2015/16)** Re: Amending Chapter 47 – Sheboygan County Compensation System referred to the Joint Executive and Finance Committees.

#### **ADJOURNMENT**

**Supervisor Bemis moved to adjourn to 6:00 p.m. on Tuesday, June 16, 2015.** Supervisor Winkel seconded the motion which carried on unanimous roll call vote of the board. The meeting was adjourned at 6:40 p.m.



# SHEBOYGAN COUNTY

**Roger L. Te Stroete**  
*County Board Chairman*

TO THE HONORABLE MEMBERS OF THE SHEBOYGAN COUNTY BOARD:

We, the Executive Committee, do hereby submit for your confirmation the following appointments as a result of the resignation of Supervisor Devin LeMahieu:

Finance Committee

**Al Bosman, W3847 County Road N, Sheboygan Falls, WI 53085**  
*(to fill the unexpired term of Devin LeMahieu through April 18, 2016)*

Human Resources

**Brian Hilbelink, 632 Wisconsin Avenue, Oostburg, WI 53070**  
*(to fill the unexpired term of Devin LeMahieu through April 18, 2016)*

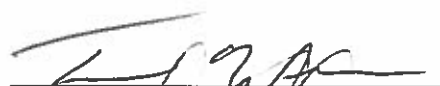
Property

**Brian Hilbelink, 632 Wisconsin Avenue, Oostburg, WI 53070**  
*(to fill the unexpired term of Al Bosman through April 18, 2016)*

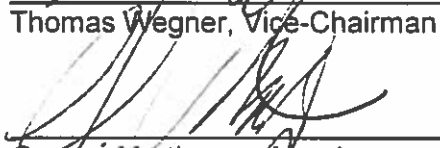
Respectfully submitted this 16th day of June, 2015.

**EXECUTIVE COMMITTEE**

  
Roger Te Stroete, Chairman

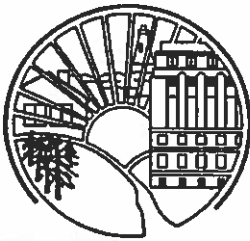
  
Thomas Wegner, Vice-Chairman

  
William Goehring, Secretary

  
George Marthenze, Member

  
Ed Procek, Member





# SHEBOYGAN COUNTY

**Adam N. Payne**  
*County Administrator*

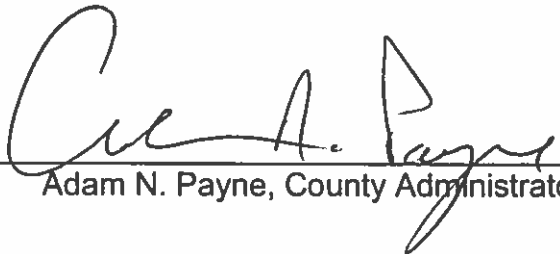
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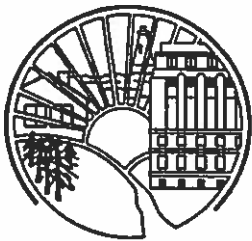
TO THE HONORABLE MEMBERS OF THE SHEBOYGAN COUNTY BOARD:

I, Adam Payne, Sheboygan County Administrator, pursuant to Section 43.05 and Ordinance No. 6 (2006/07) of the Sheboygan County Code, having conferred with the County Board Chairperson and the appropriate standing Committee of the County Board, hereby submit for your confirmation the following appointment to the Sheboygan County Affirmative Action Commission for the remainder of a three-year term expiring April, 2016:

**Captain Cory Roeseler, 525 North 6<sup>th</sup> Street, Sheboygan, WI 53081**  
*(Sheboygan County Employee Representing the Sheriff's Department)*

Respectfully submitted this 16th day of June, 2015.

  
Adam N. Payne, County Administrator



# SHEBOYGAN COUNTY

**Adam N. Payne**  
*County Administrator*

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TO THE HONORABLE MEMBERS OF THE SHEBOYGAN COUNTY BOARD:

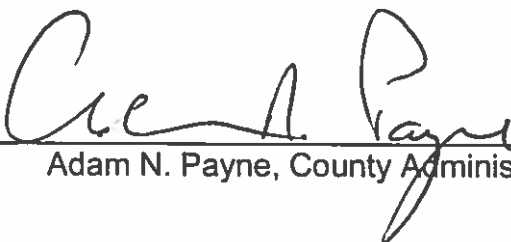
I, Adam Payne, Sheboygan County Administrator, pursuant to Section 43.05 and Ordinance No. 6 (2006/07) of the Sheboygan County Code, having conferred with the County Board Chairperson and the appropriate standing Committee of the County Board, hereby submit for your confirmation the following re-appointments to the Board of Adjustments for terms as indicated:

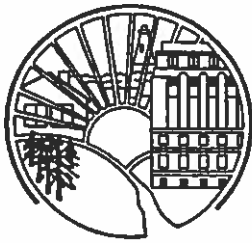
Re-appointment for a 3-year term expiring June, 2018:  
**Joseph Stodolka, W4390 North County Road A, Plymouth, WI 53073**  
*(Member - Town of Herman)*

Re-appointment for 3-year term expiring June, 2018:  
**Scott Miller, N5538 Stephen Court, Plymouth, WI 53073**  
*(First Alternate Member – Town of Greenbush)*

Re-appointment for the remainder of a 3-year term expiring June, 2017:  
**Jerry Rosche, W6085 County Road V, Cascade, WI 53011**  
*(Second Alternate Member – Town of Lyndon)*

Respectfully submitted this 16th day of June, 2015.

  
Adam N. Payne, County Administrator



# SHEBOYGAN COUNTY

**Adam N. Payne**  
*County Administrator*

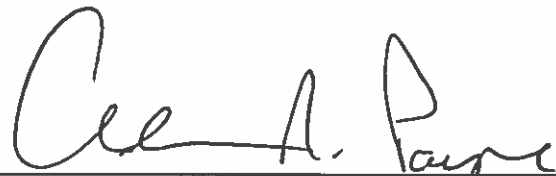
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TO THE HONORABLE MEMBERS OF THE SHEBOYGAN COUNTY BOARD:

I, Adam Payne, Sheboygan County Administrator, pursuant to Section 43.05 and Ordinance No. 6 (2006/07) of the Sheboygan County Code, having conferred with the County Board Chairperson and the appropriate standing Committee of the County Board, hereby submit for your confirmation the following appointment to the Emergency Medical Services (EMS) Council for a two-year term expiring May, 2017:

**Shalon Edson, 3100 Superior Avenue, Sheboygan, WI 53081**  
*Representing - Hospital Administration*

Respectfully submitted this 16th day of June, 2015.

  
\_\_\_\_\_  
Adam N. Payne, County Administrator

**Shalon M. Edson  
St. Nicholas Hospital  
3100 Superior Avenue  
Sheboygan, WI 53081**

**Work History**

**Hospital Sisters Health System – Eastern Wisconsin Division, Sheboygan, Wisconsin**  
*Director, Emergency & Outpatient Services*

2012- present

- ◆ Operational leader with responsibilities for St. Nicholas Hospital within the HSHS – Eastern Wisconsin Division.

**Hospital Sisters Health System – Eastern Wisconsin Division, Green Bay, Wisconsin**  
*Manager, Non-invasive Cardiology*

2009 – 2012

- ◆ Operational leader with responsibilities for non-invasive cardiology services in two hospitals within the HSHS – Eastern Wisconsin Division: St. Mary's Hospital Medical Center in Green Bay and St. Vincent Hospital in Green Bay.
- ◆ Creation and implementation of divisional educational heart failure program which reduced readmission rates for heart failure patients at all three hospitals, St. Mary's from 17.04% to 15.35%, St. Nicholas from 20.22% to 10%, and St. Vincent from 16.86% to 16.81%, all well below the national average of 24.8%.
- ◆ Project management and start-up of dedicated echocardiography lab at HSHS- Eastern Wisconsin St. Mary's Hospital in Green Bay which exceeded initial volume projections by 9% within the first year.
- ◆ Equipment selection and standardization of cardiac arrhythmia monitoring devices across the HSHS Eastern Wisconsin Division and Prevea Health.
- ◆ Creation of preliminary Ancillary Staff Professional Development Plan.
- ◆ Obtained and maintained accreditations through the Intersocietal Accreditation Committee in pediatric echocardiography, adult echocardiography, extracranial cerebrovascular arterial imaging, peripheral venous imaging, and peripheral arterial imaging at St. Vincent Hospital, Green bay, St. Mary's hospital, Green Bay, and Prevea Health, Green Bay and Marinette.
- ◆ Assisted with start up of Calcium scoring project at St. Vincent Hospital and Prevea Health.
- ◆ Partnered with Prevea Health to provide community cardiovascular outreach and wellness screenings.
- ◆ Creation and publication of cardiovascular patient educational materials for use within the HSHS Eastern Wisconsin Division.
- ◆ Project management and direct support for phased epic implementation of Regional Surgery Outreach program.
- ◆ Sponsor and participant in various leadership committees including continuous process improvement projects in vascular lab and supply chain management.

**Prevea Health, Green Bay, Wisconsin**  
*Supervisor Diagnostic Cardiology*  
2008-2009

- ◆ Operational leader with responsibilities for non-invasive cardiology services at Prevea Health Allouez, Marinette, and Shawano Avenue locations
- ◆ Functioned as clinical staff member during recruiting and ramp-up of service offerings. Performed monitoring of cardiac stress tests, EKG's, holter device, event monitor application, and bubble studies for echocardiography.
- ◆ Project management, equipment selection, and start-up of dedicated vascular lab at Prevea Health Shawano Avenue location in Green Bay.
- ◆ Project management, equipment selection, and expansion of echo services at Prevea Health Shawano Avenue location in Green Bay.
- ◆ Project management and start-up general nuclear medicine lab at Prevea Health Allouez location.
- ◆ Assisted project management and start up of cardiac arrhythmia monitoring device program.
- ◆ Partnered with HSHS Eastern Wisconsin Division during professional service agreement and care integration to streamline patient care and reduce health care redundancy in the market for Nuclear Medicine, Echocardiography, and Vascular imaging services.
- ◆ Obtained and maintained accreditations through the Intersocietal Accreditation Committee in pediatric echocardiography, adult echocardiography, extracranial cerebrovascular arterial imaging, peripheral venous imaging, peripheral arterial imaging, general nuclear medicine, and myocardial perfusion imaging.
- ◆ Maintained accreditations in cardiac and pulmonary rehabilitation through the American Association of Cardiac and Pulmonary Rehabilitation.
- ◆ Participant in various leadership committees

*Registered Nurse Diagnostic Cardiology*  
2006-2008

Responsible for patient care: monitoring cardiac stress tests, performing EKG's, applying holter and event monitors, IV starts, bubble studies and other tasks as assigned.

**Hospital Sisters Health System – Eastern Wisconsin Division, Green Bay, Wisconsin**  
*Registered Nurse, Emergency Department*  
1999-2009

Responsible for patient care in the Emergency Department, First Care, and Trauma Centers.

**Education**

**Grand Canyon University- Phoenix, Arizona**  
*MSN- Health Care Leadership*  
2014-present Target graduation date 2016

**University of Wisconsin- Oshkosh, Oshkosh, Wisconsin**  
*Bachelor's Degree of Science in Nursing*  
2006-2008

**Lakeshore Technical College- Cleveland, Wisconsin**  
*Associate Degree in Nursing*  
1995-1998



# SHEBOYGAN COUNTY

**Adam N. Payne**  
*County Administrator*

TO THE HONORABLE MEMBERS OF THE SHEBOYGAN COUNTY BOARD:

I, Adam Payne, Sheboygan County Administrator, pursuant to Section 43.05 and Ordinance No. 6 (2006/07) of the Sheboygan County Code, having conferred with the County Board Chairperson and the appropriate standing Committee of the County Board, hereby submit for your confirmation the following appointment and re-appointments to the Traffic Safety Commission for terms as indicated:

No Term Expiration

**Sergeant Terry Cram, 525 North 6<sup>th</sup> Street, Sheboygan, WI 53081**  
*(Appointed Highway Safety Coordinator)*

Two-year term expiring May, 2017:

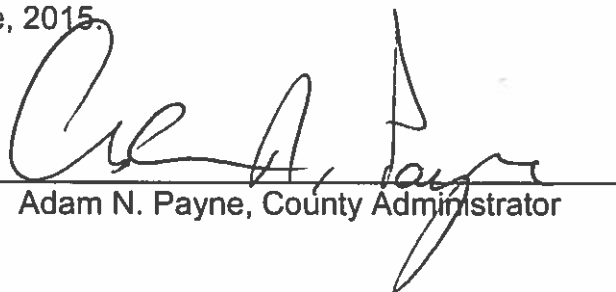
**Joe DeCecco, 615 North 6<sup>th</sup> Street, Sheboygan, WI 53081**  
*(Representing Discipline of Law)*

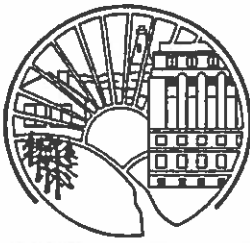
**Ronald Becker, 2855 North Taylor Drive, Sheboygan, WI 53083**  
*(Representing Trucking Industry)*

**Terry Martin, 2510 South 12th Street, Sheboygan, WI 53081**  
*(Representing Association of Auto Dealerships)*

**James Gilligan, 630 North 4<sup>th</sup> Street, Sheboygan, WI 53081**  
*(Citizen Member)*

Respectfully submitted this 16th day of June, 2015.

  
Adam N. Payne, County Administrator



# SHEBOYGAN COUNTY

**Roger L. Te Stroete**  
*County Board Chairman*

## COMMITTEE REPORT TO THE COUNTY BOARD

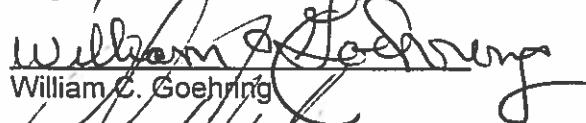
We, the Executive Committee, herewith submit a summary of payments for per diem for the County Board members for the period commencing April 15, 2014 through April 15, 2015.

NAME	TOTAL MEETINGS	PER DIEM EARNED
Abler, Keith	47	1,120.00
Bauer, Steven H	30	630.00
Baumgart, James R	75	1,725.00
Bemis, Richard C	54	1,155.00
Bosman, Alan J	54	1,140.00
Conrardy, Charles W	93	2,195.00
Damp, Frances M	68	1,615.00
Epping, Thomas V	63	1,350.00
Glavan, James P	50	1,015.00
Goehring, William C	90	1,985.00
Hoffmann, Brian C	72	1,675.00
Koch, Vernon C	68	1,395.00
LeMahieu, Devin M	46	995.00
Marthenze, George J	52	1,160.00
Ogea, Elizabeth T	30	700.00
Otten, Roger R	80	1,840.00
Procek, Edward J	82	1,835.00
Te Stroete, Roger – Chair	0	--
Uraynar, Fay B	48	1,050.00
VanDixhorn, Jacob L	67	1,400.00
Weggeman, Greg	0	--
Wegner, Thomas G	115	2,520.00
Wheeler, Kristine A	56	1,100.00
Winkel, Mark S	65	1,520.00
Ziegelbauer, Robert J	38	790.00
<b>GRAND TOTAL</b>	<b>1443</b>	<b>\$ 31,910.00</b>


Respectfully submitted this 16th day of June, 2015.


EXECUTIVE COMMITTEE

  
Roger L. Te Stroete, Chairperson

  
William C. Goehring

  
George Marthenze

  
Thomas Wegner

  
Edward J. Procek

1                   SHEBOYGAN COUNTY   RESOLUTION NO. 04 (2015/16)  
2

3       Re:    **Authorizing Application for 2015 Justice Assistance Grant Program**  
4           **Award (Local Solicitation) and Entering into Memorandum of**  
5           **Understanding with City of Sheboygan**  
6  
7

8           **WHEREAS**, Sheboygan County and the City of Sheboygan have the opportunity to  
9   obtain a federal local solicitation grant in the total amount of \$15,183.00 funded through the  
10   Edward Byrne Memorial Justice Assistance Grant Program, which is the primary provider of  
11   federal criminal justice funding to state and local jurisdictions, and  
12

13          **WHEREAS**, in order to obtain the grant in the amount of \$15,183.00, it is necessary for  
14   the County to submit an application through the Justice Assistance Grant Award Program to be  
15   used for law enforcement equipment or resources and for the County to enter into a  
16   Memorandum of Understanding with the City of Sheboygan for the sharing of grant proceeds  
17   and the equipment purchase therewith under terms similar to previous memoranda of  
18   understanding with the City of Sheboygan for previous similar grant award sharing, and  
19

20          **WHEREAS**, the funding received would be 100% from federal sources with no state or  
21   local match requirement;  
22

23          **NOW, THEREFORE, BE IT RESOLVED** that the Sheboygan County Board of  
24   Supervisors authorizes the County Board Chairperson and/or the Emergency Management  
25   Director as appropriate to sign all documents necessary for the local solicitation grant  
26   application and the administration thereof, provided that no such document shall obligate  
27   Sheboygan County for the expenditure of County funds not reimbursed by the grant proceeds.  
28

29          **BE IT FURTHER RESOLVED** that the County Board Chairperson and/or the Emergency  
30   Management Director as appropriate is/are authorized on behalf of the County Board to execute  
31   the 2015 Justice Assistance Grant Program Award Memorandum of Understanding between the  
32   City of Sheboygan and the County of Sheboygan for the funds and the equipment purchased  
33   therewith to be shared with the City of Sheboygan under terms similar to previous memoranda  
34   of understanding with the City of Sheboygan for previous similar grant award sharing.  
35

36  
37                               (The rest of this page intentionally left blank.)  
38



39 **BE IT FURTHER RESOLVED** that the Emergency Management Director is designated  
40 as the official representative of Sheboygan County to act in connection with the application and  
41 to provide such additional information as may be required.  
42

43  
44 Respectfully submitted this 19th day of May, 2015.  
45

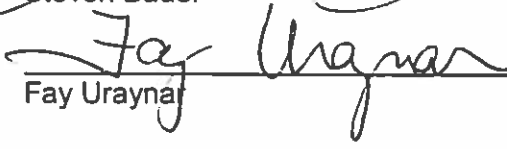
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47 **LAW COMMITTEE**

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51 Thomas V. Epping, Chairperson  
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55 Vernon Koch, Vice-Chairperson  
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59 Mark S. Winkel, Secretary  
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63 Steven Bauer  
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67 Fay Uraynar  
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70 Opposed to Introduction:  
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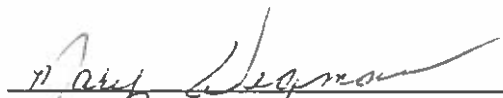
## **FISCAL NOTE**

**Re: Authorizing Application for 2015 Justice Assistance Grant Program Award (Local Solicitation) and Entering Into Memorandum of Understanding with the City of Sheboygan**

This resolution authorizes the submission of an application through the Justice Assistance Grant Award Program and also to enter into a memorandum of understanding with the City of Sheboygan for sharing of grant proceeds.

