

NOTICE OF MEETING

SHEBOYGAN COUNTY BOARD OF SUPERVISORS

Sheboygan County Courthouse
615 North 6th Street, 5th Floor
Sheboygan WI

TUESDAY, April 21, 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 MARCH 17, 2015 JOURNAL

CONSIDERATION OF APPOINTMENT BY COUNTY ADMINISTRATOR

Land Information Council
Eric Zinkel, 525 North 6th Street, Sheboygan
(Public Safety Representative)

PRESENTATION

Aaron Brault, Planning & Conservation Director – Household Hazardous Waste and Proper Pharmaceutical Disposal.

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.

POSTED
04.16.15
10:00 AM

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

Resolution No. 32 (2014/15) Re: Adopting Updated Sheboygan County Pedestrian and Bicycle Comprehensive Plan
Committee Recommendation: Adopt
Signed in Opposition: None

CONSIDERATION OF COMMITTEE REPORTS - FINANCE COMMITTEE

Resolution No. 33 (2014/15) Re: Appropriating Funds for Participation in East Wisconsin Counties Railroad Consortium - 2015
Committee Recommendation: Adopt
Signed in Opposition: None

Resolution No. 34 (2014/15) Re: Petitioning the Secretary of Transportation for Airport Improvement Aid
Committee Recommendation: Adopt
Signed in Opposition: None

Ordinance No. 12 (2014/15) Re: Consideration of Increasing Compensation & Pay Ranges for Non-Bargaining Unit Personnel for 2015 & Amending Merit Pay
Committee Recommendation: Amend per the Committee Report and Enact as Amended
Signed in Opposition: (1) Supervisor Goehring

RESOLUTIONS INTRODUCED

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

Resolution No. 01 (2015/16) Re: 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

Resolution No. 02 (2015/16) Re: Vacating Easement at County Road E and Sumac Road – Town of Lyndon

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. 01 (2015/16) Re: Adding Lakeland College to Representative of Airport Advisory Committee

ADJOURNMENT

Respectfully submitted this 16th day of April, 2015.



JON DOLSON, COUNTY CLERK

NOTES:

Reminder: Expense sheets for the period ending April 15, 2015 are due in the County Clerk's Office no later than Friday, April 17, 2015.

The Legislative Breakfast will be held on May 11, 2015 at 8:00 A.M. at the Fountain Park Family Restaurant.

The Legislative Breakfast is a monthly informational question and answer session between Sheboygan County's federal and state legislative delegation and Sheboygan County Supervisors and department heads. Because a majority of the Board or a Committee may attend, it is a meeting open to the public under the Open Meeting law even though there is no formal agenda, no action will be taken, and no minutes are being kept.

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

March 17, 2015

Pursuant to Wis. Stat. § 59.11, the March 17, 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 March 12, 2015 at 11:00 a.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 25 Supervisors present.

Supervisor Winkel moved for approval of the February 17, 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 following appointments by the County Administrator.

Aging Unit Advisory Committee (Re-appointments)

Mary Nowacki, 1513 North 4th Street, Sheboygan

John Van Der Male, 1803 Arrowhead Court, Sheboygan

Emergency Medical Services (EMS) Council

Brian Goelzer, 405 Bittersweet Lane, Plymouth (Private Ambulance Service)

Local Emergency Planning Committee

Karlyn Raddatz, 1011 North 8th Street, Sheboygan (Health)

Terry Katsma, 705 Erie Avenue, Oostburg (Elected State Official)

Brian Goelzer, 405 Bittersweet Lane, Plymouth (First Aid)

Supervisor Winkel moved to concur with the appointments from the County Administrator. The motion was seconded by Supervisor Glavan and carried on unanimous roll call vote of the board.

PRESENTATION

Dane Checolinski, Sheboygan County Economic Development Corporation Executive Director – Powerpoint presentation of Annual Report.

LETTERS AND COMMUNICATIONS

The Clerk presented a letter from the Office of the Commissioner of Insurance regarding Governor Walker's proposed 2015-2017 state budget provision to discontinue the Local Government Property Insurance Fund. By Chairperson referred to the Finance Committee.

The Clerk presented a letter from Gardiner Appraisal Service regarding the county wide assessment system proposed in Governor Walker's 2015-2017 state budget. By Chairperson referred to the Finance Committee.

The Clerk presented a resolution from the Outagamie County Board of Supervisors supporting proposed legislation prohibiting products containing microbeads. By Chairperson referred to the Planning, Resources, Agriculture & Extension Committee.

The Clerk presented a resolution from the Outagamie County Board of Supervisors supporting proposed legislation requiring the Dept. of Justice to design and distribute posters regarding national human trafficking. By Chairperson referred to the Law Committee.

The Clerk presented a resolution from the Outagamie County Board of Supervisors supporting proposed legislation prohibiting the sale of, and restricting the display of, novelty lighters in retail establishments. By Chairperson received for information.

The Clerk presented a resolution from the Outagamie County Board of Supervisors reaffirming support of assistant district attorney pay progression and the funding of additional prosecutors. By Chairperson referred to the Law Committee.

