

NOTICE OF MEETING
SHEBOYGAN COUNTY BOARD OF SUPERVISORS

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

TUESDAY, May 19, 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 APRIL 21, 2015 JOURNAL

CONSIDERATION OF APPOINTMENT BY CHAIRPERSON

County Board

Brian Hilbelink, 632 Wisconsin Avenue, Oostburg
To Fill the Vacancy Created by the Resignation of Devin LeMahieu, District #21

ADMINISTRATION OF OATH OF OFFICE – County Clerk, Jon Dolson

CONSIDERATION OF APPOINTMENTS BY COUNTY ADMINISTRATOR

ADRC Governing Committee

Larry Samet, 715 Pershing Avenue, Sheboygan

Sheboygan County Affirmative Action Commission (Re-appointment)

Kim Pagel, 1011 North 8th Street, Sheboygan
Sheboygan County Employee Representing the Health & Human Services Department

Communications Council (Re-appointments)

David Augustin, 828 Center Avenue, Sheboygan
City Government

Brian Goelzer, 405 Bittersweet Lane, Plymouth
Private Ambulance Service

Jeremy Present, 102 North 11th Street, Oostburg
Rescue Service

Steve Steinhardt, 525 North 6th Street, Sheboygan
Emergency Management

Edgar Karsteadt, 1211 North 23rd Street, Sheboygan
Member-at-Large

POSTED
05.15.15
1:45 PM

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

Robert Kulhanek, 2422 North 7th Street, Sheboygan

Interested Consumer

Allen Wrubbel, 408 Zuider Lane, Oostburg

Village Government

Daniel Hein, 5028 Baronwood Pkwy., Sheboygan

Town Government

Steve Steinhardt, 525 North 6th Street, Sheboygan

Emergency Management

Darrel Kasuboski, 201 E. Water Street, Cascade

First Responder

Craig Schicker, W8212 County Road F, Cascade

Nursing

Suzanne Martens, 38 Lake Breeze Ln., Random Lake

County Medical Society

Carson Wilkinson, 735 Tallgrass Ln., Plymouth

Industry

Thomas Bahr, 2122 South 7th Street, Sheboygan

Member-at-Large

Local Emergency Planning Committee (LEPC)

Appointment

Nick Cluppert, 515 South Washburn Street, Oshkosh

Community Groups

Re-appointments

Kathleen Rath Marr, W4149 Risseeuw Rd., Cedar Grove

Local Environmental

Thomas Barr, 2122 South 7th Street, Sheboygan

Hospital

Phillip Ditter, 11275 Mineral Springs Dr., Port Washington

Transportation

Keary Kautzer, 1 University Dr., Sheboygan

Broadcast Media

Paul Rutledge, N6975 Woodside Hills Dr., Sheboygan

Facility Owner/Operator

Peter Madden, P.O. Box 758, Sheboygan

Facility Owner, Operator

PRESENTATION

Judge Bolgert, Judge Sutkiewicz and Sara Carpenter, WCS Multi-County Administrator-Sheboygan County's Intoxicated Driver Intervention Program

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 MEMORIAL RESOLUTION

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

CONTEMPLATED ACTION: Pursuant to County Board Rule 2.13, this Resolution will be on the floor for immediate action.

CONSIDERATION OF COMMITTEE REPORTS – PLANNING, RESOURCES, AGRICULTURE & EXTENSION COMMITTEE

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

Committee Recommendation: Adopt
Signed in Opposition: None

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

Committee Recommendation: Adopt
Signed in Opposition: None

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. 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

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. 02 (2015/16) Re: Increasing Compensation and Pay Ranges for Non-bargaining Unit Personnel for 2015 and Amending Merit Pay Ordinance

CONTEMPLATED ACTION: Pursuant to Rule XIII it is anticipated that a motion to withdraw (pull) this proposed ordinance will be made. If by a two thirds vote, the board votes to pull the ordinance it will be subject to immediate action.

ORDINANCES INTRODUCED (Continued)

Ordinance No. 03 (2015/16) Re: Amending Chapter 47 – Sheboygan County Compensation System

ADJOURNMENT

Respectfully submitted this 15th day of May, 2015.



JON DOLSON, COUNTY CLERK

NOTES:

Reminder: Expense sheets for the period ending May 15, 2015 are due in the County Clerk's Office no later than Tuesday, May 19, 2015.

The Legislative Breakfast will be held on June 8, 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

April 21, 2015

Pursuant to Wis. Stat. § 59.11, the April 21, 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 April 16, 2015 at 10:00 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 22 Supervisors present; Absent: 3, Supervisors Hoffmann, Koch, and LeMahieu.