**Funding:**

Funding is not needed.

  
\_\_\_\_\_  
Mary Wegmann, Interim Finance Director  
May 15, 2015

JOINT OZAUKEE and SHEBOYGAN COUNTY LIBRARY PLANNING COMMITTEE  
4632 South Taylor Drive  
Sheboygan, WI 53081

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November 24, 2014

The Joint Ozaukee and Sheboygan County Library Planning Committee has completed its work and is submitting this Final Report to the Ozaukee County Board and the Sheboygan County Board.

The Final Report will be reviewed by appropriate Committees of each County and by the County Boards. The County Boards will at some time in 2015 take action on the Report and approve a county library service plan for 2016 - 2020.

The Joint County Library Planning Committee was created by both the Ozaukee and Sheboygan County Boards to prepare a county library service plan that continues to provide library service and bookmobile to each county's residents at all the public libraries in both counties.

Sincerely,

A handwritten signature in black ink, appearing to read 'Steve Ruggieri', with a long horizontal flourish extending to the right.

Steve Ruggieri, Chairman  
Joint Ozaukee Sheboygan County Library Planning Committee

JOINT OZAUKEE and SHEBOYGAN COUNTY LIBRARY PLANNING COMMITTEE  
4632 South Taylor Drive  
Sheboygan, WI 53081

---

November 24, 2014

Mr. Roger Te Stroete, Chairman  
Sheboygan County Board of Supervisors  
508 New York Avenue  
Sheboygan, WI 53081

Dear Chairman Te Stroete,

On behalf of the Joint Ozaukee and Sheboygan County Library Planning Committee, I submit the Final Report on a Plan for County Library Service 2016 – 2020 in Ozaukee and Sheboygan Counties. The Committee met ten times during the year to review the current plans and to consider the issues contained in the separate resolutions from each County Board. The Joint Committee held public hearings in Plymouth and Cedarburg to receive comments from citizens, library boards, and elected officials. The Joint Committee includes recommendations in this report on each required element of the county library service plan as well as recommendations on other elements.

The Joint Committee thanks both Counties for their support of this endeavor, a cooperative county library service planning process. We also thank Kay Lorenz, Assistant to the Sheboygan County Administrator; Amy Birtell, Director of Eastern Shores Library System; and David Weinhold, Consultant, for their assistance to the Committee in completing its work.

As Chair of the Joint Committee, I request that the Committee remain intact until such time as each county adopts a county library service plan for 2016 - 2020. The Joint Committee can provide information to both County Boards as a basis for its recommendations. I request that the County provide the Committee with the notice of meetings when the County Library Service Plan is on the agenda.

Again thank you for providing the Committee with the opportunity to make library services available to county residents who live in non-librariated municipalities.

Sincerely,



Steve Ruggieri, Chairman  
Joint Ozaukee and Sheboygan County Library Planning Committee

cc: Adam Payne, County Administrator  
Jon Dolson, County Clerk

**Final Report**  
**Joint County Library Service Plan**  
**Ozaukee and Sheboygan Counties**  
**2016-2020**

November 10, 2014

**Ozaukee County**

Cedarburg Public Library

Frank L. Weyenberg Library of Mequon and Thiensville

Oscar Grady Public Library in Saukville

U.S.S Liberty Memorial Public Library in Grafton

W.J. Niederkorn Library in Port Washington

Eastern Shores Library System Bookmobile

**Sheboygan County**

Cedar Grove Public Library

Elkhart Lake Public Library

Kohler Public Library

Lakeview Community Library in Random Lake

Mead Public Library in Sheboygan

Oostburg Public Library

Plymouth Public Library

Sheboygan Falls Memorial Library

Eastern Shores Library System Bookmobile

## County Library Service Planning in Ozaukee and Sheboygan Counties

County library service is established when a county adopts a county plan for library service. The plan is created by a county appointed County Library Planning Committee. The committee considers the needs, resources and services provided to all county residents with special emphasis on those areas without local municipal libraries. The committee provides recommendations to the County Board on making library services and resources available to all county residents by libraries, on improving the resources and services in the county and the method and level of county library tax to implement the plan. The original and subsequent plans for library service in Ozaukee and Sheboygan County were created by a county library planning committee.

### Statutory Requirements

Wisconsin's Legislature, through its debate and eventual adoption of what became Chapter 43 of Wisconsin Statutes, established a governmental policy toward public libraries. Because Chapter 43 outlines certain responsibilities for counties, it is important to summarize what that policy is:

- The importance of free access for all Wisconsin's residents to knowledge, information, and diversity of ideas;
- The critical role played by public, school, special, and academic libraries in providing that access;
- The major educational, cultural, and economic asset that is represented in the collective knowledge and information resources at the libraries in Wisconsin;
- The importance of public libraries to the democratic process; and
- That the most effective use of Wisconsin's library resources can occur only through interlibrary cooperation among all types of libraries and with the effective use of technology.

### Committee Recommendations for the Joint Library Service Plan 2016-2020

#### 1. Reallocation of System Board Membership:

The committee recommends that two members in at-large positions be changed to participating library board member positions. The allocation of System Board membership will continue to maintain the same balance between the librarians and non-librarians representation based on population.

The rationale for the change is that library board members are more familiar with library programs and resources that are available to public libraries. This change would still leave six member-at-large positions on the ESLS Board. The Public Library Advisory Committee (PLAC) agreed with the proposed recommendation and further recommended changes should be made at the expiration of the member-at-large terms.

#### 2. Operational Standards for Libraries:

The committee recommends that there be no operational standards for the counties' public libraries as criteria to qualify for the exemption from the county library tax.

### **3. Crossover Borrowing Compensation:**

The committee makes no recommendation on compensation for crossover borrowing.

### **4. Public Library Reimbursement:**

The committee recommends that each county increase their reimbursement level to libraries by 1% per year for the duration of this county library service plan, 2016-2020. The goal is the eventual reimbursement of 100% operational costs to libraries providing services.

The rationale is that this continues the previous committee's recommendation to phase in the reimbursement goal over a period of years. In Sheboygan County, the reimbursement level would increase from 94% in 2016 to 98% in 2020. In Ozaukee County, the reimbursement level would increase from 86% in 2016 to 90% in 2020.

The public libraries in Ozaukee County include: Cedarburg Public Library, Frank L. Weyenberg Library of Mequon and Thiensville, Oscar Grady Public Library in Saukville, W.J. Niederkorn Library in Port Washington, and U.S.S Liberty Memorial Public Library in Grafton.

Sheboygan public libraries consist of Lakeview Community Library in Random Lake, Mead Public Library in Sheboygan, Sheboygan Falls Public Library, Kohler Public Library, Plymouth Public Library, Cedar Grove Public Library, Oostburg Public Library, and Elkhart Lake Public Library.

The Bookmobile is run through the Eastern Shores Library System and serves communities in Ozaukee and Sheboygan counties.

Eastern Shores Libraries provide the following services for their communities:

#### **Collections:**

Books, Audiobooks, DVDs and Videocassettes, Magazines and Newspapers, CD Music, Digital Books, Digital Audiobooks, Digital Music, Digital Videos and Movies, Historical Newspapers on Microfilm and Digital, Large Print Book Collections and the ability to size to preference Digital Books, Reference Materials both Physical and Digital, Computer software, Job Searching Collections, Community Information, Local Author Archives, Local History Resources in both Print and Digital, and a Seed Catalog to round out this incomplete list.

#### **Services:**

Online 24/7 Access to Catalog of Materials and all Collections, Internet Computer Access, Wireless Device Access, Interlibrary loan for Materials not in Our Collection, Printer/Copier, Scanner, Scan to Email/USB, Audiovisual equipment, Teen Spaces/Centers, Exam Proctoring, Independent study Areas, Literacy Services, Meeting Rooms for Large and Small Groups, Fax service, Die Cutting Service, Training for Access to Electronic Information, Laminating Service, Notary Service, Homebound Delivery Service, Maker Spaces, Tax forms, and Community Display Spaces to name a few.

#### **Programming:**

The libraries provide programming to people of all ages and includes but is not limited to: Early Childhood Literacy, Children's Programming and Story Times, STEM and STEAM Programming (Science, Technology, Engineering, Mathematics (and Art)) for Children, Teens and Adults, Book Clubs and Discussions, Community Wide Book Reads, Author Visits, Craft Programs, Business and Investing Services, Internet and Computer Use Training, Online and Digital Collections Access Training, Field Trips for Schools, Scouts, and other Organizations, Classes on Databases, Yoga and other Health Services Programs, and Lifelong Learning.

Non-librariied residents made use of library services in the following manner in 2013:

From January 1, 2013 through December 31, 2013, a total of 432,647 (books, magazines, videos, compact discs) library materials were checked out of the public libraries by non-librariied residents. In 2013, non-librariied circulation represented nearly 19% of the total circulation in the System (2,291,016 total items were circulated in 2013). To purchase 432,647 items it would cost over \$6,489,705 (Massachusetts Library Association Library Value Calculator).

With the incorporation of technology into library services, library use has changed considerably in the past several years. Circulation, historically the best measure of library use, may no longer be adequate to measure the full ensemble of services a library now offers. In the past, a library patron typically looked up a topic in the "Reader's Guide to Periodical Literature," found citations for magazine articles, found the magazines, and checked them out. Today, a person can use the Internet (particularly with the help of content rich site such as BadgerLink) to search a topic, find a magazine article in full text, and print off the information. In this scenario, the person received the information, and in all likelihood used library services to do so, but never checked out an item.

Libraries have dramatically expanded their access to information beyond their own walls. Offering Internet access is crucial to a modern day library. All public libraries offer Internet access to the public. Many of them do so via high speed data lines with paid subscriptions to information providers. This offers non-librariied patrons "value added" Internet access and thereby makes quality information available to all regardless of age, wealth, social status, gender, political or religious belief. Libraries will be ever more important to bridge the gap of the growing information divide. Even as technology continues to bring changes to our society, the fundamental core beliefs of the importance of education as a public good in a democratic society remain steadfast. The library continues to be the institution that best fulfills the role as "university of the people."

In Ozaukee and Sheboygan counties, there are areas where broadband access is not available. In some areas there is only one provider to choose from. Providing public access to an array of technologies, including the Internet, shared catalogs, and computers as tools for living in a modern day world, is an important service goal for the public libraries. Implementing technologies to improve library efficiency and effectiveness is equally important as all system libraries strive to make the best use of tax dollars while providing the best possible library service.

Ozaukee and Sheboygan Libraries and the Bookmobile collections and programming numbers:

Books	920,036
E-books	76,555
Audio books	52,439
E-audio	20,782
Video materials	76,237
E-video	321
Other materials	12,294
Databases	95
Magazine Subscriptions	1,706



Children's programming	2,428 programs with 63,468 children attending
Young Adult	145 programs with 3,163 Young adults attending
Other programming	861 programs with 12,420 people attending

## 5. Bookmobile Service

The committee recommends the continuation of Bookmobile Service to non-librariated areas of the Counties and specifies payment for this service on the basis of each County's share of the use of this service, averaging the use over the prior three years, and includes funding for replacement of the vehicle.

The bookmobile serves the two county area. The collection contains 30,435 books, audio materials, and DVDs. In 2013, there were 12,093 people coming to use this service. The mobile library offers Summer Reading Programs for all ages. In 2013, over 200 people participated. Circulation for that year was 75,490 items that would be equal to about \$1,132,350 if individuals were to purchase those items in 2013.

The vehicle, through a Verizon connection, provides patrons with "real-time" access to their accounts and provides limited reference service to patrons. It is equipped with color printers. The catalog, EasiCat is available to patrons to use as well. The Bookmobile pays the same Easicat network and cooperative service fees as the member libraries. Teachers at Lincoln-Erdman and Howards Grove Middle School are able to instruct students in the use of EasiCat because the bookmobile stops there. It contributes to Tumblebooks and Overdrive e-book collections and it provides information on using those collections. The patrons have access to the staff through e-mail in the Eastern Shores building or on the vehicle.

Currently, the Eastern Shores Bookmobile stops in Ozaukee and Sheboygan County.

### Ozaukee County

Stepping Stones, Belgium	Waubeka, CTH Z and 1st Street, Town of Fredonia
Belgium, Chestnut & Main Street	St. John Lutheran Church, Fredonia
St. Mary's Church Lake Church, Town of Belgium	Divine Savior Catholic School, Fredonia
Belgium Gardens Assisted Living, Belgium	Northern Ozaukee School District
Evelyns II, Assisted Living, Town of Fredonia	

### Sheboygan County

Ada Fire Department, Herman	Gibbsville Reformed Church, STH 32, Town of Lima
Child Care Center, Lakeland College, Herman	Town of Wilson Fire Station
Herman Town Hall – Franklin	Mapledale Village, Town of Sheboygan
Glenbeulah Community Center	Lincoln Erdman E.S. Town of Sheboygan
Rocky Knoll Town of Plymouth	Saron United Church of Christ, Town of Sheboygan Falls
New Hope U.M. Church, Greenbush	Johnsonville CTH JM, Town of Sheboygan Falls
Mitchell Town Hall, Parnell Road	Bill's Piggly Wiggly, Howards Grove
Cascade, Madison Avenue	Howards Grove Children's Center
St. Paul Lutheran Church, Cascade	Howards Grove Middle School
Waldo Memorial Hall	Harvest Home Assisted Living, Howards Grove
Hingham Reformed Church, Town of Lima	St. Paul's Lutheran School, Howards Grove
	Haven, Town of Mosel

#### **6. Technology Initiative Plan:**

The committee recommends continuing to support and enhance EasiCat and online library services at the cost of \$12, 900 each year. This level of funding will provide to all residents a universal searching tool that will collect results from the EasiCat catalog, the local library electronic information resources, the Wisconsin Digital Library, BadgerLink electronic resources and other searchable materials available to all patrons. Libraries will be purchasing devices such as laptops and tablets to use with the universal searching tools. Grant money through the Library Science and Technology Act would be applied to purchase mobile library computer stations to use in communities and non-librariated areas. The Committee understands the importance of this initiative and refers further discussion of the technology initiative to the ESLS Board to begin working in conjunction with the libraries to determine a funding mechanism for the \$12,900 annual expense. Past collaborative technology upgrades between the county and the system libraries have proved to be successful in serving non-librariated and librariated residents.

The committee supports the libraries efforts to continue to provide-technology training to residents on the use of electronic library resources and also resources provided by the county, state and federal government, and the counties' businesses. Additional funding would not need to be requested from the counties.

A consensus was reached amongst the Public Library Advisory Committee (PLAC) that the libraries would coordinate with the Resource Library and the System Office-to advance the skills of library staff in assisting and training residents in their use of electronic resources. Additional funding would not need to be requested from the counties. The committee supports this idea.

The committee supports finding additional funding for additional electronic materials at member libraries and recommends following the PLAC committee's recommendation that additional purchases of e-content materials be fulfilled through the Resource Library contract. Currently, the Resource Library spends much of the money it receives from ESLS on non-fiction materials.

#### **7. Delivery Service**

The committee makes no recommendation on counties contribution to the delivery services at the level of \$16,000/year (\$6,400 for Ozaukee County and \$9,600 for Sheboygan County). This would be approximately 20% of (or one day) the cost of this service provided to the non-librariated residents of Sheboygan and Ozaukee County.

#### **8. Plan Administration**

The committee recommends that each county shall enter into an agreement with Eastern Shores Library System to administer this Joint Ozaukee Sheboygan counties' County Library Service Plan or any county library service plan approved by either county for the 2016-2020 plan and for those that follow.

### **Future Joint County Library Plans - 2021-2025**

#### **9. Next Plan Cycle**

Before the end of 2018, a joint county library planning committee shall be established by each County Board according to Wisconsin Stat. 43.11 to review and revise the county plan in 2019.

## 10. Committee Makeup

This committee should include sufficient members to represent the following demographic factors: libraried residents, non-libraried residents, urban, and rural residents. The committee should be representative of different geographic areas of the counties.

## 11. Committee Funding

Each County will appropriate sufficient funds in the 2019 budget to cover the expenses of the committee's work and to conduct surveys of libraries and system residents to gather input on library services.

## 12. Plan 2021-2025

A report to each County Board shall be made of the next committee's findings and recommendations by December, 2019.