COUNTY ADMINISTRATOR'S REPORT

County Administrator Adam Payne complimented SCEDC Executive Director Dane Checolinski for his work and presentation to the board. Mr. Payne shared there are two openings in the Finance and IT Departments, and thanked and acknowledged Mary Wegmann and Lee Guenther for their roles serving as interim Finance Director and interim IT Manager respectively. Mr. Payne provided a status report of the employee compensation study and proposed 1.57% wage adjustment. In addition, he shared that the Amsterdam Dunes Preservation and Wetland Mitigation project is progressing well and the Advisory Committee is in place. Finally, the 2016 budget development process is underway and the annual County Board Leadership Forum is scheduled for June 4th. Mr. Payne concluded by recognizing Supervisors Bob Ziegelbauer, Charlie Conrardy, Roger Te Stroete and Tom Wegner for celebrating their birthdays this week.

COMMITTEE REPORTS

The Clerk read the report of the Executive Committee regarding **Resolution No. 30 (2014/15) Approval of Maintenance and Improvement Agreement with Sheboygan County Veterans' Memorial Committee** recommending adoption.

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

The Clerk read the report of the Executive Committee regarding **Ordinance No. 14 (2014/15) Amending Chapter 90 – Citation Enforcement** recommending enactment.

Supervisor Goehring moved to adopt the resolution. Supervisor Winkel seconded the motion which carried on unanimous roll call vote of the board.

The Clerk read the report of the Finance Committee regarding **Ordinance No. 12 (2014/15) Increasing Compensation and Pay Ranges for Non-Bargaining Unit Personnel for 2015 and Amending Merit Pay Ordinance** recommending additional time be granted until the April 21, 2015 County Board meeting to consider the matter.

Per Rule 13 of the Board rules, the Chair has authorized one additional month to consider the matter until the April 21, 2015 County Board meeting.

The Clerk read the report of the Law Committee regarding **Resolution No. 31 (2014/15) Designating March 23 – 27, 2015, as Work Zone Safety Awareness Week** recommending adoption.

Supervisor Winkel moved to adopt the resolution. The motion was seconded by Supervisor Uraynar and 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:

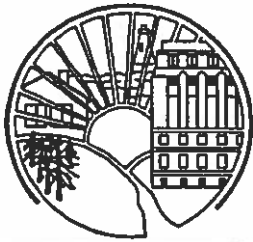
Resolution No. 32 (2014/15) Re: Adopting Updated Sheboygan County Pedestrian and Bicycle Comprehensive Plan referred to the Executive Committee.

Resolution No. 33 (2014/15) Re: Appropriating Funds for Participation in East Wisconsin Counties Railroad Consortium – 2015 referred to the Finance Committee.

Resolution No. 34 (2014/15) Re: Petitioning the Secretary of Transportation for Airport Improvement Aid referred to the Finance Committee.

ADJOURNMENT

Supervisor Bemis moved to adjourn to 6:00 p.m. on Tuesday, April 21, 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

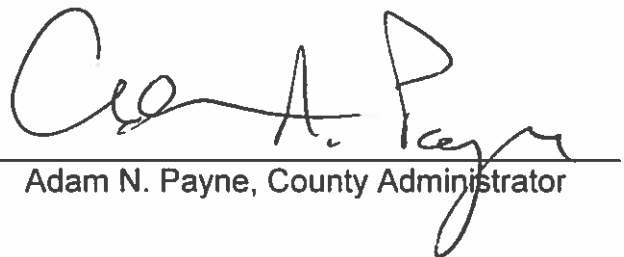
Adam N. Payne
County Administrator

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 to the Land Information Council for the remainder of a two-year term expiring May, 2016:

Eric Zinkel, 525 North 6th Street, Sheboygan, WI 53081
(Public Safety Representative)

Respectfully submitted this 21st day of April, 2015.



Adam N. Payne, County Administrator

EXECUTIVE SKILLS PROFILE AND CAREER ACHIEVEMENTS

General Management & Multi-Site Operations Management

Twenty years' experience in Management to include planning, training, staffing, marketing, budgeting, and directing business operations. Coordinated safety and security programs for clients in all markets. Assisted with investigations, and crisis management for all clients. Led four branches in 24/7 security operations. Promoted rapidly throughout career based upon success in improving bottom-line financial results, strengthening line management and field support teams through training, and achieving aggressive performance goals.

- Consistently achieved/surpassed all revenue, profit and margin improvement objectives.
- Introduced field based matrix for service.
- Revitalized and enhanced customer service, resulting in a 20% gain in satisfaction ratings.
- Integrated operations of four companies after sale.

Recruitment, Training & Management Development

Innovative business leader in designing and delivering performance-driven management and staff training/ development programs targeted for revenue and profit growth while enhancing leadership competencies.

- Created best practices committee that led to standardization throughout the company.
- Implemented increased Training for front line employees resulting in employee retention.
- Negotiated site contracts that increased safety and employee retention.

Marketing Communications, Public Speaking & Presentations

Conceived, created, wrote and presented numerous presentations to executive management, line management and field staff throughout career. Outstanding communication, negotiation and mediation skills.