Supervisor Winkel moved for approval of the March 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.

APPOINTMENT

The Chairperson announced that the next order of business was the consideration of the appointment by the County Administrator of **Eric Zinkel** to the Land Information Council.

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

Supervisor LeMahieu arrived at 6:10 p.m.

PRESENTATION

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

LETTERS AND COMMUNICATIONS

The Clerk presented a letter of resignation from Supervisor LeMahieu which had been submitted to the Sheriff on April 6, 2015 as required by statute. His resignation is effective April 30, 2015. By Chairperson received for information.

The Clerk presented resolutions from the Brown, Lincoln, and Ozaukee County Boards of Supervisors opposing 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 Wood County Board of Supervisors opposing the repeal of the Wisconsin Fund Program associated with replacement of failing septic systems. By Chairperson referred to the Planning, Resources, Agriculture & Extension Committee.

The Clerk presented a resolution from the Brown County Board of Supervisors opposing microbeads in personal care products. By Chairperson received for information.

COUNTY ADMINISTRATOR'S REPORT

County Administrator Adam Payne provided some background and summarized Ordinance No. 12 – Consideration of Increasing Compensation & Pay Ranges for Non-Bargaining Unit Personnel for 2015 & Amending Merit Pay. Mr. Payne, along with Chairperson Te Stroete and Vice Chairperson Wegner recognized Supervisor Devin LeMahieu for 9 years of public service on the County Board.

COMMITTEE REPORTS

The Clerk read the report of the Executive Committee regarding Resolution No. 32 (2014/15) **Adopting Updated Sheboygan County Pedestrian and Bicycle Comprehensive Plan** recommending adoption.

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

The Clerk read the report of the Finance Committee regarding Resolution No. 33 (2014/15) **Appropriating Funds for Participation in East Wisconsin Counties Railroad Consortium – 2015** recommending adoption.

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

The Clerk read the report of the Finance Committee regarding Resolution No. 34 (2014/15) **Petitioning the Secretary of Transportation for Airport Improvement Aid** recommending adoption.

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

The Clerk read the report of the Finance Committee regarding Ordinance No. 12 (2014/15) **Consideration of Increasing Compensation & Pay Ranges for Non-Bargaining Unit Personnel for 2015 & Amending Merit Pay** recommending amending the ordinance per the committee report and enact as amended.

Supervisor Weggeman moved to enact the ordinance as amended per the committee report. Supervisor LeMahieu seconded the motion which was defeated on roll call vote of the board of Ayes: 6, Supervisors LeMahieu, Marthenze, Procek, Te Stroete, Weggeman, and Wegner; Noes: 17; Absent: 2, Supervisors Hoffmann, and Koch.

Supervisor Conrardy moved to send Ordinance No. 12 back to the Finance Committee for further action. The motion was seconded by Supervisor Bemis which was defeated on roll call vote of the board of Ayes: 8, Supervisors Baumgart, Bemis, Glavan, LeMahieu, Marthenze, Van Dixhorn, Weggeman, and Winkel; Noes: 15; Absent: 2, Supervisors Hoffmann, and Koch.

Supervisor Otten left the meeting at 6:54 p.m.

Supervisor Conrardy moved to bring back Ordinance No. 12 for further consideration. Supervisor Bemis seconded the motion which was defeated on roll call vote of the board of Ayes: 9, Supervisors Baumgart, Bemis, Conrardy, Procek, Te Stroete, Van Dixhorn, Weggeman, Wegner, and Ziegelbauer; Noes: 13; Absent: 3, Supervisors Hoffmann, Koch, and Otten.

(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. 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 referred to the Planning, Resources, Agriculture & Extension Committee.

Resolution No. 02 (2015/16) Re: Vacating Easement at County Road E and Sumac Road – Town of Lyndon referred to the Planning, Resources, Agriculture & Extension Committee.

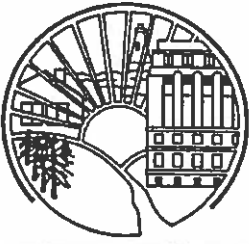
Ordinance No. 01 (2015/16) Re: Adding Lakeland College to Representative of Airport Advisory Committee referred to the Executive Committee.

Supervisor Winkel moved to pull Ordinance No. 01 from committee for immediate action. The motion was seconded by Supervisor Glavan and carried on roll call vote of the board of Ayes: 21; Noes: 1, Supervisor Bauer; Absent: 3, Supervisors Hoffmann, Koch, and Otten.