### Committee members 2014

Terry Anewenter	Member at Large – Non-Libraried	Town of Port Washington
Dan Becker	County Board Member – Libraried	Port Washington
Nanette Bulebosh	Member at Large – Non-Libraried	Town of Rhine
Donald Dohrwardt	County Board Member – Non-Libraried	Fredonia
Garrett Erickson	Public Librarian – Mead Public Library	Sheboygan
Jen Gerber	Resident at Large – Libraried	Grafton
William Goehring	Library System Board Member	Town of Sherman
Brian Hoffmann	County Board Member – Non Libraried	Town of Wilson
Elizabeth McCartney	Member at Large – Non Libraried	Town of Plymouth
Joseph Rintelman	Member at Large – Non-libraried	Town of Cedarburg
Steve Ruggieri	Public Library Board Member	Cedarburg
Nancy Szatkowski	Library System Board Member, Libraried	Mequon
Betsy Vogel	Member at Large – Libraried	Sheboygan Falls
Thomas Wegner	County Board Member – Libraried	Plymouth

## **History of County Library Service and Planning**

### **Sheboygan County**

The Sheboygan County Plan for Library Service was adopted in 1978 by the Sheboygan County Board. The plan is the work of a 1978 Sheboygan County Library Planning Committee, whose purpose was to establish county library service and to create a library system in Sheboygan County. The Committee reviewed the results of a federally funded countywide library service demonstration project in 1977 and 1978. The County's plan extended library services and bookmobile service for the first time to all residents of the County. Prior to this, libraries extended service through contracts to neighboring townships or through individual fees. In 1986, Sheboygan County amended its ordinance to establish Eastern Shores Library System as a joint agency of Ozaukee and Sheboygan Counties and entered into a new agreement with Eastern Shores Library System.

The 1979 Plan governed countywide library service through 2000. The 1979 Plan did not specify a method or level of funding beyond the first year for countywide library service. Beginning in 1981, the Library System used a method that reflected the use of the libraries by the 31,000+ residents and the operating expenses of the libraries. This method was funded at various percentages of full funding until 1992.

In 1993, a County Library Planning Committee looked at how the libraries were reimbursed for library services, how the county provided funds for county library service and how the library system functioned as the administrator of county library service funding. The Library System and Sheboygan County came to an agreement on funding for the countywide library service and the role the Library System plays in the disbursing county funds for countywide library service. This agreement replaced the countywide library service funding formula that includes library use and expenses as factors. In 1993, the county's funding was \$504,150. For each of the years 1994 to 1996, the County's funding would increase by the Consumer's Price Index (CPI) plus 1 percent. The agreement also affirmed that the Library System is a conduit of county funds to the libraries and only retains county funds for bookmobile service and liability insurance for board members.

In 1996, a County Library Planning Committee looked at how county library service should be funded, what library services should be provided to non-librarians, what should be the allocation of System Board membership and the role of the Library System in county library service. The Committee recommended county funding for library automation, discontinuing bookmobile service, revising the funding formula to reflect library use and library expenses and standards for receiving county library service funds and library system services. However, the County made few changes in county library services. The County increased its funding by 6% to \$600,000 for 1997 and then continued the indexing of the CPI plus 1% for the years 1998 to 2000. It did not support county funding for library automation. It made bookmobile service a responsibility of the library system and it also attempted to establish standards for receiving county library service funds and library system services. The Library System could not carry out the last recommendation because it was contrary to Wisconsin Statutes.

In 2000, a County Library Planning Committee took a comprehensive approach to the county library service plan. Using guidelines from the recently enacted Act 150 of the Wisconsin Legislature, the Committee addressed all the statutory requirements for a county library service plan: membership on the Library System Board, reimbursement of public libraries serving non-librarians, library service to non-librarians, improvement of library service county-wide, and contracts for administering the library service plan. The 2001 - 2005 County Library Services Plan established a method to apportion the Library System board

members between Ozaukee and Sheboygan Counties, increased the reimbursement of public libraries from 70% to 85%, provided the capital funding for the shared library automation network, increased awareness of library services to the homebound and among home-schooling parents, and contracted with Eastern Shores Library System to administer the County Library Service Plan. This Committee also recommended that in five years a new County Library Planning Committee review and revise the County Library Service Plan.

Meeting in 2004, the County Library Planning Committee made recommendations for a 2006-2010 plan on membership on the Library System, moving the reimbursement level from 85% to 90%, continuing bookmobile service to non-librared municipalities, approved the role of the library system in the Sheboygan County Detention Center Inmate Libraries, continuing the administration of the plan by the Library System and that a joint county library planning committee be formed with Ozaukee County.

Sheboygan County levies a special county library tax on residents of seventeen towns and villages that do not operate public libraries. The money gathered from this tax is distributed to member libraries and the bookmobile for the library service they give to the 36,000+ non-librared residents.

### **Ozaukee County**

The Ozaukee County Plan for Library Service was adopted in 1986 by the Ozaukee County Board. The plan is the work of a 1984 - 1986 Ozaukee County Library Planning Committee that reviewed the results of a county library service demonstration project and demonstration of library system services. The plan extended library services and bookmobile service to residents of Ozaukee County municipalities that did not operate a library. The plan extended library system services to all libraries in Ozaukee County. Upon approval of the plan by the County Board and the Department of Public Instruction, Ozaukee County joined Sheboygan County in the establishment of the Eastern Shores Library System, and entered into an agreement with the Library System. This made it possible for municipalities that operated public libraries to authorize their libraries to join the library system. The five public libraries in Ozaukee County became members of the Eastern Shores Library System.

The 1987 County Library Service Plan provided funding for reimbursing libraries that provided library service to residents of the county without a library. It recognized the autonomy of the public libraries in their operations. It stated that municipalities with libraries would be exempt from the county library tax if they met the exemption criteria. The plan allocated system board membership based upon population. The bookmobile service to non-librared areas was part of the original plan.

The 2000 - 2005 County Library Services Plan recognized the potential for the efficient and effective use of technology to improve library services countywide. In addition to reimbursing libraries for serving non-librared residents and bookmobile service, the 2000 Plan provided funding for the capital investment in a shared library automation project among the public libraries in Eastern Shores Library System. This project was implemented in 2001 and is now known as EasiCat. This investment spurred increased use of library services. It also created an increased level of cooperation and collaboration among the public libraries. EasiCat also attracted the interest of Lakeland College, who joined EasiCat in 2002.

In 2004, a County Library Services Planning Committee took a cautious approach in their recommendations for a 2006 - 2010 plan. They recommended maintaining the reimbursement at the 85% level, continuing the bookmobile service for the five year plan, establishing minimum requirements to establish a new public library in a non-librared municipality, future studies on different county library service organizations, continuing the contract with the Library System to administer the Plan, support legislative efforts to modify the county library

tax exemption method, and to create a county library planning committee in 2009. Subsequently this plan was modified by the County Board which changed the method of reimbursement and created a commission that studied different county library service organizations and the exemption method.

Ozaukee County library service is funded by a county library tax levied on the residents of municipalities that do not operate a public library. Thus, those whom receive the county library service pay for the county library service they use. Municipalities that operate public libraries may qualify for an exemption from that county library tax.

#### **Joint Ozaukee & Sheboygan County Library Service Planning**

A historic meeting took place on April 23, 2009. Appointees from Ozaukee and Sheboygan County met as a Joint County Library Service Planning Committee. As noted above each county undertook county library service planning independently even though residents of both counties frequently used libraries in the other county. The purpose of the joint committee was to recognize this interaction and to coordinate the county library services available to both counties' residents. It was especially important to coordinate the bookmobile service available to both counties' residents.

The result of the Joint County Library Service Planning Committee was a report to each County Board for a 2011-2015 County Library Service Plan that provided a coordinated approach to funding and providing county library services. The report requested the each county provide the same level of reimbursement to all libraries serving non-librarians residents. The Committee's recommendation was to set a goal of reimbursing the libraries for 100% of their costs, but to achieve that goal over a number of years. This report advocated for a 90% level of reimbursement over the first two years and then increase the level by 1% each year resulting in a 93% level by 2015. The report also included a proportional method for funding bookmobile service and for the replacement of the vehicle. It also recommended continuing the joint county library planning process in any subsequent county library service planning efforts.

Notwithstanding the Committee's recommendation that both counties adopt the report without substantial changes, Ozaukee County initially adopted a plan that did not provide the same level of reimbursement to libraries serving its non-librarian residents. However, at the end of 2011, the County Board approved a change in the plan to reimburse all libraries at the 85% level. Sheboygan County did adopt the recommendation for reimbursing Sheboygan County libraries at the higher levels of reimbursement, but reimbursed Ozaukee County libraries at the 85% level.

Both Counties adopted the bookmobile service recommendation for proportional funding of the service and replacement. They also adopted the recommendation to continue a joint county library planning process. This historic endeavor demonstrated the collaboration by both counties on services that are desired and needed by their residents.

## COMMITTEE REPORT TO THE COUNTY BOARD

WE, THE EXECUTIVE AND FINANCE COMMITTEES

TO WHOM WAS REFERRED ORDINANCE NO: 03

RE: **Amending Chapter 47 - Sheboygan County Compensation System**

HAVE CONSIDERED THE SAME AND RECOMMEND:

☐ ADDITIONAL TIME BE GRANTED TO CONSIDER THE MATTER  
☐ THE ORDINANCE BE ENACTED  
☒ FILING WITH THE CLERK  
☒ AMENDING THE ORDINANCE AS FOLLOWS:

See Attached.

RESPECTFULLY SUBMITTED THIS 16th DAY OF June 2015

### EXECUTIVE COMMITTEE

#### OPPOSED TO THE REPORT:

\_\_\_\_\_  
ROGER L. TE STROETE

\_\_\_\_\_  
THOMAS WEGNER

\_\_\_\_\_  
WILLIAM C. GOEHRING

\_\_\_\_\_  
GEORGE MARTHENZE

\_\_\_\_\_  
EDWARD J. PROCEK

#### CONCURRING IN THE REPORT:

\_\_\_\_\_  
ROGER L. TE STROETE

\_\_\_\_\_  
THOMAS WEGNER

\_\_\_\_\_  
WILLIAM C. GOEHRING

\_\_\_\_\_  
GEORGE MARTHENZE

\_\_\_\_\_  
EDWARD J. PROCEK

### FINANCE COMMITTEE

#### OPPOSED TO THE REPORT:

\_\_\_\_\_  
GREG WEGGEMAN

\_\_\_\_\_  
GEORGE MARTHENZE

\_\_\_\_\_  
THOMAS WEGNER

\_\_\_\_\_  
WILLIAM C. GOEHRING

\_\_\_\_\_  
VACANT

#### CONCURRING IN THE REPORT:

\_\_\_\_\_  
GREG WEGGEMAN

\_\_\_\_\_  
GEORGE MARTHENZE

\_\_\_\_\_  
THOMAS WEGNER

\_\_\_\_\_  
WILLIAM C. GOEHRING

\_\_\_\_\_  
VACANT

Proposed amendment for Ordinance No. 03 – Amending Chapter 47 – Sheboygan County Compensation System:

Add the following to the end of Line 44:

. . . "provided that the Committee provides a report to the full County Board immediately thereafter."

Add the following to the end of Line 227:

"If the Committee changes any position ratings, it shall provide a report of the changes to the full County Board immediately thereafter."

Add the following to the end of Line 387:

"If the Committee makes any salary adjustments, it shall provide a report of the adjustment to the full County Board immediately thereafter."

And as so amended recommend enactment.



1                                   SHEBOYGAN COUNTY   ORDINANCE NO. 03 (2015/16)

2  
3       Re:    **Amending Chapter 47 – Sheboygan County Compensation System**

4  
5  
6       **WHEREAS**, as a result of the enactment of Act 10 and in conjunction with Sheboygan  
7 County's desire to align former labor agreement positions with non-bargaining positions, the current  
8 County compensation system requires change, and

9  
10       **WHEREAS**, the Human Resources Committee engaged the Arthur J. Gallagher and Co., to  
11 undertake a compensation study for the County in 2014, and

12  
13       **WHEREAS**, the Human Resources Committee has reviewed the study results and believes  
14 that it is in the best interests of Sheboygan County to implement the compensation system proposed  
15 by the study;

16  
17       **NOW, THEREFORE**, the County Board of Supervisors of the County of Sheboygan does  
18 ordain as follows:

19  
20               Section 1.    **Amending Chapter 47.** Chapter 47 of the Sheboygan  
21 County Code of Ordinances is hereby amended as follows:

22  
23       47.01   PURPOSE AND SCOPE.

- 24  
25               (1)    This Chapter governs only the compensation of Sheboygan County  
26 employees who are not members of recognized bargaining units,  
27 excluding County Board Supervisors and other Board members who  
28 are compensated under Chapter 1.14 of this Code of Ordinances.  
29  
30               (2)    The objectives of the compensation program are to provide an  
31 appropriate salary structure which will permit the County to  
32 competitively recruit and retain competent employees, to provide  
33 appropriate pay incentives for satisfactory and meritorious job  
34 performance, to promote internal equity and consistency within and  
35 among County Departments, and to provide an effective means of  
36 controlling salary expenditures.  
37  
38               (3)    This compensation program is administered by the Sheboygan  
39 County Human Resources Department under the oversight of the  
40 Human Resources Committee based on the Comprehensive  
41 Compensation Study prepared by the Arthur J. Gallagher and  
42 Company ("the Gallagher Study") pursuant to a contract with the  
43 Human Resources Committee in 2014. Said program may be  
44 modified from time to time by the Human Resources Committee.  
45

46       47.02   CLASSIFICATION OF POSITIONS.

- 47  
48               (1)    Each position governed by this ~~compensation program other than~~  
49 ~~elected officials~~ Chapter will be assigned to a ~~Salary Grade~~ Decision  
50 Band™ Method (DBM) Rating. ~~The determination of the most~~  
51 ~~appropriate Grade for a given position classification is to be made~~

according to a classification system adopted by the Human Resources Committee based on the Gallagher study and as modified from time to time by the Human Resources Committee.

(2) The positions listed below are classified in the Salary Grades indicated:

Grade	Position	Department
20	County Administrator	County Administrator
19	Director	Finance/Info Tech
	Director	Health/Human Svcs
	Director	Human Resources
18	Administrator	Rocky Knoll
17	Psychologist	Rocky Knoll
	Supervisor - Clinical Treatment/Intake Assessment (PhD)	Health/Human Svcs
16	Director	Transportation
	Division Manager - Community Programs	Health/Human Svcs
	Division Manager - Public Health	Health/Human Svcs
	Division Manager - Social Services	Health/Human Svcs
	Family Court Commissioner	Court Commissioner
	Manager - Information Technology	Finance/Info Tech
15	Child Support Enforcement Attorney	Corporation Counsel
	Director	Building Services
	Director	Planning/Conserv
	Inspector (Assistant Department Head)	Sheriff
14	Director/Clinical Coordinator - Community Support	Health/Human Svcs
	Director - Nursing	Rocky Knoll
	Manager - Business/Administrative Support	Health/Human Svcs
	Supervisor - Clinical Treatment/Intake Assessment (non-PhD)	Health/Human Svcs
13	Deputy Director	Finance/Info Tech
	Director of Operations (Operational Commander)	Sheriff
	Director - Social Services	Rocky Knoll
	Purchasing Agent 1	Finance/Info Tech
	Airport Superintendent	Transportation
	Supervisor - Program	Health/Human Svcs
	Supervisor - Social Work	Health/Human Svcs
	Supervisor - TASC and Contract	

1 If this position no longer performs services to the City of Sheboygan pursuant to the Agreement with the City of Sheboygan authorized by Resolution No. 12 (2008/08), this position will return to Grade 12.