- Led presentations to audiences of up to 80 executive, management, professional and staff personnel.
- Consulted with senior executives of early stages and established business ventures to guide market development, field sales, media planning and organizational growth.

PROFESSIONAL EMPLOYMENT HISTORY

Telecommunicator / Supervisor Sheboygan County Sheriff's Office Sheboygan WI, 2012- present

Regional Vice President, American Security & Investigations Milwaukee, WI, 2007 - 2011

Director/ Division Manager/ District Manager, American Security/Garda Milwaukee, 2005-2007

Financial Advisor, Waddell & Reed, Milwaukee, WI 2004-2005

District Manager, Mickey's Linen, Milwaukee, WI 2003-2004

Regional Manager, Loomis Armored, Milwaukee, WI 1987-2003

EDUCATION

AA Degree – Criminal Justice – University of Phoenix – 2010

BS Degree – Organization and Security Mgt. – University of Phoenix 2012

1 SHEBOYGAN COUNTY RESOLUTION NO. 32 (2014/15)

2
3 Re: **Adopting Updated Sheboygan County Pedestrian and Bicycle**
4 **Comprehensive Plan**

5
6
7 **WHEREAS**, in July 2005, the United States Congress adopted legislation which included
8 provisions to create a Non-motorized Transportation Pilot Program (NMTPP) and designated
9 Sheboygan County as one of four communities in the nation to participate in this pilot program,
10 and

11
12 **WHEREAS**, as part of the pilot program, Sheboygan County received funding to develop
13 a comprehensive pedestrian and bicycle plan and subsequent network of nonmotorized
14 transportation facilities that connect neighborhoods, retail centers, schools, recreation
15 amenities, and employment centers, and allow people to change the way they choose to move
16 around through their daily lives, and

17
18 **WHEREAS**, the comprehensive pedestrian and bicycle plan adopted in 2007 was nearly
19 out-of-date the day it was printed due to the significant amounts of projects implemented due to
20 the NMTPP funding, and

21
22 **WHEREAS**, a comprehensive pedestrian and bicycle plan serves as a critical tool for the
23 continued implementation of the NMTPP and provides direction into the future for the
24 development of pedestrian and bicycle facilities throughout Sheboygan County through 2045,
25 and

26
27 **WHEREAS**, maintaining a comprehensive pedestrian and bicycle plan allows
28 Sheboygan County to be eligible and competitive for various grants, and

29
30 **WHEREAS**, the staff of the Planning and Conservation Department has updated the
31 Sheboygan County Pedestrian and Bicycle Comprehensive Plan and has displayed the Plan for
32 review at public open houses in Plymouth on April 17, 2013, and in Sheboygan on April 23,
33 2013, and

34
35 **WHEREAS**, the staff of the Planning and Conservation Department elicited feedback
36 and input in the updated plan's development from the municipalities throughout the County, and

37
38 **WHEREAS**, the Planning, Resources, Agriculture, and Extension Committee voted
39 unanimously at their January 13, 2015 meeting that the Sheboygan County Pedestrian and
40 Bicycle Comprehensive Plan should be adopted by the Sheboygan County Board of
41 Supervisors to continue to guide the NMTPP process and provide direction into the future for
42 the development of pedestrian and bicycle facilities and programs;

43
44 **NOW, THEREFORE, BE IT RESOLVED** by the Sheboygan County Board of
45 Supervisors that the updated Sheboygan County Pedestrian and Bicycle Comprehensive Plan,
46 a copy of which is on file in the County Clerk's office, be adopted and that the Planning and
47


Conservation Department is directed to take the Plan into account in future development of pedestrian and bicycle facilities in Sheboygan County.


Respectfully submitted this 17th day of March, 2015.

**PLANNING, RESOURCES, AGRICULTURE,
AND EXTENSION COMMITTEE***


Keith Abler, Chairperson


Fran Damp, Vice-Chairperson


Libby Ogea, Secretary


James Baumgart


Edward J. Procek

Opposed to Introduction:

*County Board Members signing only

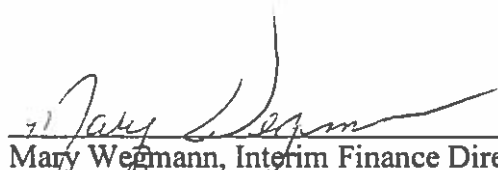
FISCAL NOTE
March 2015

Resolution No. 32 (2014/15) RE: Adopting Updated Sheboygan County Pedestrian and Bicycle Comprehensive Plan

Resolution No. 34 (2014/15) RE: Petitioning the Secretary of Transportation for Airport Improvement Aid

Funding:

No additional funding is required.