Supervisor Winkel moved to enact the ordinance. Supervisor Marthenze seconded the motion which carried on roll call vote of the board of Ayes: 21; Noes: 1, Supervisor Baumgart; Absent: 3, Supervisors Hoffmann, Koch, and Otten.

ADJOURNMENT

Supervisor Bemis moved to adjourn to 6:00 p.m. on Tuesday, May 19, 2015. Supervisor Winkel seconded the motion which carried on unanimous roll call vote of the board. The meeting was adjourned at 7:14 p.m.



SHEBOYGAN COUNTY

Roger L. Te Stroete
County Board Chairman

TO THE HONORABLE MEMBERS OF THE SHEBOYGAN COUNTY BOARD:

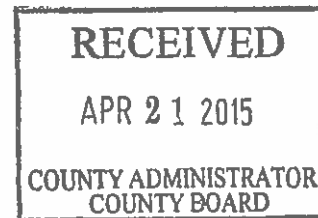
I, Roger L. Te Stroete, Chairman of the Sheboygan County Board of Supervisors, submit for your confirmation the following appointment as County Board Supervisor for the 21st Supervisory District to fill the vacancy created by the resignation of Devin LeMahieu:

Brian Hilbelink, 632 Wisconsin Avenue, Oostburg, WI 53070

Respectfully submitted this 19th day of May, 2015.


Roger L. Te Stroete, Chairman of the Board

April 15, 2015



Roger Te Stroete
Administration Building
3rd Floor, Rm. 311
508 New York Avenue
Sheboygan, WI 53081

Chairman Te Stroete

My name is Brian Hilbelink and I am interested in filling the seat vacated by Devin Le Mahieu.

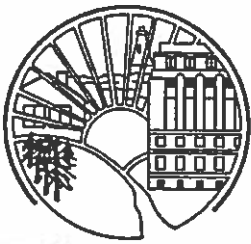
I have resided in Oostburg my entire life. I have worked at DeTroye Electric for the past 26 years and am currently a project foreman. I was recently elected to a second term as Trustee on the Oostburg Village Board. I have served the church my wife and I attend in many positions of leadership over the years.

I am a small government conservative. I believe government has a purpose, but that purpose should be unobtrusive and not burdensome to the people. I am also a fiscal conservative; I am mindful that I am spending other peoples' money when making fiscal decisions.

I would consider it a pleasure to work with the board to help Sheboygan County continue to be a great place to live and work.

Respectfully submitted,

Brian Hilbelink
632 Wisconsin Ave, Oostburg, WI 53070
920.564.2263



SHEBOYGAN COUNTY

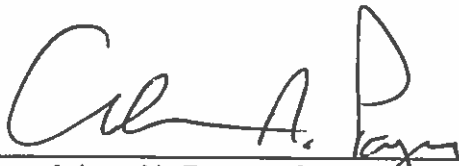
Adam N. Payne
County Administrator

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 ADRC Governing Committee for the remainder of a 3-year term expiring July, 2017:

Larry Samet, 715 Pershing Avenue, Sheboygan, WI 53083

Respectfully submitted this 19th day of May, 2015.


Adam N. Payne, County Administrator

April 15, 2015

Marie Seger, Supervisor,

ADRC

650 Forest Ave

Sheboygan Falls, WI 53085

Dear Marie,

I apologize for the delay in submitting this request. Since attending the last governing board meeting I had some surgery which took precedent and limited my time to meet some commitments. Currently I am doing well and with my energy level back to normal I am hopeful you will submit my name for approval as the Hearthstone representative to your advisory board.

My wife Mary Kay and I are Co-Guardians of our Down syndrome daughter. She has benefitted from the assistance offered by the ADRC and her plan of care is meeting her needs. In addition to parenting a child with special needs I feel that serving the community in various roles has afforded me the experience to serve on your Advisory Board. In June of 2014 I retired from Sheboygan County Health and Human Services having been assigned as a Social Worker at STRIVE for 10 years and as the Department's Wraparound Coordinator for the last 20 plus years.

I feel strongly that whenever possible citizens should contribute to their community. Some examples of this belief are:

Founding Director of Safe Harbor

Co-Owner of the Violence Intervention Program

Previous Board Member of Above & Beyond Children's Museum

Member of the Kiwanis Club of Greater Sheboygan

Vice President of Hearthstone

Board Member of the Deland Receiving Home

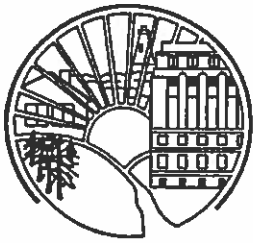
Serving my Seventh Term as a Board Member of the Sheboygan Area School District (currently Finance Chairman)

Should you need further information please contact me at samethome@aol.com or (920) 452-2580

Respectfully,

A handwritten signature in black ink, appearing to read "Larry M Samet". The signature is fluid and cursive, with the first name "Larry" being more prominent.