100	Services for Mental Health/AODA	Health/Human Svcs
101	Surveyor/Engineer	Transportation
102		
103	12 Area Nurse Manager	Rocky Knoll
104	Land Use Regulation Manager	Planning/Conserv
105	Captain—Criminal Investigations/Operations	
106	Commander	Sheriff
107	Correctional Administrator	Sheriff
108	County Conservationist	Planning/Conserv
109	Captain—Patrol Operations Commander	Sheriff
110	Captain—Support Services	Sheriff
111	Director	Child Support
112	Environmental Health Officer	Health/Human Svcs
113	Manager—Accounting (Transportation)	Finance/Info Tech
114	Manager—Economic Support	Health/Human Svcs
115	Manager—Special Projects	Finance/Info Tech
116	Network/System Administrator	Finance/Info Tech
117	Supervisor—ADRC	Health/Human Svcs
118	Supervisor—Long-term Support/Developmental	
119	Disability	Health/Human Svcs
120	Supervisor—Nurse (Night Shift)	Rocky Knoll
121		
122	11 Assistant Director—Nursing	Rocky Knoll
123	Clinical Admissions/Case Manager	Rocky Knoll
124	Dietician—Registered	Rocky Knoll
125	Law Clerk	Court Commissioner
126	Resident Assessment Coordinator	Rocky Knoll
127	Superintendent—Patrol	Transportation
128	Supervisor—Engineering	Land/Water Cons
129	Supervisor—Building Services	Building Services
130	Supervisor—Payroll Analyst	Finance/Info Tech
131		
132	10 Analyst	Human Resources
133	Assistant Correctional Administrator	Sheriff
134	Director—Activities	Rocky Knoll
135	Director—Building Services	Rocky Knoll
136	Director—Food Services	Rocky Knoll
137	Manager—Non-Motorized Transportation	
138	Pilot Program	Planning/Conserv
139	Senior Accountant	Finance/Info Tech
140	Senior Accountant	Health/Human Svcs
141	Superintendent—Shop	Transportation
142	Supervisor—Economic Support	Health/Human Svcs
143	Supervisor—Food Services	Rocky Knoll
144	Supervisor—Victim/Witness Assistance	
145	Program	District Attorney
146		
147	9 Director—Emergency Management/	
148	EPCRA Planning	Sheriff
149	Lead Staffing Coordinator	Rocky Knoll
150	Register in Probate	Clerk of Courts

151	<del>Supervisor District</del>	<del>Transportation</del>
152	<del>Supervisor Office</del>	<del>Clerk of Courts</del>
153	<del>Supervisor Office</del>	<del>District Attorney</del>
154	<del>Supervisor</del>	<del>Child Support</del>
155	<del>Veterans' Service Officer</del>	<del>Veterans' Service</del>
156	<hr/>	
157	<del>8 Accountant</del>	<del>Finance/Info-Tech</del>
158	<del>Accountant</del>	<del>Health/Human Svcs</del>
159	<del>Accountant</del>	<del>Sheriff</del>
160	<del>Assistant to Administrator</del>	<del>Rocky Knoll</del>
161	<del>Assistant Surveyor/Assistant Engineer</del>	<del>Transportation</del>
162	<del>Assistant (to County Administrator)</del>	<del>County Administrator</del>
163	<del>Director Health Information Systems</del>	<del>Rocky Knoll</del>
164	<del>Social Worker</del>	<del>Rocky Knoll</del>
165	<del>Supervisor Billing</del>	<del>Rocky Knoll</del>
166	<del>Supervisor Office</del>	<del>Health/Human Svcs</del>
167	<del>Supervisor Office</del>	<del>Register of Deeds</del>
168	<del>Supervisor Office</del>	<del>Treasurer</del>
169	<hr/>	
170	<del>7 Activity Therapist</del>	<del>Rocky Knoll</del>
171	<del>Benefits Assistant</del>	<del>Human Resources</del>
172	<del>Billing Supervisor</del>	<del>Rocky Knoll</del>
173	<del>Mechanic (Civilian)</del>	<del>Sheriff</del>
174	<del>Office Manager</del>	<del>Sheriff</del>
175	<hr/>	
176	<del>6 Administrative Assistant</del>	<del>Rocky Knoll</del>
177	<del>Administrative Assistant/Secretary</del>	<del>Sheriff</del>
178	<del>Administrative Assistant/Secretary</del>	<del>Transportation</del>
179	<del>Supervisor Environmental Services</del>	<del>Rocky Knoll</del>
180	<hr/>	
181	<del>5 Secretary</del>	<del>Human Resources</del>
182	<hr/>	
183	<del>4 Confidential Secretary</del>	<del>Rocky Knoll</del>
184	<hr/>	
185	<del>3 Check Fraud Investigator</del>	<del>District Attorney</del>
186	<hr/>	
187	<del>2</del>	
188	<hr/>	
189	<del>1</del>	
190	<hr/>	

(2) All employees holding the positions governed by this Chapter shall be placed into the DBM Rating assigned by the Gallagher Study and paid the amounts that they had been paid prior to the enactment of this compensation program. In the event that an employee had been paid less than the minimum amount for the assigned DBM Rating as set forth in Section 47.03 prior to the effective date of this Ordinance, such employee shall be paid at the minimum salary provided for in the assigned Rating. In the event that an employee has been paid more than the maximum amount for the assigned DBM Rating as set forth in Section 47.03, that employee shall continue to be paid at the

201 same level, notwithstanding such payments being beyond the  
202 maximum.

203  
204 (3) ~~When a new position is created which has not been classified under~~  
205 ~~this Chapter, the Human Resources Director shall recommend a~~  
206 ~~proposed GradeDBM Rating for the new position using a~~  
207 ~~classification systemthe methodology set forth in the Gallagher Study~~  
208 ~~as adopted by the Human Resources Committee, and the Human~~  
209 ~~Resources Committee shall place the position as it determines most~~  
210 ~~appropriate.~~

211  
212 (4) ~~The Human Resources Committee shall on an annual basis or~~  
213 ~~otherwise as the Committee mayfrom time to time determine direct~~  
214 ~~thatwhether certain positions from among those governed by this~~  
215 ~~Chapter be sent to a consultant for study to determine whether such~~  
216 ~~positions are correctly classifiedrated. In determining which positions~~  
217 ~~to send for studyUsing the methodology set forth in the Gallagher~~  
218 ~~Study, the Committee shall consider: (a) any new positions which~~  
219 ~~have not yet been studied by a consultant; (b) any positions which~~  
220 ~~have not been examined by a consultant for a period of five (5) years~~  
221 ~~or longer; (c)(a) any position for which the responsibilities and duties~~  
222 ~~have significantly and permanently changed since the last time the~~  
223 ~~position was studied; and (d)(b) any position which the responsible~~  
224 ~~Department Head or the Human Resources Director believes is~~  
225 ~~misclassifiedwrongly rated. The study of such positions shall include~~  
226 ~~opportunities for written comments by the employees holding those~~  
227 ~~positions as well as the direct supervisors of those employees.~~

228  
229 (5) ~~An employee whose position has been studied for reclassification~~  
230 ~~purposes or a Department Head responsible for such a position may~~  
231 ~~appeal the recommendation of the consultant, whether the~~  
232 ~~recommendation is to reclassify the position or to maintain its present~~  
233 ~~classification. The Human Resources Committee may set a time limit~~  
234 ~~and establish other procedures for such an appeal. Employees in a~~  
235 ~~position subject to an appeal as well as supervisors and Department~~  
236 ~~Heads for the position may present their views as to the proper~~  
237 ~~classification to the Human Resources Committee which may accept~~  
238 ~~or reject the recommendations of the consultant.~~

239  
240 (6) ~~If following such a study the Human Resources Committee~~  
241 ~~determines that any changes in classification are desirable, it shall~~  
242 ~~submit a proposed Ordinance making such changes to the County~~  
243 ~~Board.~~

244  
245 (7) ~~Employees in positions that are reclassified into a higher Salary~~  
246 ~~Grade shall receive a salary increase of four percent (4%) as of the~~  
247 ~~effective date of the reclassification, except that any such employee~~  
248 ~~whose salary as of the effective date of the reclassification with a four~~  
249 ~~percent (4%) increase would remain below the midpoint of the new~~  
250 ~~grade for the position will be placed in the Step of the new Grade~~  
251 ~~which represents closest to a four per cent (4%) increase (rounding~~

up or down) in salary for that employee. Employees in positions that are reclassified into a lower Salary Grade shall continue to receive the same pay if at or above the midpoint of the new Grade, or pay in the Step of the new Grade that is closest to the employee's current salary (rounding up or down) if the current salary is below the midpoint of the new pay Grade, or at the maximum of the new pay Grade if the employee's current salary is above the maximum of the new pay Grade.

#### 47.03 SALARIES.

- (1) The salary schedule for positions governed by this Chapter is as follows:

2013 Grade	Step-1	Step-2	Step-3	Step-4	Step-5	Step-6	Midpoint	Maximum
20	\$98,483	\$101,903	\$105,324	\$107,605	\$109,886	\$112,166	\$114,447	\$130,410
19	\$91,639	\$94,821	\$98,003	\$100,124	\$102,245	\$104,366	\$106,488	\$121,338
18	\$85,198	\$88,156	\$91,113	\$93,085	\$95,056	\$97,028	\$98,999	\$112,801
17	\$79,357	\$82,110	\$84,864	\$86,699	\$88,535	\$90,371	\$92,207	\$105,057
16	\$73,852	\$76,413	\$78,975	\$80,683	\$82,392	\$84,098	\$85,806	\$97,760
15	\$68,726	\$71,108	\$73,491	\$75,079	\$76,668	\$78,256	\$79,846	\$90,965
14	\$63,987	\$66,204	\$68,422	\$69,901	\$71,379	\$72,858	\$74,336	\$84,683
13	\$59,799	\$61,870	\$63,942	\$65,323	\$66,704	\$68,084	\$69,465	\$79,133
12	\$55,919	\$57,855	\$59,791	\$61,083	\$62,374	\$63,663	\$64,955	\$73,990
11	\$52,286	\$54,096	\$55,904	\$57,110	\$58,317	\$59,523	\$60,730	\$69,172
10	\$48,896	\$50,588	\$52,278	\$53,406	\$54,533	\$55,660	\$56,789	\$64,680
9	\$45,937	\$47,525	\$49,112	\$50,171	\$51,228	\$52,288	\$53,346	\$60,755
8	\$43,157	\$44,648	\$46,139	\$47,133	\$48,127	\$49,121	\$50,115	\$57,073
7	\$38,407	\$39,733	\$41,058	\$41,941	\$42,825	\$43,708	\$44,591	\$50,777
6	\$35,677	\$36,907	\$38,137	\$38,956	\$39,776	\$40,596	\$41,416	\$47,156
5	\$33,139	\$34,280	\$35,422	\$36,182	\$36,943	\$37,704	\$38,465	\$43,792
4	\$30,789	\$31,848	\$32,908	\$33,614	\$34,320	\$35,027	\$35,734	\$40,677
3	\$28,675	\$29,662	\$30,647	\$31,305	\$31,962	\$32,619	\$33,275	\$37,876
2	\$26,715	\$27,632	\$28,550	\$29,160	\$29,772	\$30,384	\$30,995	\$35,276
1	\$24,864	\$25,717	\$26,569	\$27,137	\$27,706	\$28,275	\$28,844	\$32,824

<u>DBM Rating</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
A11	\$22,009	\$26,410	\$30,812
A12	\$24,863	\$29,835	\$34,808
A13	\$27,716	\$33,260	\$38,803
B21	\$30,579	\$36,695	\$42,810
B22	\$33,433	\$40,119	\$46,806

B23	\$36,287	\$43,544	\$50,801
B31/B24	\$39,860	\$47,832	\$55,804
B32/B25	\$44,145	\$52,974	\$61,803
C41	\$45,810	\$57,263	\$68,715
C42	\$48,550	\$60,687	\$72,825
C43	\$51,290	\$64,112	\$76,935
C51/C44	\$54,720	\$68,401	\$82,081
C52/C45	\$58,834	\$73,543	\$88,251
D61	\$62,265	\$77,831	\$93,397
D62	\$65,005	\$81,256	\$97,507
D63	\$67,744	\$84,680	\$101,616
D71/D64	\$71,175	\$88,969	\$106,763
D72/D65	\$75,289	\$94,111	\$112,933
E81	\$75,692	\$98,399	\$121,107
E82	\$78,326	\$101,824	\$125,322
E83	\$80,960	\$105,249	\$129,537
E91	\$84,259	\$109,537	\$134,815
E92	\$88,215	\$114,679	\$141,144
F101	\$91,514	\$118,968	\$146,422

Unless otherwise approved by the County Board, the Human Resources Department shall annually adjust the salary schedule and maintain the same. The annual adjustments shall be made effective January 1 of each year and shall be based on the applicable Consumer Price Index-U as determined by the Wisconsin Department of Revenue and posted by the Wisconsin Employment Relations Commission pursuant to Wis. Stat. §§ 111.70(1)(cm) and 66.0506 and used by the County Board in the budget adopted under Chapter 5 of the County Code for the upcoming year.

~~(2)~~ The base salary for all employees in positions governed by this Chapter shall be within the range for the position's Grade and, if below the midpoint of the position's Grade, shall be at one of the Steps indicated.

(3)(2) Positions shall be classified by the Human Resources Department as either salaried (exempt) or hourly (non-exempt). The pay for part-time hourly positions shall be an hourly rate calculated by dividing the appropriate pay level on the salary schedule by 2080. The pay for part-time salaried positions shall be a pro-rata portion of the appropriate pay level on the salary schedule, based on the ratio of the number of work hours expected annually to 2080, or such other methodology as may be required to maintain compliance with the Fair Labor Standards Act.

(4)(3) A newly-hired employee should normally be placed in ~~Step 1 of the~~ Grade paid at the minimum salary or wage for the position. A new employee may, ~~however,~~ be placed in ~~a paid~~ higher Step in the range but not above the midpoint if approved by the County Administrator, or by the Department Head with the approval of the Human Resources Director. A new employee may be given a starting salary above the midpoint for the position only with if approved by the County Administrator, or the Department Head with the approval of the Human Resources Director. An assignment above the midpoint shall be subject to the prior approval of the ~~Liaison Committee and the~~ Human Resources Committee. Before offering a starting salary above ~~Step 1 the minimum,~~ at least the following factors should be considered: (1) whether the new employee has substantial experience immediately usable in the new position; (2) whether market conditions demand a higher starting salary for the skills and qualifications needed; and (3) whether the higher starting salary will exacerbate or alleviate compression issues and whether it will promote internal equity and consistency.

(5)(4) All employees subject to this Chapter shall receive a performance evaluation at the conclusion of the ~~employee's probationary period an~~ initial period of employment as determined by the Department Head and ~~on each anniversary of the employee's tenure in the same position or in another position at the same Salary Grade annually~~ between November 1 and March 31 thereafter. Based on the evaluation rating set forth below, Each each employee who has not yet reached the maximum of the ~~Grades~~ salary range for that employee's position is eligible for either a possible step increase (to the next step or to the midpoint) or a possible shall receive a pay-for-performance merit increase at the completion of the employee's ~~probationary period~~ initial period in the position and again at each yearly anniversary of that employee's tenure in that position, with the exception that the anniversary date will not change if an employee is transferred to a new position in the same Salary Grade as the employee's old position annually, retroactive to the first of each year for the annual evaluation undertaken between November 1 and March 31. Step and Pay-for-performance merit increases shall not be effective unless they have been confirmed by the Human Resources Committee the performance evaluation has been reviewed and approved by the Human Resources Director.

(6)(5) No ~~Step~~ pay-for-performance merit increase may be granted unless the employee has received a performance evaluation rating of at least 5.0. ~~No merit pay increase may be granted that is higher than the percentage increase corresponding to the employee's performance evaluation rating as follows~~ The following ratings shall be used in determining the amount of the employee's pay-for-performance merit increase:

<u>Rating</u>	<u>Merit Increase</u>
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7.0	.50%
7.5	.75%
8.0	1.00%
8.5	1.25%
9.0	1.50%

Rating	<u>Pay-for-Performance</u> <u>Merit Increase</u>
--------	---

5.0	1.00%
5.5	1.25%
6.0	1.50%
6.5	1.75%
7.0	2.00%
7.5	2.25%
8.0	2.50%
8.5	2.75%
9.0	3.00%
9.5	3.25%
10.0	3.50%

Notwithstanding the foregoing, the maximum pay-for-performance merit increase shall be the amount that would put the employee at the maximum in the salary schedule for that employee's position.

(6) Failure of an employee to obtain a performance evaluation rating resulting in pay-for-performance merit increases equal to or greater than the annual adjustments to the salary schedule provided under Section 47.03(1) of this Chapter may result in an employee earning less than the minimum salary for that employee's DBM Rating. The Human Resources Director shall identify and target any such employee for enhancement programming to improve that employee's performance.

(7) Newly-hired employees hired at the minimum wage or salary for their position may earn less than the minimum if the annual adjustment to the salary schedule as provided under Section 47.03(1) of this Chapter is made before their initial or annual performance evaluation.

(7)(8) In the event that a salary adjustment other than the changes otherwise provided for in this Chapter is necessary because of internal or equitable comparables, market conditions, salary compression, or other unusual circumstances, the Department Head involved and the Human Resources Director shall make recommendations to the County Administrator who shall make such recommendation as he or she may deem appropriate obtain approval of the salary adjustment from the Department's Liaison Committee and shall then submit such recommendation to the Human Resources Committee which shall further evaluate and review the matter and make a recommendation to the County Board and approve any warranted adjustment.

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- (8) ~~The County Board may make changes to the salary schedule from time to time as the Board may determine. If the salary schedule is revised across the board by a percentage or by a dollar amount, all current employees subject to this Chapter as of the effective date of such change will receive a corresponding adjustment in salary provided they have received a performance evaluation rating of at least 5.0.~~
- (9) Pay for limited-term employees will be as determined by the Department Head after consultation with the Human Resources Director and does not need to conform to the salary schedule. Limited-term employees are not eligible for Step or pay-for-performance merit pay increases.
- (10) ~~No merit pay increases under this Section shall be given from January 1, 2012, through December 31, 2012. This provision does not apply to step increases up to the midpoint of each pay grade.~~

407 47.04 TRANSFERS, PROMOTIONS, AND DEMOTIONS.  
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- (1) Unless otherwise approved by the Human Resources Committee, an  
An employee who moves from one position to another within the same pay Grade DBM Rating will not receive an adjustment in pay, and the employee's anniversary date and eligibility date for Step or pay-for-performance merit increases will not change.
- (2) ~~An employee who moves to a position in a higher Salary Grade shall receive an increase in pay of seven and five-tenths percent (7.5%) if the new position is one Grade higher, or ten percent (10.0%) if the new position is more than one Grade higher with the following exceptions: (a) if such increase will place the employee below the midpoint but above the minimum for the new position, the increase will be rounded up or down to place the employee in the closest step or midpoint; (b) if such increase would place the employee above the maximum for the new position, the increase will be to the maximum for the new position; and (c) if such increase would leave the employee below the minimum for the new position, the increase will be to the minimum for the new position.~~ An employee who moves to a DBM Rating with a higher salary range shall be subject to the same salary determination process as set forth for newly-hired employees in Section 47.03(3) of this Chapter.
- (3) An employee who elects to take a new position in a lower Salary Grade DBM Rating on a voluntary basis shall receive an adjustment in salary to an appropriate point ~~within the range for~~ in the new position's Grade DBM Rating as may be agreed upon between the Department Head and employee at the time the employee is offered the new position; ~~provided, however, that the new salary shall not be higher than the employee's salary in the previous position, subject to the~~

prior approval requirements set forth in Section 47.03(3) if the anticipated salary exceeds the midpoint of the new DBM Rating.