Mary Wegmann, Interim Finance Director
March 11, 2015

SHEBOYGAN COUNTY RESOLUTION NO. 33 (2014/15)

Re: Appropriating Funds for Participation in East Wisconsin Counties
Railroad Consortium – 2015

WHEREAS, through the adoption of Resolution No. 42 (2004/05) on April 19, 2005, the Sheboygan County Board of Supervisors approved membership by Sheboygan County in the East Wisconsin Counties Railroad Consortium and authorized the County Chairperson and Clerk to sign the necessary documents to effectuate the County's participation in the Consortium, and

WHEREAS, under the terms of the contract creating the Consortium at Paragraph 5.01 and under the terms of Resolution No. 42 (2004/05), member counties are assessed an annual contribution for rehabilitation of trackage and right-of-way which counties are required to pay within sixty (60) days of assessment or the member is deemed to have withdrawn from the Consortium, and

WHEREAS, the Consortium has provided Sheboygan County with an assessment statement requesting a contribution of \$25,000.00 as Sheboygan County's share for 2015, and

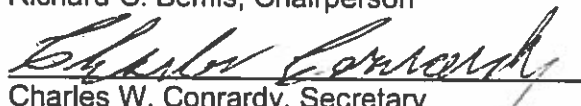
WHEREAS, the annual contribution is required to be approved by a legal vote of the County Board;

NOW, THEREFORE, BE IT RESOLVED by the Sheboygan County Board of Supervisors that the Sheboygan County Clerk be authorized to pay to the East Wisconsin Counties Railroad Consortium the sum of \$25,000.00 representing Sheboygan County's 2015 annual contribution to the Consortium, said sum drawn from the Non-departmental Budget, Assessment Fee Account for Sheboygan County.

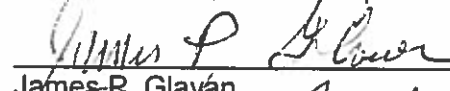
Respectfully submitted this 17th day of March, 2015.

TRANSPORTATION COMMITTEE


Richard C. Bemis, Chairperson


Charles W. Conrardy, Secretary


Mark S. Winkel, Vice-Chairperson


James R. Glavan


Jacob Van Dixhorn

Opposed to Introduction:

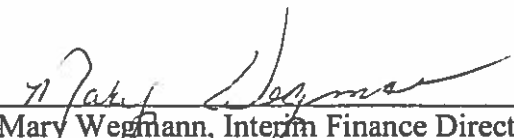
FISCAL NOTE

Re: Appropriating Funds for Participation in East Wisconsin Counties Railroad Consortium - 2015

This resolution, if adopted, will approve payment of \$25,000 to the Railroad Consortium.

Funding:

Funding has been included in the 2015 Non-Departmental budget.



Mary Wegmann, Interim Finance Director
March 11, 2015

SHEBOYGAN COUNTY RESOLUTION NO. 34 (2014/15)

Re: **Petitioning the Secretary of Transportation for Airport Improvement Aid**

WHEREAS, Sheboygan County, Wisconsin, also hereinafter referred to as "Sponsor," being a municipal body corporate of the State of Wisconsin, is authorized pursuant to Wis. Stat. § 114.11 to acquire, establish, construct, own, control, lease, equip, improve, maintain, and operate an airport, and

WHEREAS, Sponsor desires to develop or improve its Sheboygan County Memorial Airport, Sheboygan County, Wisconsin,

WHEREAS, Airport users have been consulted in formulation of the proposed improvements identified in this Resolution, and

WHEREAS, a public hearing was held on February 9, 2015, in accordance with Wis. Stat. § 114.33(2), and

WHEREAS, Sheboygan County is required by Wis. Stat. § 114.32(5) to designate the Secretary as its agent to accept, receive, receipt for, and disburse any funds granted by the United States under the Federal Airport and Airway Improvement Act and is authorized by law to designate the Secretary as its agent for other purposes;

"Petition"

NOW, THEREFORE, BE IT RESOLVED that the Sheboygan County Board of Supervisions, as Sponsor, petitions for Federal and/or State aid as follows:

Sheboygan County, desiring to sponsor an Airport Development Project with Federal and State aid, or State aid only, in accordance with the applicable State and Federal laws respectfully represents and states:

1. That the Airport, which it is desired to develop, should generally conform to the requirements for a general aviation-type airport as defined by the Federal Aviation Administration;
2. The character, extent, and kind of improvements desired under the project are as follows, for Sheboygan PGA event: facilities to support temporary mobile Air Traffic Control service; temporary Airport Rescue and Fire Fighting (ARFF) service; airside and landside guidance signage and markings; and any necessary related work; and
3. The Airport project which Sheboygan County desires to sponsor is necessary to meet the existing and future needs of the Airport.

BE IT FURTHER RESOLVED that the County Board recognizes that the improvements petitioned for will be funded individually or collectively as funds are available with specific project costs to be approved as work is authorized; the proportionate cost of the Airport Development Projects described above shall be paid by the Sponsor to the Secretary of the Wisconsin Department of Transportation (hereinafter referred to as the Secretary) to be held in trust for the purposes of the Project; any unneeded and unspent balance after the Project is completed shall be returned to the Sponsor by the Secretary; the Sponsor will make available any additional monies that may be found necessary upon request of the Secretary to complete the Project as described above; the Secretary shall have the right to suspend or discontinue the Project at any time additional monies are found to be necessary by the Secretary and the Sponsor does not provide the same; and in the event the sponsor unilaterally terminates the Project, all reasonable federal and state expenditures related to the Project shall be paid by the Sponsor.