Larry M Samet



SHEBOYGAN COUNTY

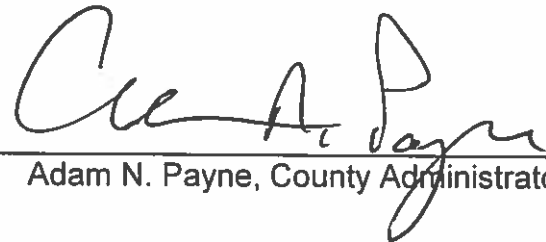
Adam N. Payne
County Administrator

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 re-appointment to the Sheboygan County Affirmative Action Commission for a three-year term expiring April, 2018:

Kim Pagel, 1011 North 8th Street, Sheboygan, WI 53081
(Sheboygan County Employee Representing the Health & Human Services Department)

Respectfully submitted this 19th day of May, 2015.



Adam N. Payne, County Administrator



SHEBOYGAN COUNTY

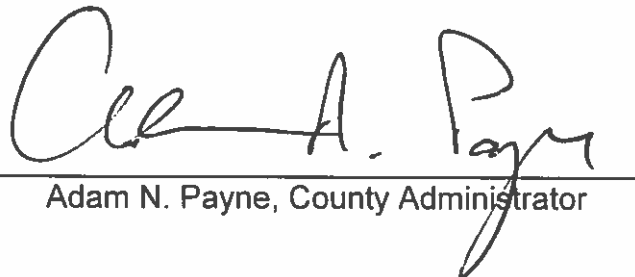
Adam N. Payne
County Administrator

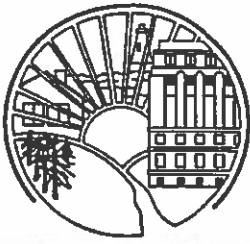
TO THE HONORABLE MEMBERS OF THE SHEBOYGAN COUNTY BOARD:

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 re-appointments to the Communications Council for a two-year term expiring May, 2017:

David Augustin, 828 Center Avenue, Sheboygan, WI 53081 – City Government
Brian Goelzer, 405 Bittersweet Lane, Plymouth, WI 53073 – Private Ambulance Service
Jeremy Present, 102 North 11th Street, Oostburg, WI 53070 – Rescue Service
Steve Steinhardt, 525 North 6th Street, Sheboygan, WI 53081 – Emergency Management
Edgar Karsteadt, 1211 North 23rd Street, Sheboygan, WI 53081 – Member-at-Large

Respectfully submitted this 19th day of May, 2015.


Adam N. Payne, County Administrator



SHEBOYGAN COUNTY

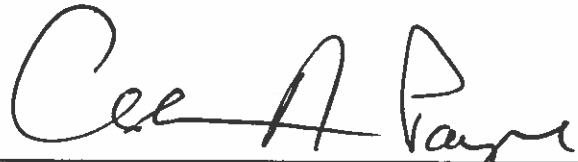
Adam N. Payne
County Administrator

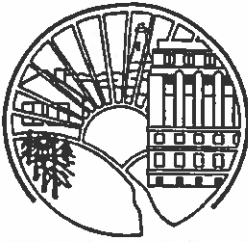
TO THE HONORABLE MEMBERS OF THE SHEBOYGAN COUNTY BOARD:

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 re-appointments to the Emergency Medical Services (EMS) Council for a two-year term expiring May, 2017:

Robert Kulhanek, 2422 N. 7th St., Sheboygan, WI 53081 – Interested Consumer
Allen Wrubbel, 408 Zuider Lane, Oostburg, WI 53070 – Village Government
Daniel Hein, 5028 Baronwood Pkwy, Sheboygan, WI 53083 – Town Government
Steve Steinhardt, 525 N. 6th Street, Sheboygan, WI 53081 – Emergency Management
Darrel Kasuboski, 201 E. Water St., Cascade, WI 53011 – First Responder
Craig Schicker, W8212 County Road F, Cascade, WI 53011 – Nursing
Suzanne Martens, 38 Lake Breeze Ln., Random Lake, WI 53075 – County Medical Society
Carson Wilkinson, 735 Tallgrass Ln., Plymouth, WI 53073 – Industry
Thomas Bahr, 2122 S. 7th St., Sheboygan, WI 53081 – Member-at-Large

Respectfully submitted this 19th day of May, 2015.