- (4) An employee whose position is eliminated due to a reorganization or a reduction in staff who is reassigned due to inadequate performance, and who is offered and accepts a position in a lower Salary Grade in the same Department DBM Rating shall receive a salary that is as close as is possible to the employee's previous salary while remaining within the range for the Grade of the new position within the DBM Rating subject to same salary determination process as set forth for newly-hired employees in Section 47.03(3) of this Chapter.
- ~~(5)~~ If an employee is reassigned to a position in a lower Salary Grade due to inadequate performance, the salary will be lowered by a planned reduction and shall not exceed the maximum of the new salary range.
- ~~(6)~~(5) An employee who is temporarily assigned to an existing vacant position inwith a higher Salary Grade DBM Rating for a period which exceeds or is expected to exceed thirty (30) days may receive a temporary increase to the salary that would result from a permanent promotion to that position as provided by Subsection (2). The temporary increase will not take effect unless approved by the Human Resources Committee. At the end of the temporary assignment, the employee will return to his or her previous salary as adjusted by any increase that the employee would have been entitled to during the period of temporary assignment.

#### 47.05 LONGEVITY PAY.

- (1) ~~Employees hired prior to December 31, 1994, are eligible for longevity pay, as a percentage of base pay, if they have been employed continuously by the County for a period of years according to the following schedule:~~ Employees shall not receive longevity pay. Longevity pay was rolled into the base salary in the Gallagher Study for those employees who had previously received longevity pay.

5-years	2.5%
10-years	5.0%
15-years	7.5%
20-years	10.0%
25-years	12.5%

- ~~(2)~~ Longevity pay is not taken into account when determining placement on the salary schedule and shall not be affected by the maximum salaries stated in the schedule.
- ~~(3)~~ An employee hired after December 31, 1994, is not eligible for longevity pay, except that an employee who was eligible for longevity pay when a member of a union bargaining unit may continue to

483 receive longevity pay on the same basis after becoming subject to  
484 this Chapter.  
485

486 47.06 SALARIES OF ELECTED OFFICIALS.  
487

- 488 (1) Wis. Stat. § 59.22 requires the Board to establish the compensation  
489 for County elected officials (other than Supervisors and Circuit  
490 Judges) before the earliest time for filing nomination papers (normally  
491 June 1 of the election year).  
492

- 493 (2) That annual salaries of the elected officials have been set as follows:  
494

	2015	2016	2017	2018
495 Clerk of Courts	\$72,281	\$72,281	\$72,281	\$72,281
496 County Clerk	\$64,872	\$64,872		
497 Register of Deeds	\$63,416	\$63,416		
498 Sheriff	\$99,554	\$99,554	\$99,554	\$99,554
499 Treasurer	\$63,615	\$63,615		

- 500  
501 (3) Unless modified by the County Board using the procedure outlined in  
502 Subsection (5), ~~commencing with the first full term of these elected~~  
503 ~~officials after 2008~~after the conclusion of the terms for which the  
504 foregoing salaries have been set, the annual salaries of the elected  
505 officials shall be equal to their 2008~~foregoing~~ salaries (or in the case  
506 of the Sheriff, the 2010 salary), plus an amount equal to the sum of  
507 the compounded percentage and/or across-the-board increases in  
508 salaries granted by the County Board to non-bargaining unit  
509 personnel pursuant to Section 47.03(8) during the preceding term of  
510 the office~~derived from the Consumer Price Index-U for each year in~~  
511 the preceding term as determined by the Wisconsin Department of  
512 Revenue and posted by the Wisconsin Employment Relations  
513 Commission pursuant to Wis. Stat. §§ 111.70(1)(cm) and 66.0506  
514 and used by the County Board in the budgets adopted under Chapter  
515 5 of the County Code for each year of the term. These annual  
516 salaries shall not be modified during the term of office thereafter.  
517

- 518 (4) The medical, dental, and other benefits granted to other  
519 non-bargaining unit employees as established by the Human  
520 Resources Committee shall be provided to the elected officials  
521 throughout the term of office thereafter on the same basis as is set  
522 forth in the County Policy and Procedure manual as of the earliest  
523 date for circulating nomination papers and shall not be modified  
524 during the term of office thereafter.  
525

- 526 (5) The County Clerk and the Human Resources Director shall calculate  
527 the anticipated salaries and benefits of the elected officials based on  
528 Subsections (3) and (4), and shall report the anticipated salaried and  
529 benefits to the County Board to be included in the Agenda mailing to  
530 the County Board members prior to the regular Board meeting on the  
531 second Tuesday in April in even numbered calendar years. At the  
532 meeting on the second Tuesday in April in even numbered years, the  
533 County Board shall vote to approve the salaries and benefits as

534 reported or to approve such other salaries and benefits as deemed  
535 appropriate.  
536

- 537 (6) By the earliest date for the circulation of nomination papers for these  
538 elected offices, the County Clerk and the Human Resources Director  
539 shall prepare a list of what the salaries and benefits will be for these  
540 elected offices and shall make this list available to the public.  
541

542 Section 2. **Effective Date.** This Ordinance shall take effect January 1, 2016.  
543  
544

545 Respectfully submitted this 19th day of May, 2015.  
546  
547

548 **HUMAN RESOURCES COMMITTEE**

549  
550   
551 \_\_\_\_\_  
552 Fran Damp, Chairperson

  
\_\_\_\_\_  
Keith Apler, Vice-Chairperson

553   
554 \_\_\_\_\_  
555 Edward J. Procek, Secretary

  
\_\_\_\_\_  
Greg Weggerman

556  
557  
558  
559  
560 Opposed to Introduction:  
561  
562 \_\_\_\_\_

563  
564  
565 Countersigned by:  
566  
567 \_\_\_\_\_

568  
569 Roger Te Stroete, Chairperson  
570  
571

572 R:\CLIENT\08299\00015\00085124.DOCX  
573

May 11, 2015 May 6, 2015 April 23, 2015, draft

## **FISCAL NOTE**

### **Re: Amending Chapter 47 – Sheboygan County Compensation System**

This ordinance, if adopted, will amend Chapter 47 to implement the compensation system as proposed by Arthur J Gallagher & Co. The objective of the compensation program is to provide an appropriate alignment of former labor agreement positions with non-bargaining positions and provide an appropriate salary structure to competitively recruit and retain competent employees.

In addition the compensation system provides that each employee is eligible for a possible pay-for-performance merit increase provided that employee has not yet reached the maximum of the salary range. No pay-for-performance merit increase will be granted unless the employee has received an average performance evaluation rating of 5.0. or greater. A 5.0 rating is defined as “meets job requirements and achieves the results expected of a satisfactory employee”.

### **FINANCIAL IMPACT**

The fiscal impact of implementing the pay-for-performance system as proposed is estimated to be \$483,719. These costs will be included in the proposed budget as presented to the County Board in October of 2015.

*Mary Wegmann*

Mary Wegmann, Interim Finance Director  
May 13, 2015

SHEBOYGAN COUNTY ORDINANCE NO. 04 (2015/16)

Re: Amending Peace and Good Order Ordinance

WHEREAS, with increased population mobility, Sheboygan County has begun experiencing episodes of human sex trafficking and similar misconduct, and

WHEREAS, in order to broaden the tools available to law enforcement to combat this social issue, it has been suggested to add violations of state prostitution, patronizing, and pandering offenses to the list of offenses that should, in some circumstances, be prosecuted as County Ordinance violations;

NOW, THEREFORE, the County Board of Supervisors of the County of Sheboygan does ordain as follows:

Section 1. **Amending Peace and Good Order.** Section 38.03 of the Sheboygan County Code of Ordinances is hereby amended to add the following subsections:

- (dd) 944.30 Prostitution
- (ee) 944.31 Patronizing prostitutes
- (ff) 944.33(1) Pandering

Section 2. **Effective Date.** The herein Ordinance shall take effect upon publication and enactment.

Respectfully submitted this 16th day of June, 2015.

LAW COMMITTEE

\_\_\_\_\_  
Thomas V. Epping, Chairperson

\_\_\_\_\_  
Vernon Koch, Vice-Chairperson

\_\_\_\_\_  
Mark S. Winkel, Secretary

\_\_\_\_\_  
Steven Bauer

\_\_\_\_\_  
Fay Uraynar

Opposed to Introduction:

\_\_\_\_\_  
Countersigned by:

\_\_\_\_\_  
Roger Te Stroete, Chairperson


**FISCAL NOTE**  
**June 2015**

**Ordinance No. 04 (2015/16) RE: Amending Peace and Good Order Ordinance**

**Ordinance No. 05 (2015/16) Re: Redesignation of Navigable Waterways in Shoreland-Floodplain Ordinance**

**Funding:**

No additional funding is required.

  
\_\_\_\_\_  
Mary Wegmann, Interim Finance Director  
June 10, 2015



**SHEBOYGAN COUNTY**      **ORDINANCE NO. 05 (2015/16)**

**Re: Redesignation of Navigable Waterways in Shoreland-Floodplain Ordinance**

**WHEREAS**, the determination of whether a waterway is "navigable" carries significant consequences, including establishing the jurisdictional limits of Sheboygan County's Shoreland-Floodplain Ordinance, and

**WHEREAS**, the definition of "navigable" found in sec. 144.26, Stats., has frequently led to disagreements between (and occasionally within) agencies as to whether a particular location is a navigable waterway, and

**WHEREAS**, the Sheboygan County Planning Department staff, in cooperation with the Wisconsin Department of Natural Resources staff, last completed a partial re-study and remapping of navigable waterways in 2009 resulting in the amendment of the shoreland zoning map by Ordinance No. 9 (2009/10), and

**WHEREAS**, since that time, there have been a variety of navigability issues at various spots throughout Sheboygan County and new maps with those navigability issues addressed would benefit landowners, developers, planners, and others concerned by:

- consistency in application
- substantially improved accuracy
- faster response to inquiries

and

**WHEREAS**, the Planning, Resources, Agriculture, and Extension Committee has, pursuant to Wis. Stat. § 59.69(5)(e), held a public hearing regarding the proposed changes to the County's shoreland zoning maps on June 9, 2015, and

**WHEREAS**, the Planning, Resources, Agriculture, and Extension Committee believes it is in the public interest to approve new maps with the aforementioned changes as the official Shoreland District Maps for the affected towns;

**NOW, THEREFORE**, the County Board of Supervisors of the County of Sheboygan does ordain as follows:

Section 1. Amending Shoreland Districts. The "Shoreland Zoning Map, Sheboygan County, Wisconsin" referred to in Section 72.07 of the County Shoreland-Floodplain Ordinance, is hereby amended to reflect the corrected shoreland jurisdictional limits as presented at the meeting cited above.

Section 2. **Amending Section 72.07.** Section 72.07 of the Sheboygan County Code is amended as follows (redlining indicates additions; strikeouts indicate deletions):

**SHORELAND DISTRICTS AND BOUNDARIES.** The areas of Sheboygan County regulated by this Ordinance as described in Sections 72.05 and 72.06 of this Code are hereby divided into two (2) districts as defined and described in the following Sections 72.09 and 72.10.

52  
53 The boundaries of the districts shall follow the boundaries illustrated on the following  
54 maps which are hereby adopted and made a part of this Ordinance and which are on  
55 file with the Department: "Shoreland Zoning Map, Sheboygan County, Wisconsin"  
56 and the supporting Wisconsin Wetland Inventory Maps for Sheboygan County as  
57 revised by the DNR and presented to the County most recently at the public hearing  
58 held by the Sheboygan County Planning, Resources, Agriculture, and Extension  
59 Committee on ~~May 2, 2013~~ June 9, 2015.  
60