55 "Designation of Secretary Of Transportation as Sponsor's Agent"

56
57 THEREFORE BE IT FURTHER RESOLVED that the Secretary is hereby designated as
58 Sheboygan County's agent and is requested to agree to act as such in matters relating to the Airport
59 Development Project described above and is hereby authorized as its agent to make all arrangements for
60 the development and final acceptance of the completed project whether by contract, agreement, force
61 account, or otherwise; and particularly to accept, receive, receipt for and disburse federal monies or other
62 monies, either public or private, for the acquisition, construction, improvement, maintenance, and
63 operation of the Airport; and to acquire property or interests in property by purchase, gift, lease, or
64 eminent domain under Chapter 32 of the Wisconsin Statutes; and to supervise the work of any engineer,
65 appraiser, negotiator, contractor, or other person employed by the Secretary; and to execute any
66 assurance or other documents required or requested by any agency of the federal government and to
67 comply with all federal and state laws, rules, and regulations relating to Airport Development Projects.
68

69 BE IT FURTHER RESOLVED that Sheboygan County requests that the Secretary provide
70 pursuant to Wis. Stat. § 114.33(8)(a) that Sheboygan County may acquire certain parts of the required
71 land or interests in land that the Secretary shall find necessary to complete the aforesaid project.
72

73 "Airport Owner Assurances"



74
75 BE IT FURTHER RESOLVED that Sheboygan County agrees to maintain and operate the airport
76 in accordance with certain conditions established in Chapter Trans 55, Wisconsin Administrative Code, or
77 in accordance with Sponsor assurances enumerated in a Federal Grant Agreement.
78

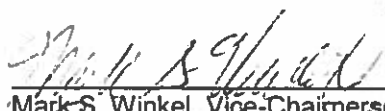
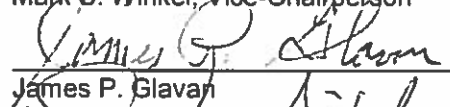

79 BE IT FURTHER RESOLVED that the County Administrator and County Clerk be authorized and
80 directed to sign and execute the Agency Agreement and Federal Block Grant Owner Assurances
81 authorized by this Resolution.
82

83 BE IT FURTHER RESOLVED that the Airport Superintendent is authorized and directed to
84 forward copies of this petitioning resolution for the Secretary of Transportation and such other agency
85 officials as may be necessary together with such necessary supporting documents including a transcript
86 of the public hearing referred to herein.
87

88 Respectfully submitted this 17th day of March, 2015.
89

90 TRANSPORTATION COMMITTEE

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92 
93
94 Richard C. Bemis, Chairperson
95
96 
97 Charles W. Conrardy, Secretary
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102 Mark S. Winkel, Vice-Chairperson
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105 James P. Glavan
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107 
Jacob Van Dixhorn

108 Opposed to Introduction:
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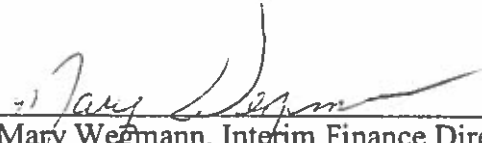
FISCAL NOTE
March 2015

Resolution No. 32 (2014/15) RE: Adopting Updated Sheboygan County Pedestrian and Bicycle Comprehensive Plan

Resolution No. 34 (2014/15) RE: Petitioning the Secretary of Transportation for Airport Improvement Aid

Funding:

No additional funding is required.



Mary Wegmann, Interim Finance Director
March 11, 2015

COMMITTEE REPORT TO THE COUNTY BOARD

WE, THE FINANCE COMMITTEE

TO WHOM WAS REFERRED ORDINANCE NO: 12

RE: **Consideration of Increasing Compensation & Pay Ranges for Non-Bargaining Unit Personnel for 2015 & Amending Merit Pay**

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

And as so amended recommend enactment.

RESPECTFULLY SUBMITTED THIS 21st DAY OF April 2015

FINANCE COMMITTEE

OPPOSED TO THE REPORT:

GREG WEGGEMAN

GEORGE MARTHENZE

THOMAS WEGNER

WILLIAM C. GOEHRING

DEVIN LEMAHIEU

CONCURRING IN THE REPORT:

GREG WEGGEMAN

GEORGE MARTHENZE

THOMAS WEGNER

WILLIAM C. GOEHRING

DEVIN LEMAHIEU

As a continuation of Line 80, add the following:

Notwithstanding the foregoing, the salary adjustments provided for herein shall not be applicable or effective as to any employee who has been identified in the compensation study commissioned by the Human Resources Committee with Arthur J. Gallagher & Co., and on file with the Human Resources Department, as currently earning more than the maximum salary range including longevity as recommended in the study for their position. For any employee who is not currently earning more than the maximum salary range including longevity as recommended in the study but whose earnings would exceed the maximum salary range including longevity for their position with the salary adjustments otherwise provided for herein, the salary adjustments provided for herein shall only be to the amount that places the employee's salary at the maximum for their position. Employees who are currently earning more than the maximum salary range and who thus will not receive the salary adjustments provided for herein and employees whose salary adjustments provided for herein only are to the amount that places the employee's salary at the maximum for their position, shall, in lieu of other salary adjustments, receive in 2015 bonus pay in an amount that would result in the equivalent of a one and fifty-seven hundredths percent (1.57%) aggregate pay increase.