61 Section 3. **Effective Date.** The herein Ordinance shall take effect upon enactment  
62 and publication.  
63

64  
65 Respectfully submitted this 16th day of June, 2015.  
66

67  
68 **PLANNING, RESOURCES, AGRICULTURE, AND EXTENSION COMMITTEE\***  
69

70  
71  
72 \_\_\_\_\_  
73 Keith Abler, Chairperson

\_\_\_\_\_

Fran Damp, Vice-Chairperson

74  
75 \_\_\_\_\_  
76 Libby Ogea, Secretary

\_\_\_\_\_

James Baumgart

77  
78 \_\_\_\_\_  
79 Edward J. Procek

80 Opposed to Introduction:  
81

82  
83 \_\_\_\_\_  
84 \*County Board members signing only  
85

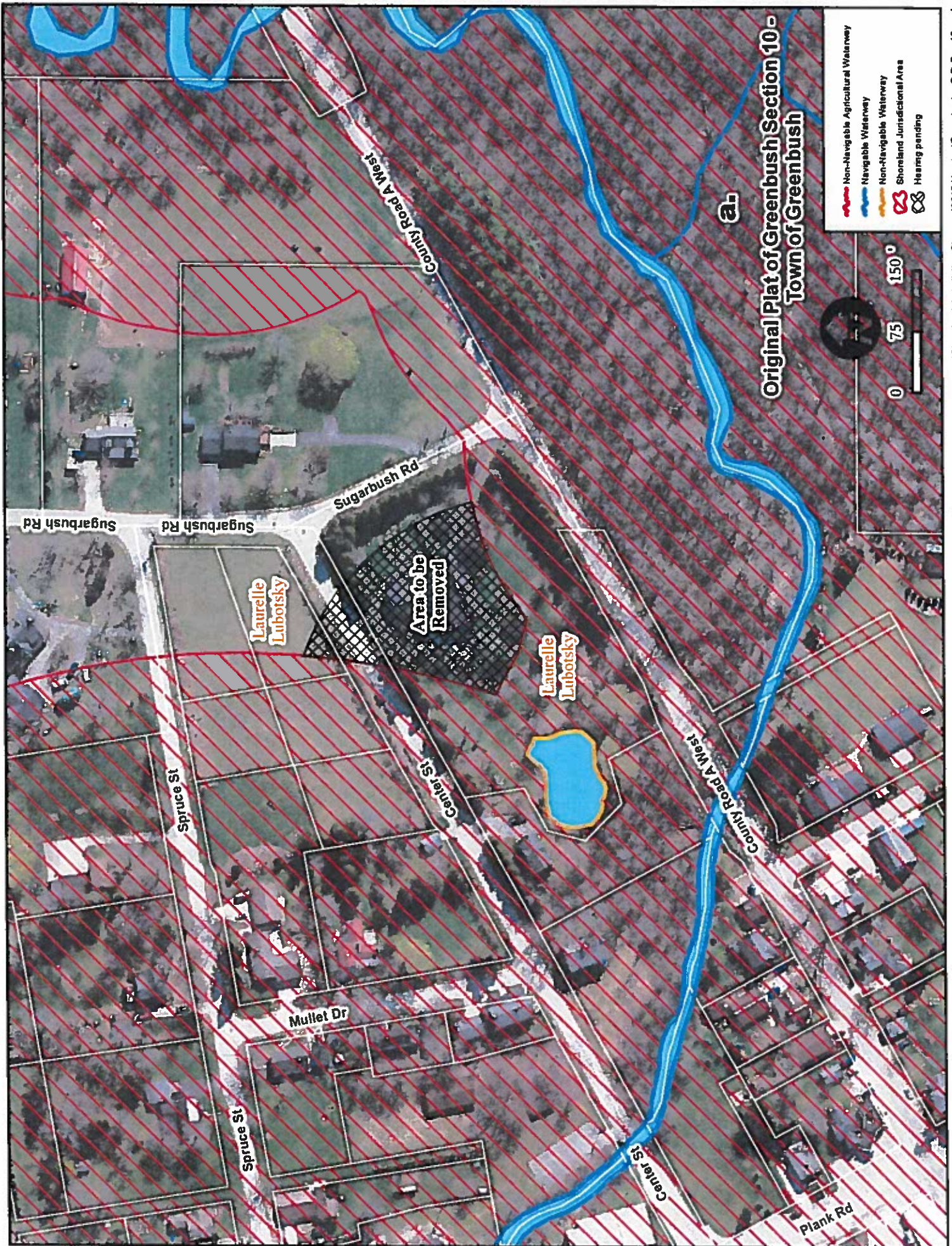
86  
87  
88 Countersigned by:  
89

90  
91 \_\_\_\_\_  
92 Roger L. Te Stroete, Chairperson  
93  
94

95  
96 R:\CLIENT\08299\00018\00086372.DOCX

June 2, 2015, draft



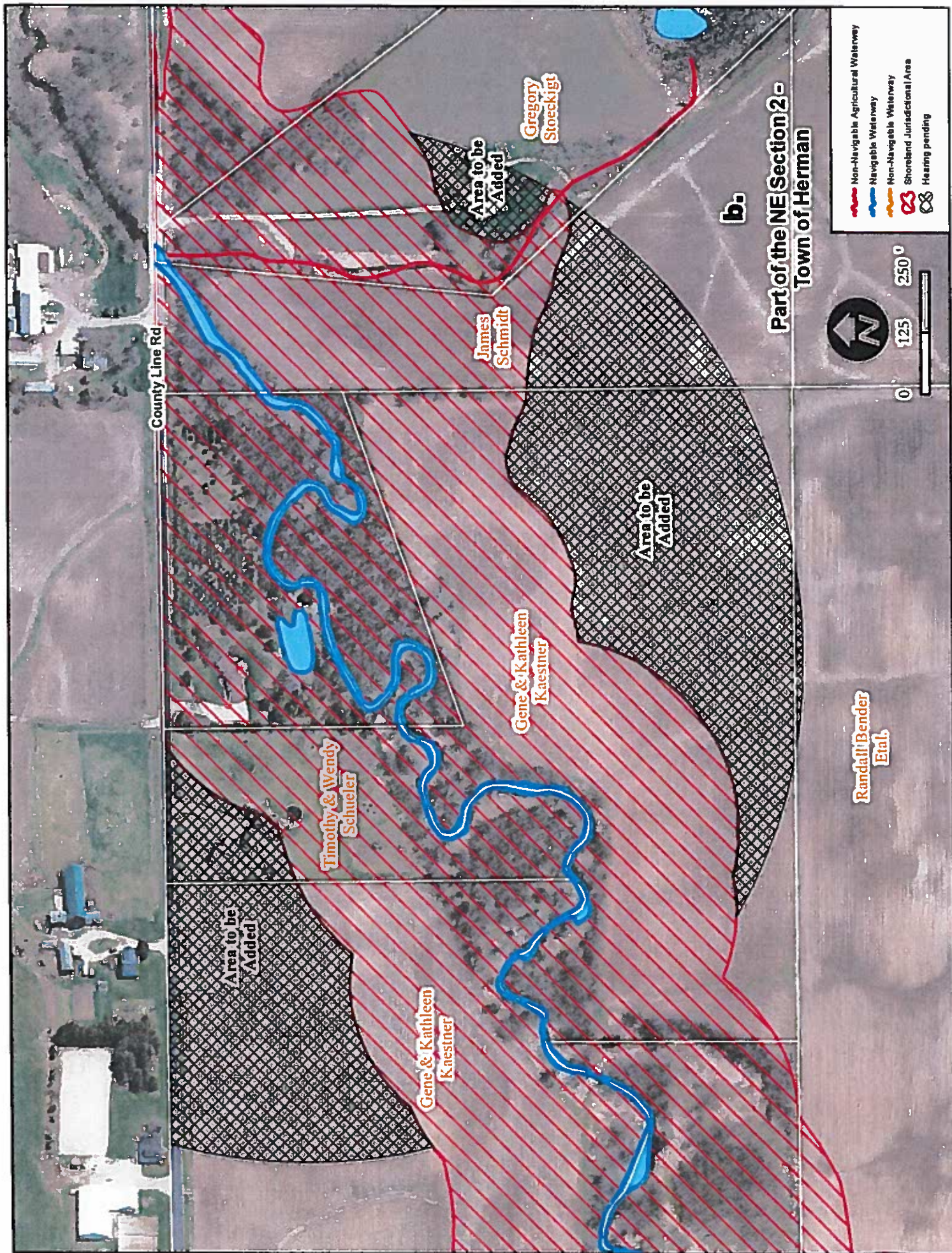


Original Plat of Greenbush Section 10  
Town of Greenbush

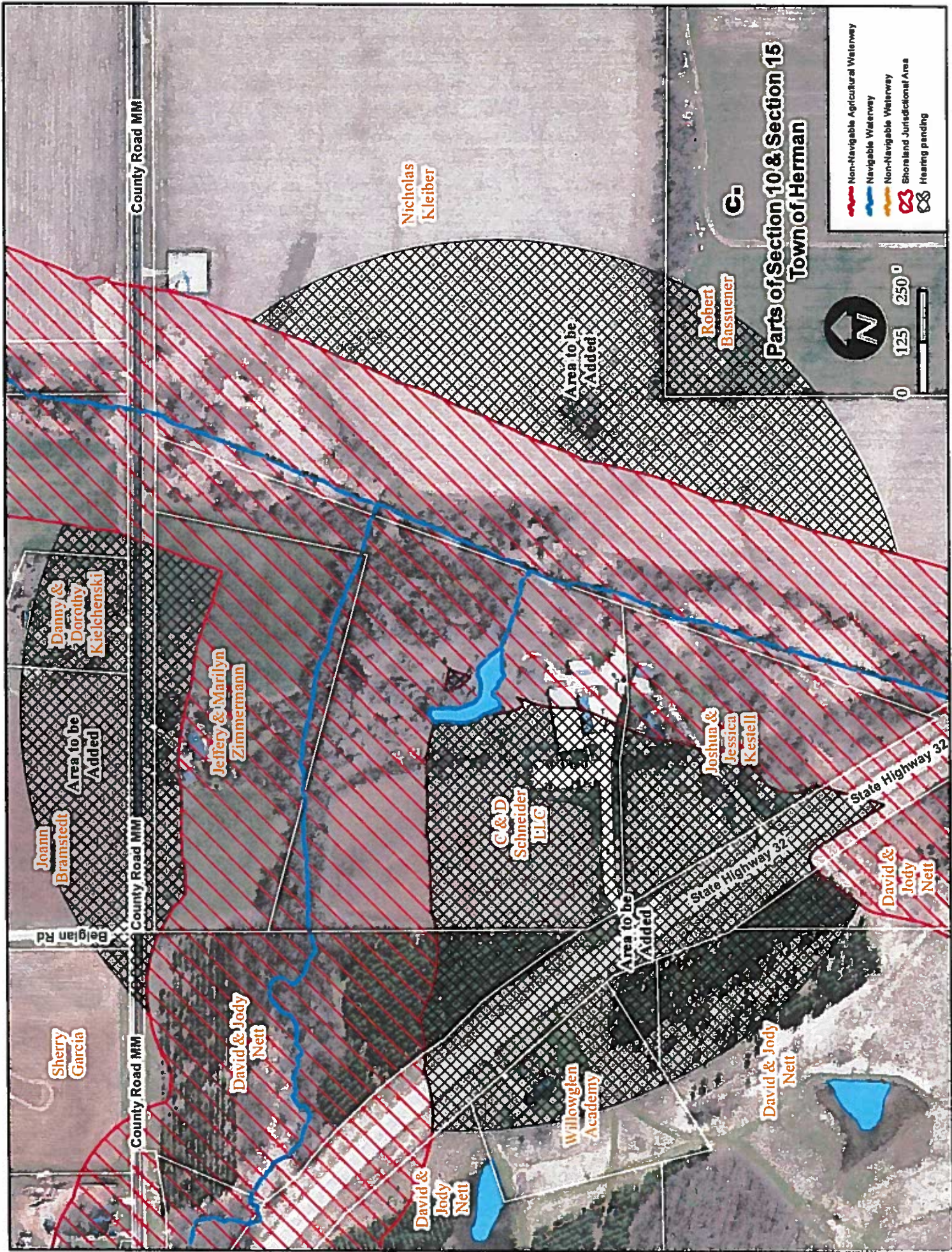
- Non-Navigable Agricultural Waterway
- Navigable Waterway
- Non-Navigable Waterway
- Shoreland Jurisdictional Area
- Hearing pending













Richard & Diane  
Barnett Trust

Area to be  
Removed

Landon  
Klug

James & Brenda  
Scholler Trust

d.

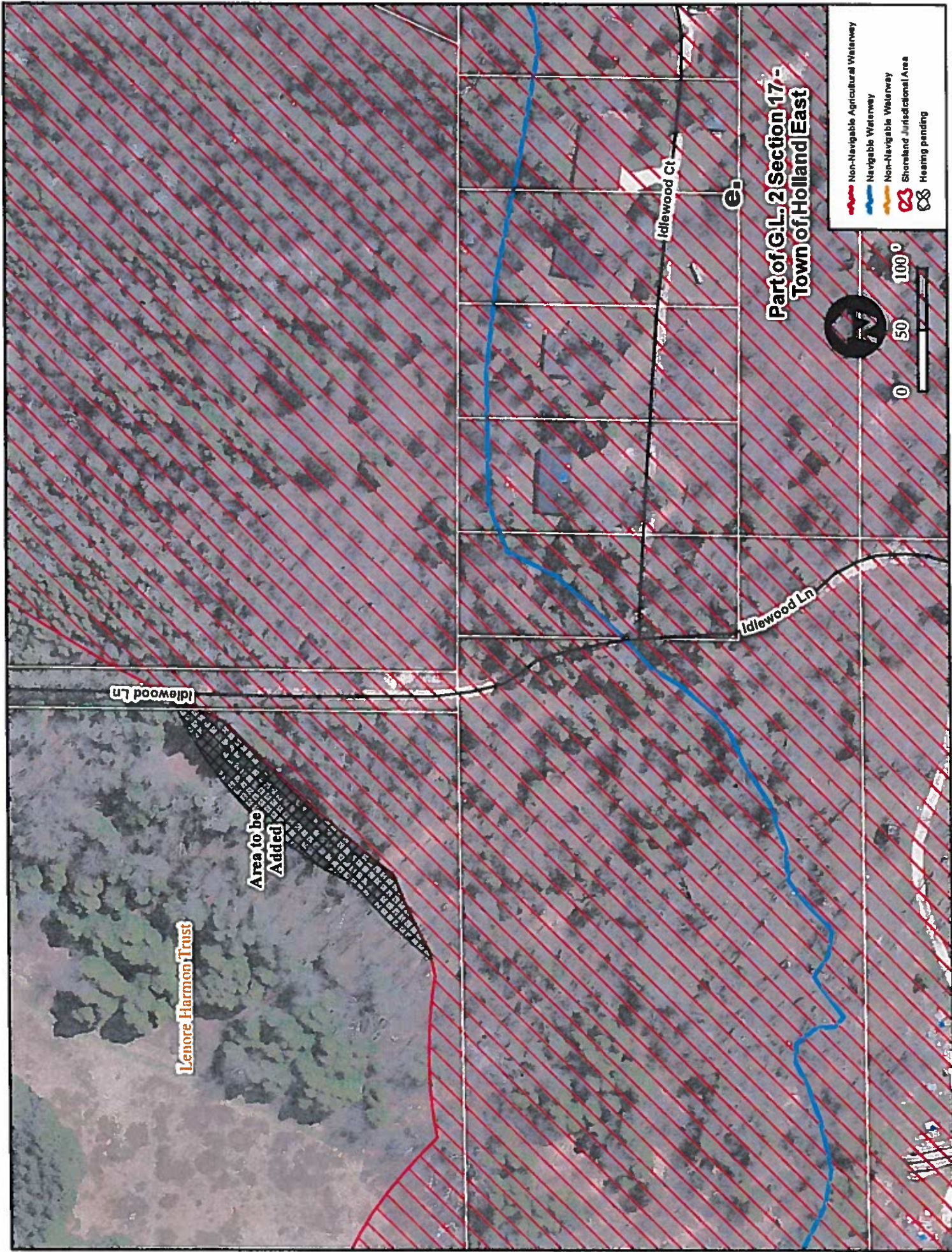
County Road G

Part of the SW Section 18 -  
Town of Holland

- Non-Navigable Agricultural Waterway
- Navigable Waterway
- Non-Navigable Waterway
- Shoreland Jurisdictional Area
- Hearing pending



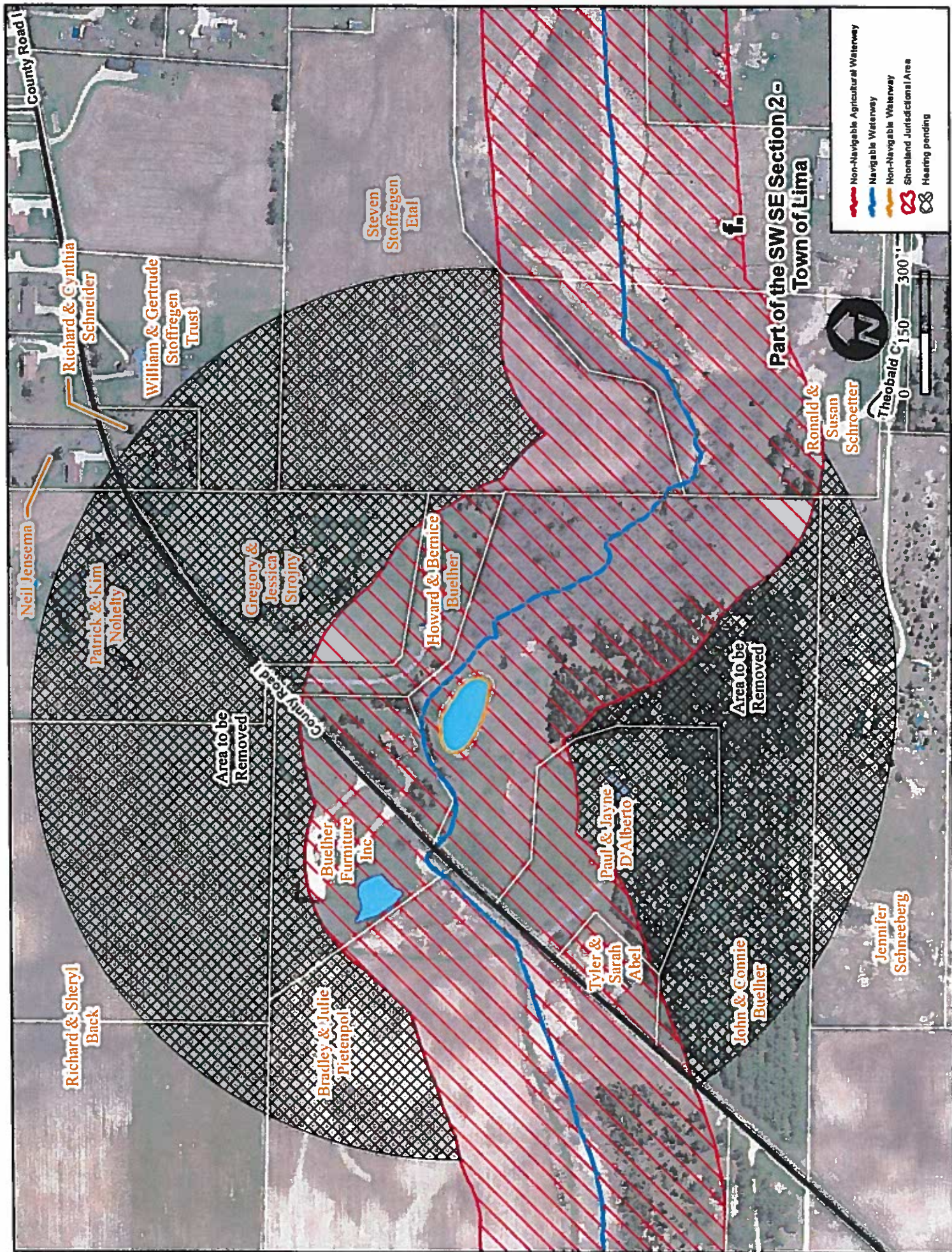




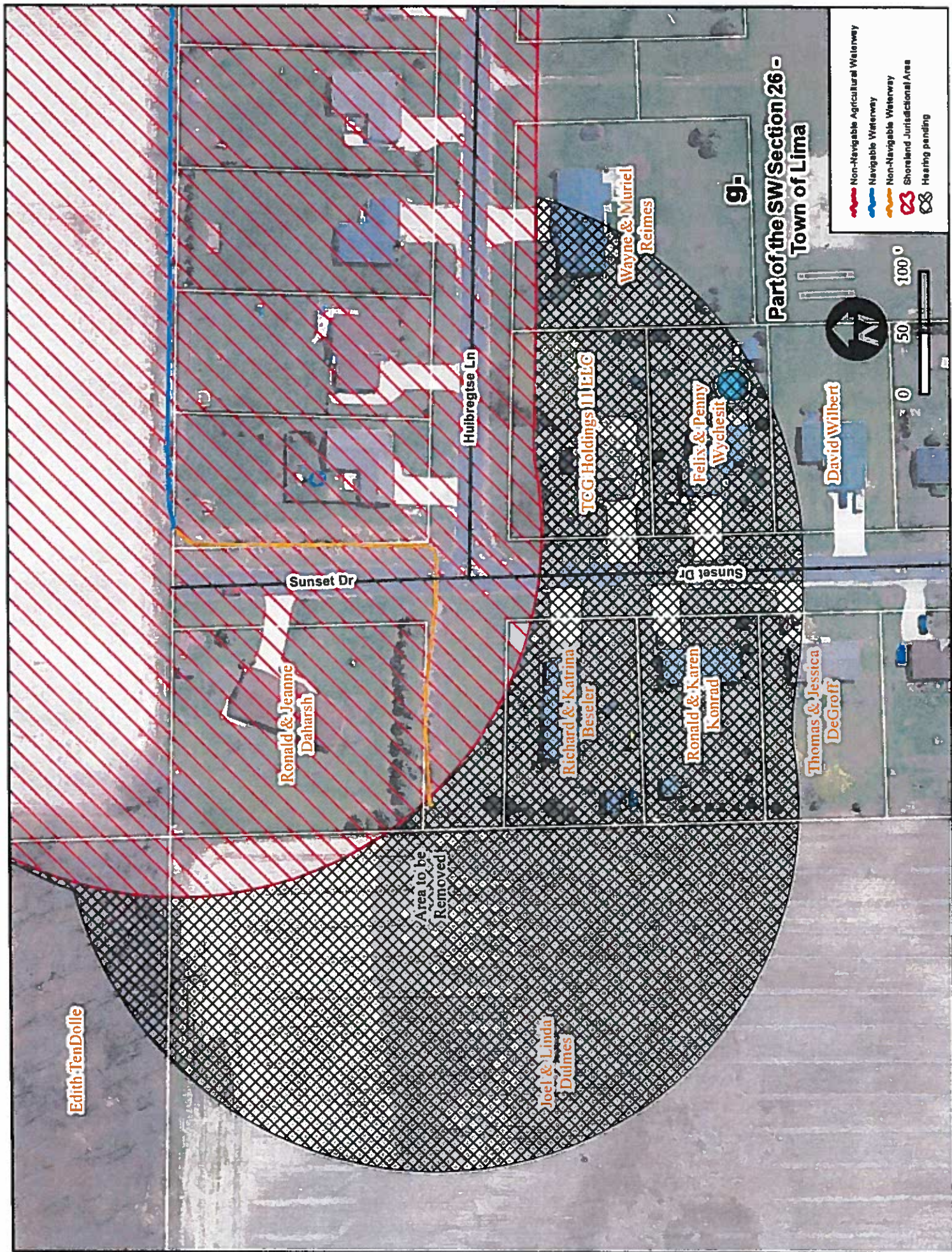
- Non-Navigable Agricultural Waterway
- Navigable Waterway
- Non-Navigable Waterway
- Shoreland Jurisdictional Area
- Heating pending