1 **SHEBOYGAN COUNTY ORDINANCE NO. 12 (2014/15)**

2
3 **Re: Increasing Compensation and Pay Ranges for Non-bargaining Unit**
4 **Personnel for 2015 and Amending Merit Pay Ordinance**
5

6
7 **WHEREAS**, pursuant to Sections 2.12(5) and 47.03(8) of the County Code of
8 Ordinances, it is the responsibility of the Human Resources Committee to recommend to the
9 County Board adjustments in compensation for non-elected non-bargaining unit employees, and
10

11 **WHEREAS**, Sections 47.01(2) and 47.03(8) of the County Code of Ordinances direct
12 that pay ranges be updated periodically including by means of across-the-board revisions to
13 provide an appropriate salary structure which will permit the County to recruit and retain
14 competent employees, to provide appropriate pay incentives for satisfactory and meritorious job
15 performance, to promote internal equity and consistency within and among County Departments
16 and to provide an effective means of controlling salary expenditures, and
17

18 **WHEREAS**, the Wisconsin Employment Relations Commission issued its Consumer
19 Price Index – Urban cost of living calculations for the maximum base salary increases for
20 collective bargaining agreements commencing January 1, 2015, in the amount of 1.57%, and
21

22 **WHEREAS**, the 2015 Budget as adopted by the County Board included funding which
23 would accommodate a 1.57% across-the-board increase, together with applicable step and
24 merit pay modifications, and
25

26 **WHEREAS**, after study of relevant factors, including cost of living increases and labor
27 market conditions, it is the recommendation of the Human Resources Committee that a one and
28 fifty-seven hundredths percent (1.57%) across-the-board pay increase be granted for calendar
29 year 2015 effective retroactively to January 1, 2015;
30

31 **NOW, THEREFORE**, the County Board of Supervisors of the County of Sheboygan
32 does ordain as follows:
33

34 Section 1. **Amending Salary Schedule for 2015**. The salary schedule
35 provisions of Section 47.03 of the County Code of Ordinances are hereby rescinded and
36 re-created effective January 1, 2015, to read as follows:
37

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Midpoint	Third Quartile	Maximum
20	\$102,030	\$105,573	\$109,117	\$111,480	\$113,844	\$116,205	\$118,569	\$126,839	\$135,106
19	\$94,940	\$98,235	\$101,532	\$103,729	\$105,927	\$108,124	\$110,323	\$118,015	\$125,708
18	\$88,266	\$91,331	\$94,394	\$96,438	\$98,479	\$100,523	\$102,564	\$109,713	\$116,863
17	\$82,215	\$85,067	\$87,920	\$89,821	\$91,724	\$93,625	\$95,528	\$102,184	\$108,840
16	\$76,512	\$79,165	\$81,820	\$83,589	\$85,359	\$87,127	\$88,896	\$95,090	\$101,281
15	\$71,202	\$73,669	\$76,138	\$77,783	\$79,429	\$81,074	\$82,722	\$88,481	\$94,241
14	\$66,292	\$68,588	\$70,886	\$72,418	\$73,950	\$75,482	\$77,013	\$82,373	\$87,733
13	\$61,953	\$64,098	\$66,245	\$67,675	\$69,106	\$70,536	\$71,966	\$76,975	\$81,983
12	\$57,932	\$59,938	\$61,944	\$63,283	\$64,620	\$65,955	\$67,294	\$71,975	\$76,655
11	\$54,169	\$56,044	\$57,917	\$59,167	\$60,417	\$61,666	\$62,918	\$67,291	\$71,663
10	\$50,657	\$52,410	\$54,161	\$55,329	\$56,497	\$57,664	\$58,834	\$62,922	\$67,010
9	\$47,592	\$49,237	\$50,880	\$51,977	\$53,073	\$54,171	\$55,267	\$59,107	\$62,943
8	\$44,711	\$46,256	\$47,801	\$48,831	\$49,861	\$50,890	\$51,920	\$55,523	\$59,128
7	\$39,790	\$41,164	\$42,537	\$43,452	\$44,368	\$45,282	\$46,197	\$49,402	\$52,606
6	\$36,962	\$38,236	\$39,511	\$40,359	\$41,209	\$42,058	\$42,907	\$45,881	\$48,854
5	\$34,333	\$35,515	\$36,697	\$37,485	\$38,274	\$39,062	\$39,850	\$42,610	\$45,369
4	\$31,898	\$32,995	\$34,093	\$34,824	\$35,556	\$36,289	\$37,021	\$39,581	\$42,142
3	\$29,708	\$30,730	\$31,751	\$32,432	\$33,113	\$33,793	\$34,474	\$36,858	\$39,241
2	\$27,677	\$28,628	\$29,578	\$30,210	\$30,844	\$31,479	\$32,111	\$34,330	\$36,547
1	\$25,759	\$26,643	\$27,525	\$28,115	\$28,704	\$29,294	\$29,883	\$31,945	\$34,006