Part of G.L. 2 Section 17 -  
Town of Holland East

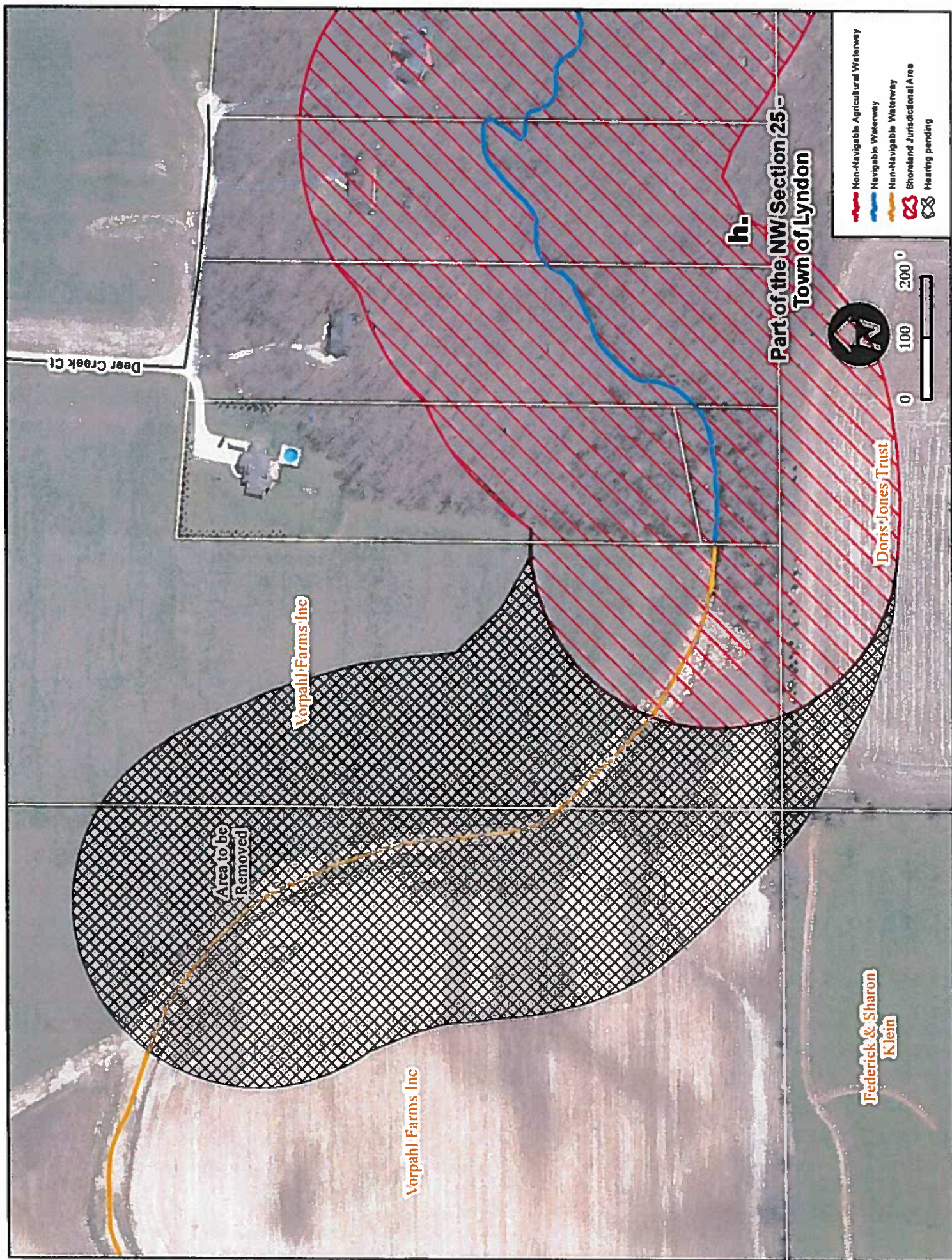




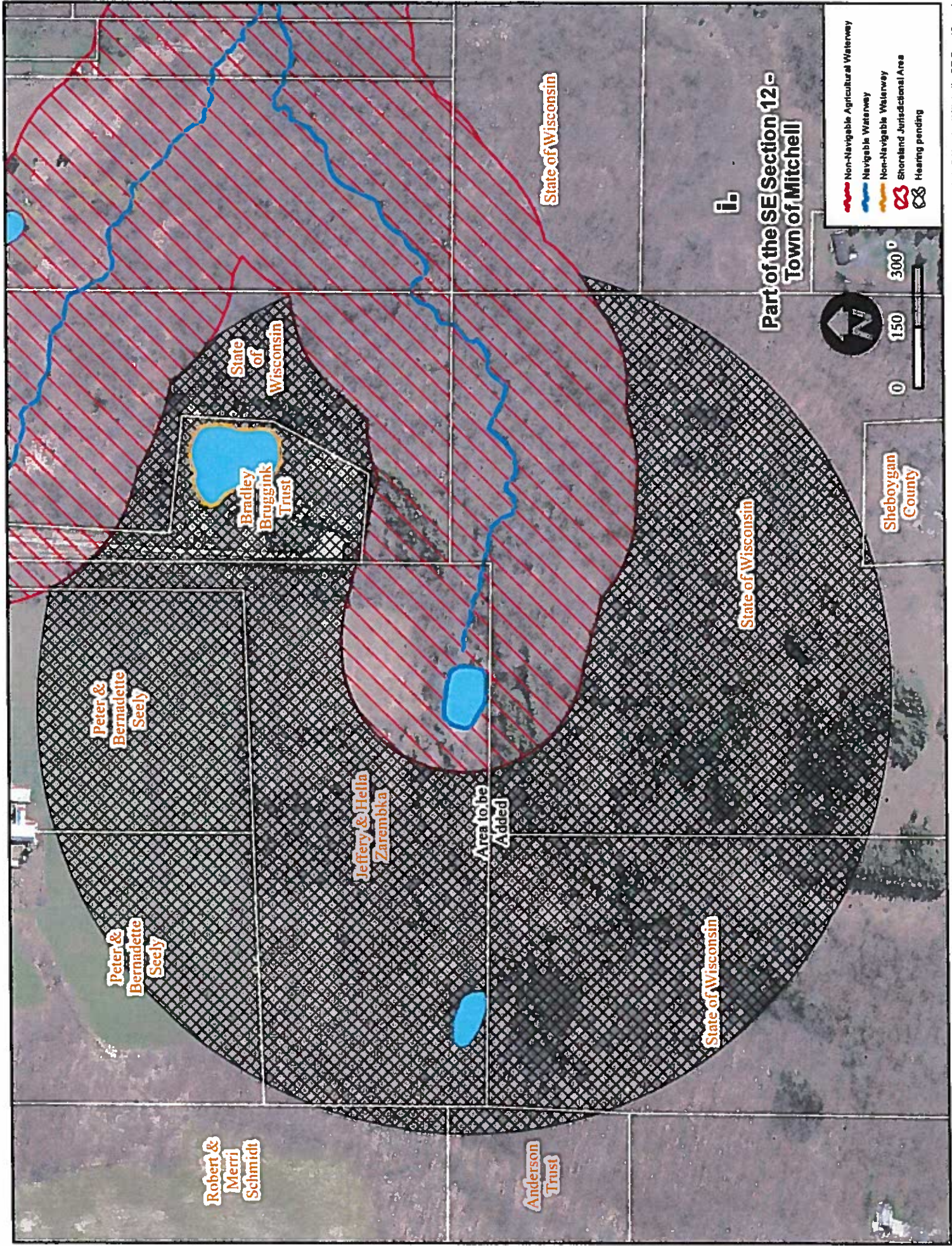




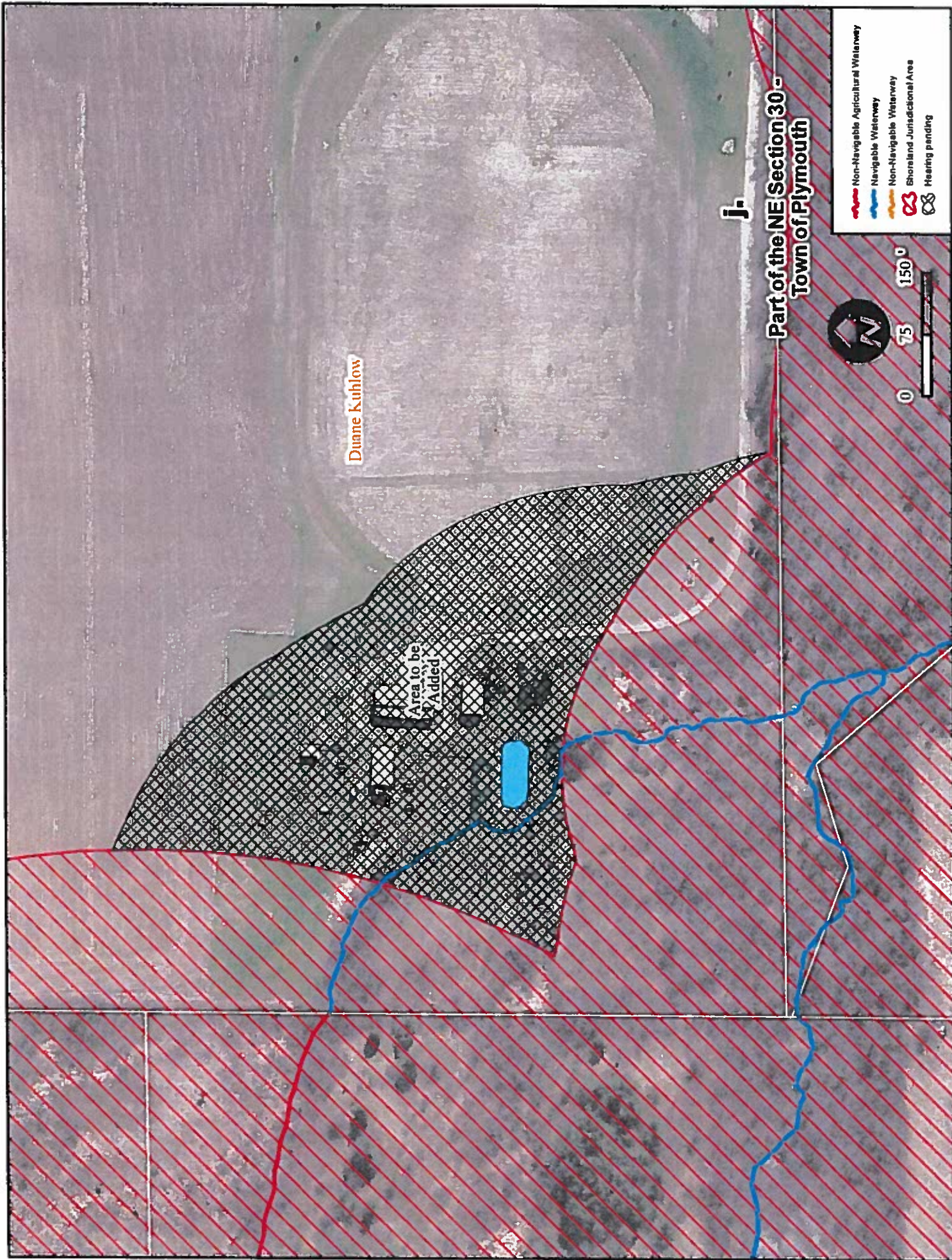




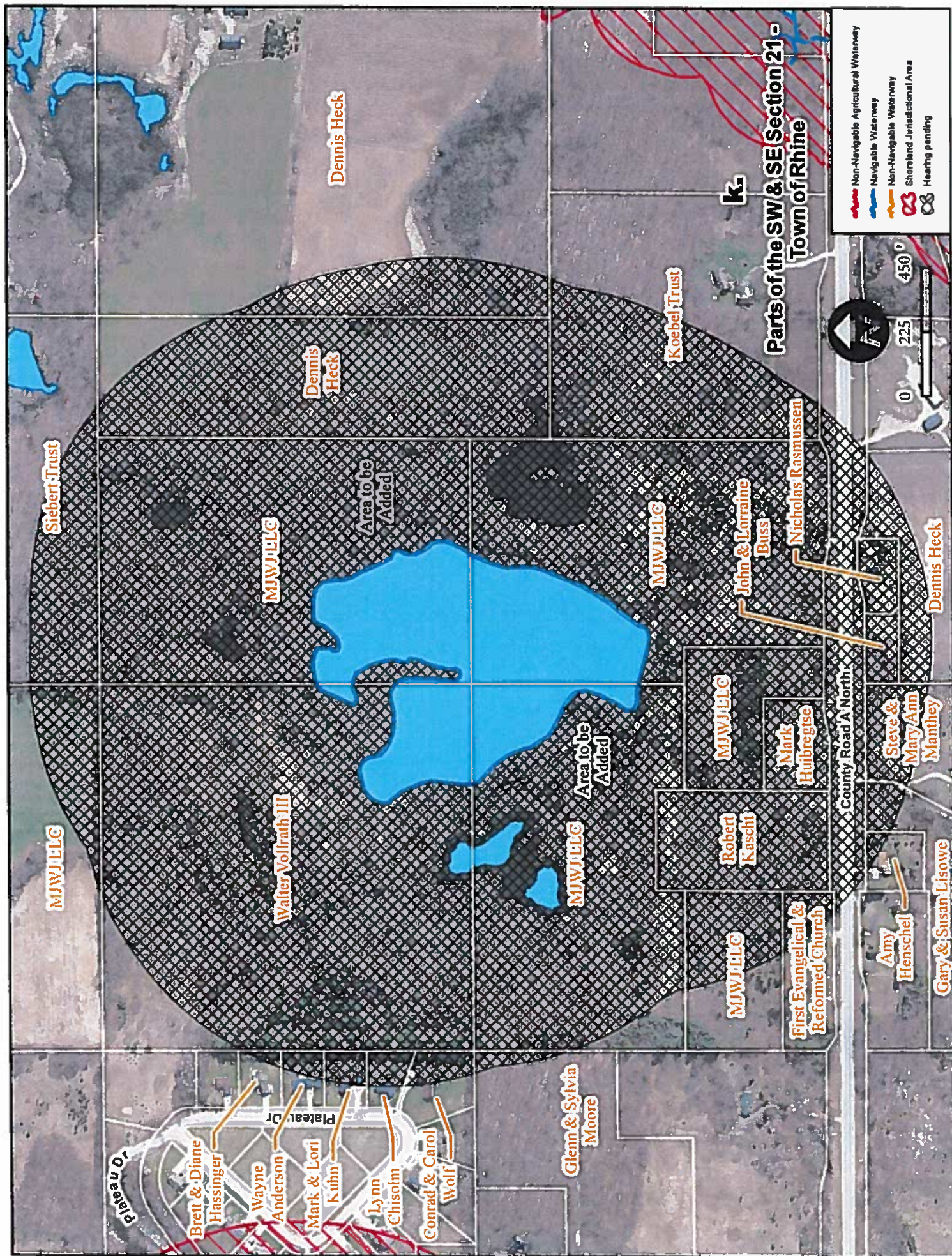




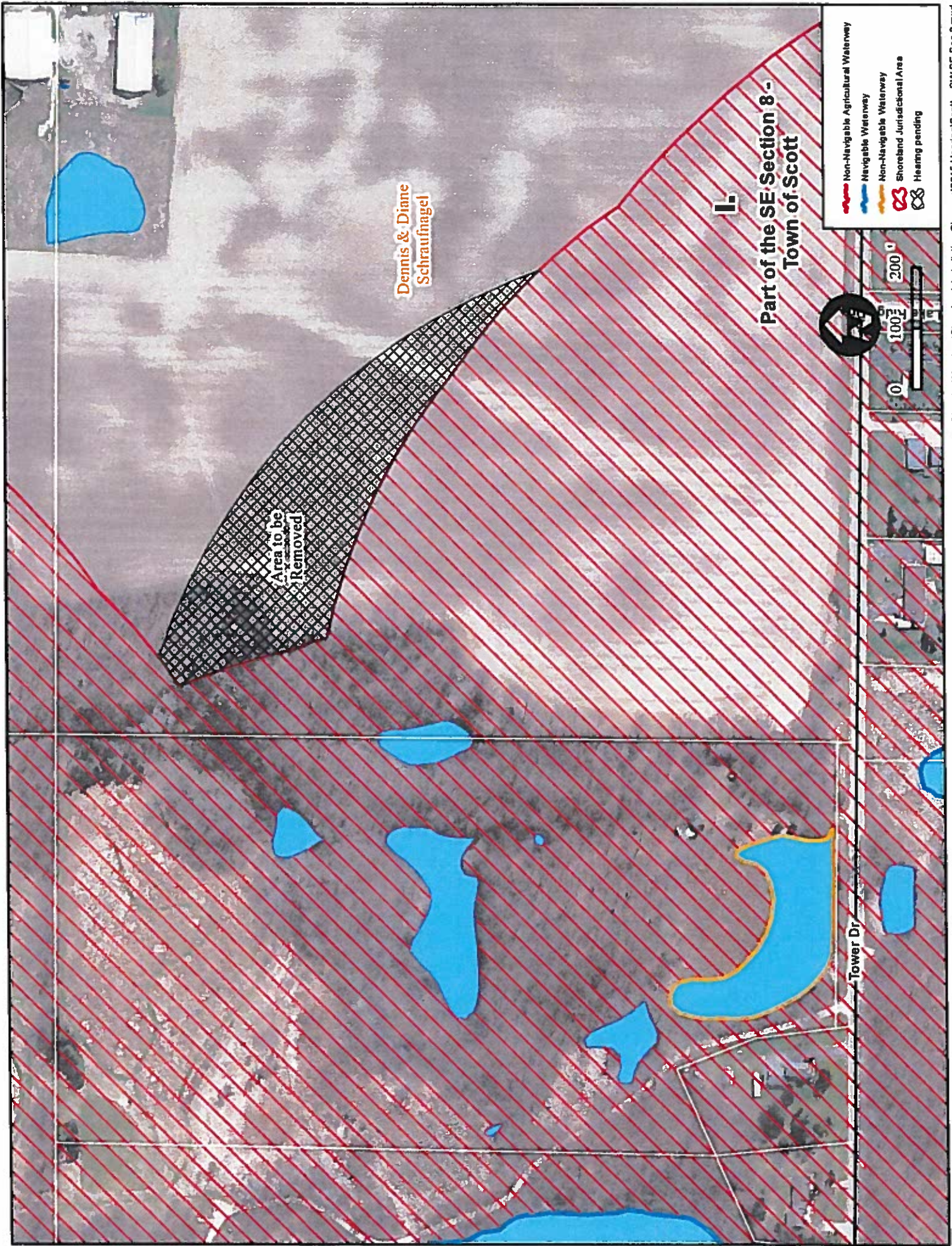












Dennis & Diane  
Schraufnagel

Area to be  
Removed

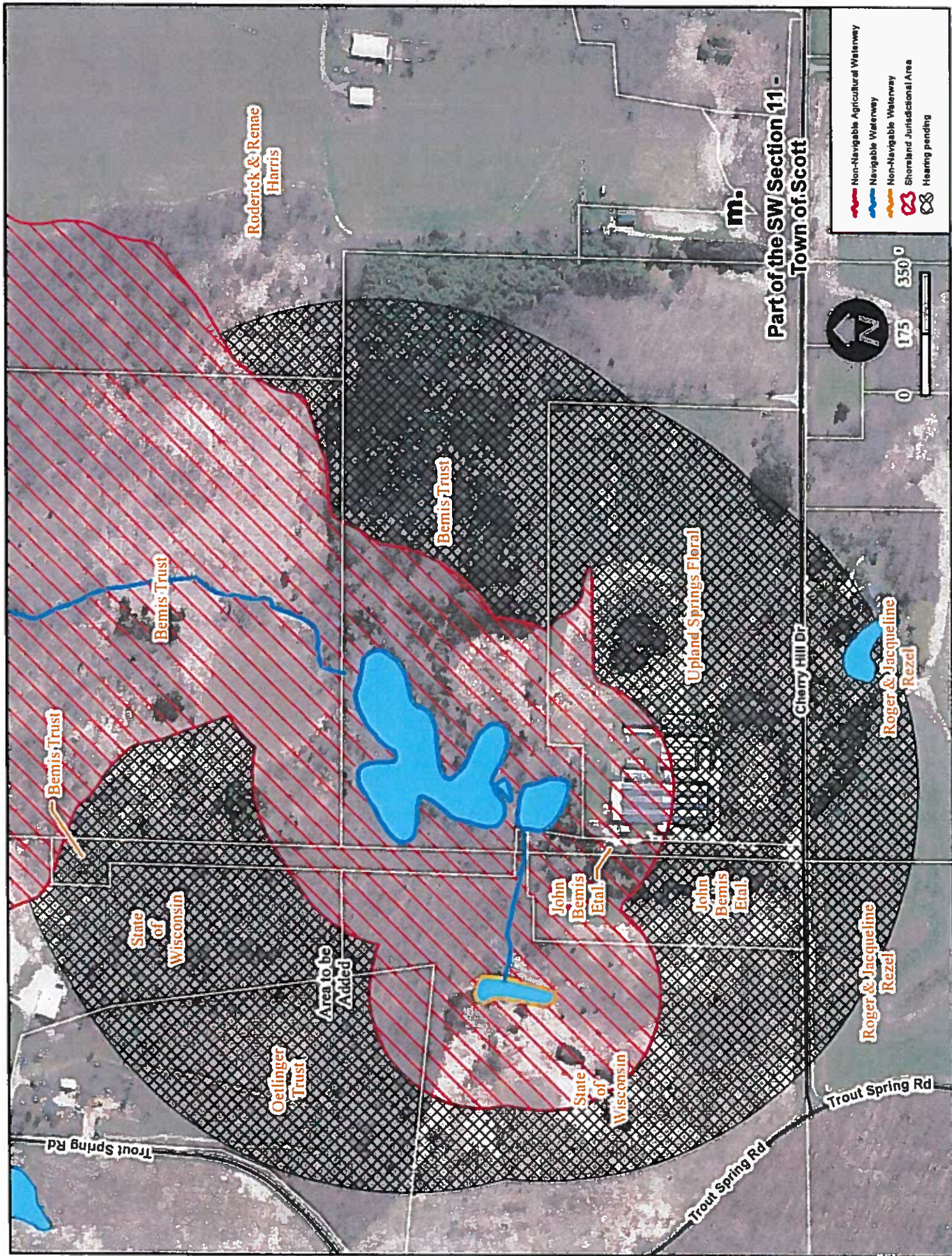
I.  
Part of the SE Section 8 -  
Town of Scott

- Non-Navigable Agricultural Waterway
- Navigable Waterway
- Non-Navigable Waterway
- Shoreland Jurisdictional Area
- Hearing pending

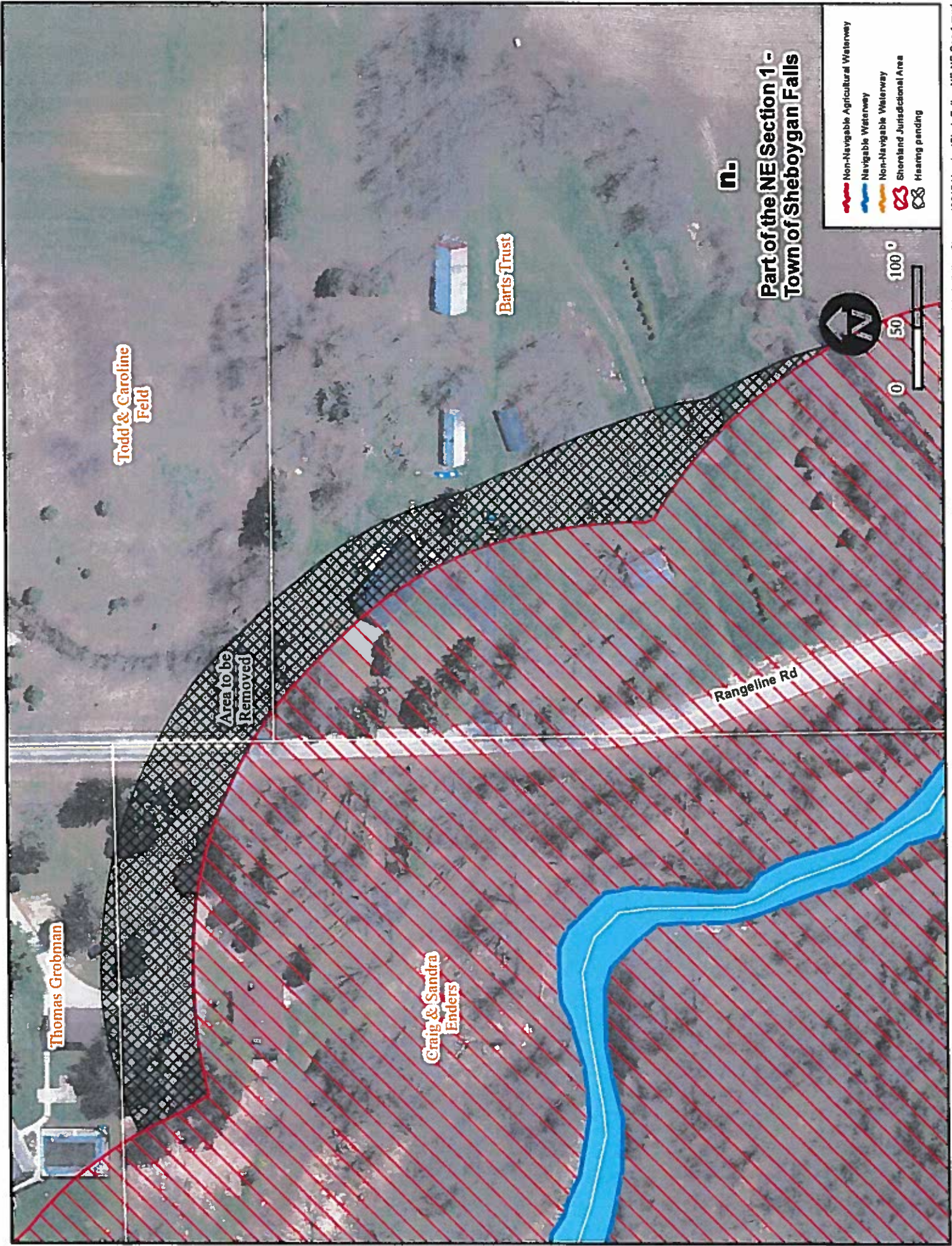


Tower Dr









- Non-Navigable Agricultural Waterway
- Navigable Waterway
- Non-Navigable Waterway
- Shoreland Jurisdictional Area
- Measuring panning

Part of the NE Section 1 -  
Town of Sheboygan Falls

n.





Puccetti  
Family  
Farm LLC

Kevin McNeven

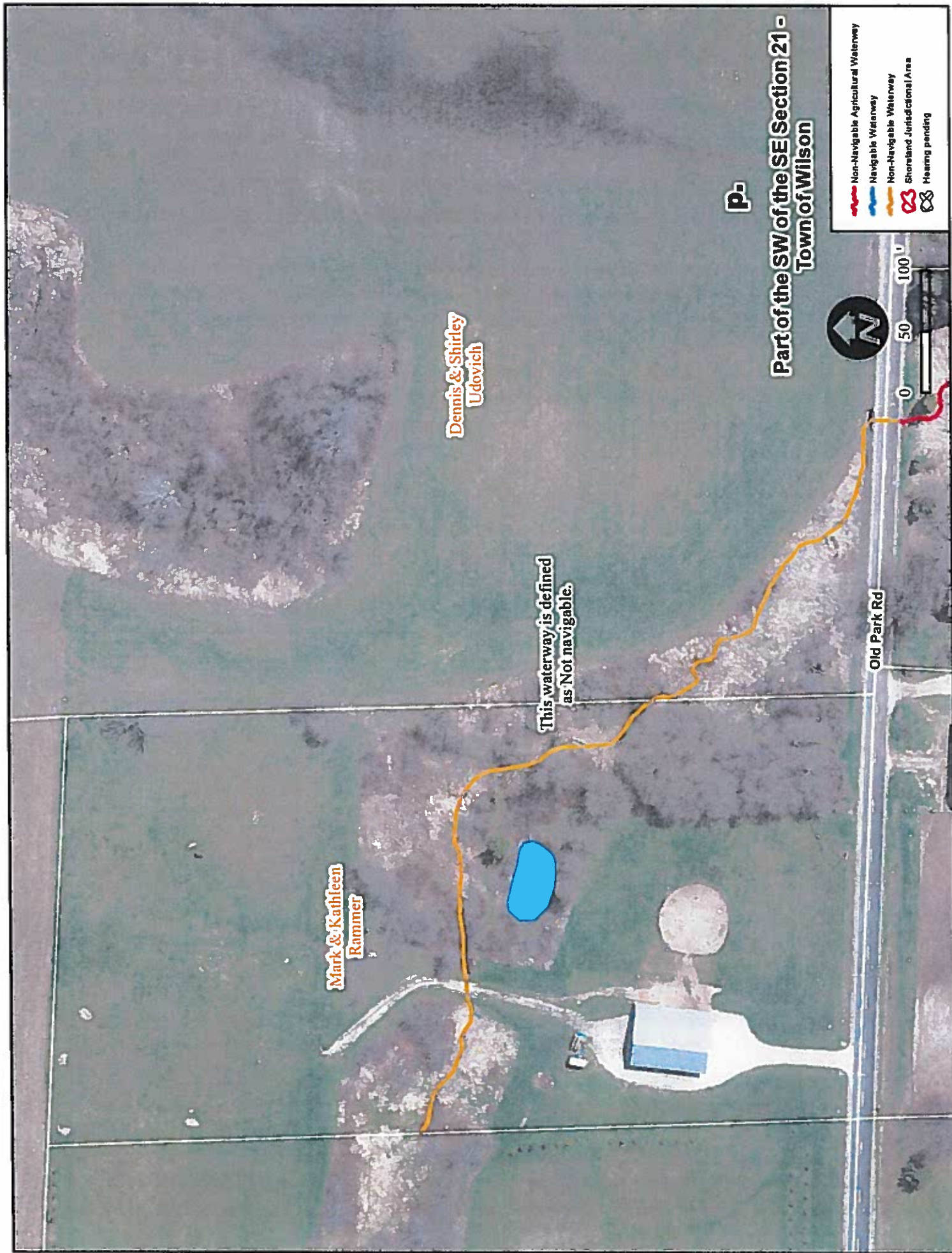
O.

Part of the NE Section 22-  
Town of Sherman

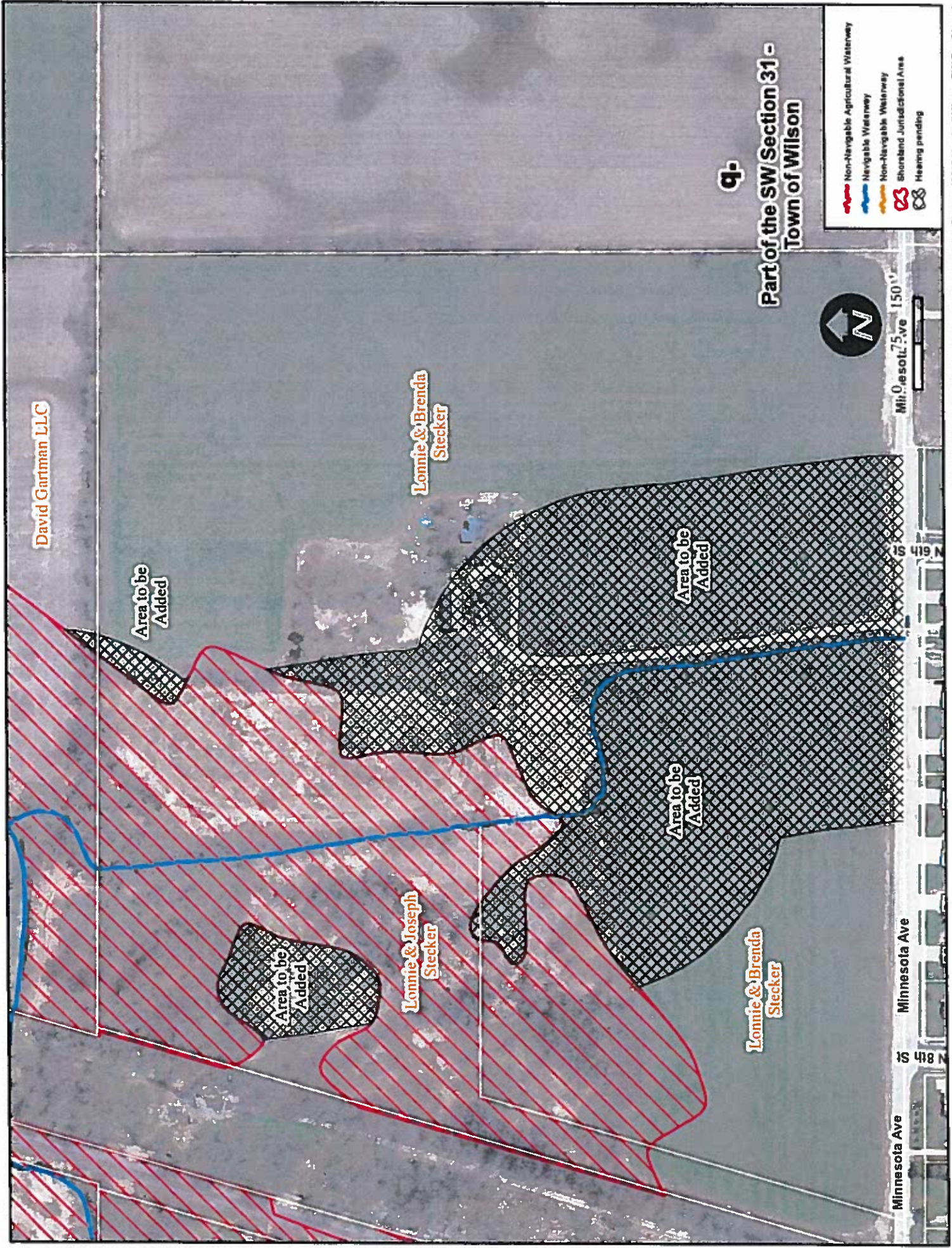
- Non-Navigable Agricultural Waterway
- Navigable Waterway
- Non-Navigable Waterway
- Shoreland Jurisdictional Area
- Hearing pending











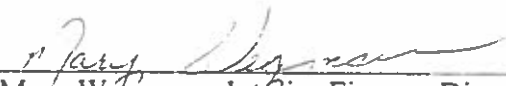
**FISCAL NOTE**  
**June 2015**

**Ordinance No. 04 (2015/16) RE: Amending Peace and Good Order Ordinance**

**Ordinance No. 05 (2015/16) Re: Redesignation of Navigable Waterways in Shoreland-Floodplain Ordinance**

**Funding:**

No additional funding is required.

  
\_\_\_\_\_  
Mary Wegmann, Interim Finance Director  
June 10, 2015