Section 2. Amending Merit Pay Ordinance. Sections 47.03(6) through (8) are amended to read as follows (additions indicated by highlighting; deletions by strikeouts):

- (6) No Step increase may be granted unless the employee has received a performance evaluation rating of at least 5.0. No merit may be granted that is higher than the percentage increase corresponding to the employee's performance evaluation rating as follows:

<u>Rating</u>	<u>Merit Increase</u>
7.0	1.00% 0.50%
7.5	1.25% 0.75%
8.0	1.50% 1.00%
8.5	1.75% 1.25%

(7) 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 to the Human Resources Committee which shall further evaluate and review the matter and make a recommendation to the County Board for approval.

(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.

Section 3. **Effective Date.** The herein Ordinance shall take effect upon enactment, but the salary adjustments provided for herein shall be retroactive to January 1, 2015. For those non-elected, non-bargaining employees formerly represented by the Sheboygan County Sheriff's Supervisors Association, WPPA-LEER (whether "sworn" or non-sworn"), who have not yet been placed in the classification system set forth at Section 47.02 of the County Code, together with any similar County employees formerly represented by a collective bargaining unit or whose positions have not yet been added to the grade grid, the salary increase shall be based on their previously-established wages and the step increase of Sections 47.03(6) through (8) shall be applied retroactive to January 1, 2015, to any grade grid formerly in place for those employees as part of a former collective bargaining unit agreement, but the merit pay provisions shall not be applicable to them.

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83 Respectfully submitted this 20th day of January, 2015.
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86 **HUMAN RESOURCES COMMITTEE**
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91 Fran Damp, Chairperson

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94 Edward J. Procek, Secretary

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97 _____
98 Devin LeMahieu

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102 Greg Weggeman

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104 Opposed to Introduction:
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109 Countersigned by:
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113 Roger L. Te Stroete, Chairperson

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January 13, 2015, draft

FISCAL NOTE

Ordinance No. 12 (2014/15) Re: Increasing Compensation & Pay Ranges for Non-bargaining Unit Personnel for 2015 & Amending Merit Pay Ordinance

Approving this ordinance will approve the presented compensation and pay ranges for non-bargaining unit employees and a 1.57% increase for non-elected, non-bargaining employees formerly represented by collective bargaining units or whose positions have not yet been placed in the non-bargaining classification system.

In addition, the amendment to the merit pay ordinance uniformly lowers the merit increase 0.50% for each rating benchmark.

FINANCIAL IMPACT

The across-the-board pay increase of 1.57% (\$622,318) and projected merit increases (16,012) in 2015 will total approximately \$638,330 including FICA and WRS.

The amount budgeted for the across the board increase and merit pay increase used in the 2015 budget process and adopted by the County Board on November 4, 2014 is sufficient to cover the increase approved by this ordinance.



Terry A. Hanson, Finance & IT Director
January 12, 2015

FISCAL NOTE
April 2015

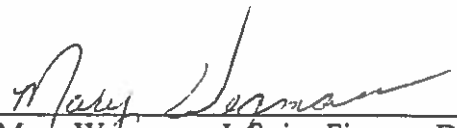
Resolution No. 01 (2015/16) RE: Requesting an Absence-of-Need Exception from Wisconsin Department of Transportation for a Sidewalk as part of the County Road "RR" Bridge Replacement over the Onion River

Resolution No. 02 (2015/16) RE: Vacating Easement at County Road E and Sumac Road – Town of Lyndon

Ordinance No. 01 (2015/16) Re: Adding Lakeland College to Representative of Airport Advisory Committee

Funding:

No additional funding is required.



Mary Wegmann, Interim Finance Director
April 15, 2015

SHEBOYGAN COUNTY RESOLUTION NO. 01 (2015/16)

Re: 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

WHEREAS, in order for the County Road "RR" bridge replacement project located approximately 0.75 miles east of County Road "KW" to be built without a sidewalk, the Wisconsin Department of Transportation requires a Resolution stating that the project meets the conditions for an absence-of-need exception for the placement of pedestrian facilities, and

WHEREAS, the existing land use around the proposed structure is agricultural, and the preferred land use around the area, based on County Land Use Smart Growth Maps, will remain agricultural, and

WHEREAS, since there is currently no planned growth in the project area, there is not a need for pedestrian facilities, thereby meeting the conditions for an absence-of-need exception;

NOW, THEREFORE, BE IT RESOLVED that the Sheboygan County Board of Supervisors states that the project meets the conditions for an absence-of-need exception for the placement of pedestrian facilities on the County Road "RR" bridge replacement project over the Onion River as part of Project ID 4198-04-00 in the Town of Holland, Sheboygan County, Wisconsin, and therefore requests an absence-of-need exception from the Wisconsin Department of Transportation.

BE IT FURTHER RESOLVED that the Highway Commissioner is directed to forward a copy of the adopted Resolution to the Wisconsin Department of Transportation Northeast Region Local Program Project Manager as part of the Trans 75 Complete Streets Compliance Check Sheets as required for federal aid bridge projects.

Respectfully submitted this 21st day of April, 2015.

TRANSPORTATION COMMITTEE

Richard C. Bemis, Chairperson

Mark S. Winkel, Vice-Chairperson

Charles W. Conrardy, Secretary

James P. Glavan

Jacob Van Dixhorn

Opposed to Introduction:

SHEBOYGAN COUNTY RESOLUTION NO. 02 (2015/16)

Re: Vacating Easement at County Road E and Sumac Road – Town of Lyndon

WHEREAS, Sheboygan County has an easement for highway purposes over certain real estate in the Town of Lyndon at County Road E and Sumac Road, and

WHEREAS, Sheboygan County has no interest in retaining the easement, and it no longer provides value to the County, and

WHEREAS, it is in the best interests of Sheboygan County that the easement be vacated, renounced, and extinguished and that the real estate interest heretofore subject to the easement reverts to the applicable servient property owner;

NOW, THEREFORE, BE IT RESOLVED that the Sheboygan County Board vacates and extinguishes all right, title, and interest (including easement interest) in the property described as follows:

Part of the NE1/4 NW1/4 Section 4, T14N, R21E, Town of Lyndon, Sheboygan County, Wisconsin.

Commencing at the N1/4 Corner Section 4, T14N, R21E; thence S 00° 18'28" E, along the east line NW1/4 Section 4, 33.00 feet to the point of beginning;

Thence, continuing S00°18'28" E, along the east line NW1/4 Section 4, 372.18 feet; thence southwesterly 96.60 feet along the arc of a curve to the left, said curve having a radius of 781.78 feet, and a main chord which bears S19°40'54" W, 96.54 feet; thence N00°18'28" W, 463.02 feet to the south line of Sumac Road; thence N89°54'00" E, along said south line, 33.00 feet to the point of beginning, and containing 13,685 square feet (0.3142 acres) of land.

BE IT FURTHER RESOLVED that the County Board Chairperson and County Clerk are authorized and directed to sign the Quit Claim Deed to David R. and Rhonda K. Bohnhoff confirming the vacation, renunciation, and extinguishment of the easement.

Respectfully submitted this 21st day of April, 2015.

TRANSPORTATION COMMITTEE

Richard C. Bemis, Chairperson

Mark S. Winkel, Vice-Chairperson

Charles W. Conrardy, Secretary

James P. Glavan

Jacob Van Dixhorn

Opposed to Introduction:

SHEBOYGAN COUNTY ORDINANCE NO. 01 (2015/16)

Re: Adding Lakeland College to Representative of Airport Advisory Committee

WHEREAS, the Airport Advisory Committee serves as a resource to the Transportation Committee to provide public input on Airport operational matters, and

WHEREAS, Lakeland College has become a major user of the Airport as it expands its aeronautical educational activities, and

WHEREAS, it would be beneficial to have a representative of Lakeland College on the Airport Advisory Committee;

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

Section 1. Adding Lakeland College Representative to Airport Advisory Committee. Chapter 65 of the Sheboygan County Code of Ordinances is hereby amended as follows (additions indicated by redlining; deletions by strikeouts; only those sections affected appear):

65.03 MEMBERSHIP. The Committee shall consist of ~~nine~~
(9) ten (10) members which members shall represent the following:

(a) Two (2) members from the County Board Transportation Committee;

(b) One (1) member from the Town Board of the Town of Sheboygan Falls;

(c) One (1) member representing the corporate business community who owns a hangar at the Airport;

(d) One (1) member representing the private hangar owners;

(e) One (1) member who is an aircraft owner who rents hangar or tie-down space at the Airport;

(f) One (1) member who represents the Sheboygan Area Chamber of Commerce; ~~and~~

(g) One (1) member representing the Fixed Base Operator; and

h) One (1) member representing Lakeland College.

In addition to the above, a representative from the Airport Department shall serve on the Committee as a resource person but shall not have any voting rights.

65.04 APPOINTMENTS TO THE COMMITTEE. Appointments to the Committee shall be made by the County Board Chairperson as to Transportation Committee members and the County Administrator as to

50 | public members from a list of names submitted by the County Board
51 Committee responsible for operation of the airport and subject to
52 confirmation by the County Board. The initial appointments shall be
53 made so that one-half of the members shall serve a one-year term and
54 one-half shall serve a two-year term. Thereafter, each member shall
55 serve a two-year term unless a vacancy is created, and, in such event,
56 appointments to fill the vacancy shall be for the remainder of the term
57 being filled.

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59 Section 2. **Effective Date.** The herein Ordinance shall take effect *upon
60 enactment.

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63 Respectfully submitted this 21st day of April, 2015.

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66 **TRANSPORTATION COMMITTEE**

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Richard C. Bemis, Chairperson

Mark S. Winkel, Vice-Chairperson

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Charles W. Conrardy, Secretary

James P. Glavan

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Jacob Van Dixhorn

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78 Opposed to Introduction:

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83 Countersigned by:

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86 _____
87 Roger Te Stroete, Chairperson
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