Adam N. Payne, County Administrator



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 Local Emergency Planning Committee (LEPC) for a two-year term expiring May, 2017:

Appointment

Nick Cluppert, 515 South Washburn Street, Oshkosh, WI 54904 - Community Groups

Re-appointments

Kathleen Rath Marr, W4149 Risseuw Rd., Cedar Grove, WI 53013 – Local Environmental

Thomas Bahr, 2122 S. 7th St., Sheboygan, WI 53081 – Hospital

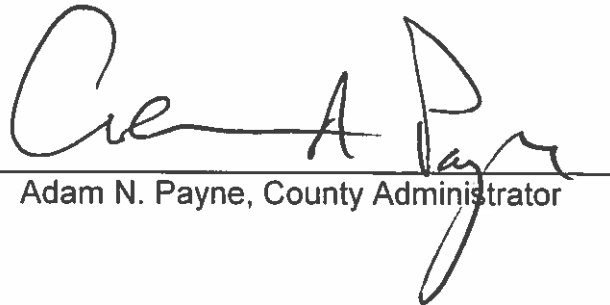
Phillip Ditter, 11275 Mineral Springs Dr., Port Washington, WI 53074 – Transportation

Keary Kautzer, 1 University Dr., Sheboygan, WI 53081 – Broadcast Media

Paul Rutledge, N6975 Woodside Hills Dr., Sheboygan, WI 53083 – Facility Owner/Operator

Peter Madden, P.O. Box 758, Sheboygan, WI 53082 – Facility Owner/Operator

Respectfully submitted this 19th day of May, 2015.


Adam N. Payne, County Administrator

Resume

Nick Cluppert
Disaster Program Manager
American Red Cross
Northeast WI Chapter
515 S Washburn Street
Suite 201
Oshkosh, WI 54904
(920) 231-3692 X19 office
(920) 642-0089 cell

Nick Cluppert is under consideration for an appointment to the Sheboygan County LEPC. Nick is the Disaster Program Manager for the American Red Cross (ARC) Chapter that serves Sheboygan County.

ARC Volunteers and Staff are on call 24 hours a day to assist local children and families who have lost their home to a house fire, flood or other devastating event. Children and families left homeless from disasters seek the Red Cross in their time of need. The ARC is notified of a disaster by local first responders, community agencies, clients and/or families. The ARC does not receive government funding for local disasters, however, they are chartered by Congress to provide disaster victims with relief.

Disaster Action Teams provide comfort kits with hygiene products, emergency shelter, food and appropriate financial assistance. Disaster victims meet with trained Red Cross Caseworkers who work with each client individually to address their needs and help them towards long term recovery. The ARC also link children and parents to housing assistance, social services and disaster counseling services. All disaster assistance provided is at no cost to the recipients.

SHEBOYGAN COUNTY RESOLUTION NO. 03 (2015/16)

Re: Honoring the Life of Former County Board Supervisor Jacob J. Verhelst, Jr.

WHEREAS, former County Board Supervisor Jacob J. Verhelst, Jr., passed away on April 28, 2015, and

WHEREAS, in addition to many community activities including serving as a Deacon, Trustee, and Elder of his church, as an American Legion Commander, and as a school board member, Mr. Verhelst also served three terms on the Sheboygan County Board from 1972 through 1978, and

WHEREAS, while on the County Board, he served on the Finance and Equalization Committees, and

WHEREAS, Mr. Verhelst also distinguished himself as a member and Vice-Chairperson of the County's Bicentennial Committee in 1976;

NOW, THEREFORE, BE IT RESOLVED that by passage of this Resolution, the County Board herewith makes public its recognition of Mr. Verhelst's dedicated service to the citizens of the County and expresses its heartfelt sympathy to his friends and family, and especially his wife, Tanya, and his children, Natalie Prinsen and James Verhelst.

BE IT FURTHER RESOLVED that the Clerk be directed to forward a copy of this Resolution to Tanya Verhelst, Natalie Prinsen, and James Verhelst.

Respectfully submitted this 19th day of May, 2015.

[illegible]

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;

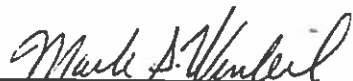
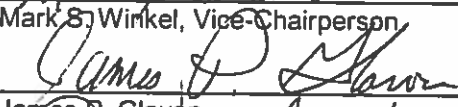

NOW, THEREFORE, BE IT RESOLVED that the Sheboygan County Board of Supervisors states that the project meets the conditions for an absence-of-need exception for the placement of pedestrian facilities on the County Road "RR" bridge replacement project over the Onion River as part of Project ID 4198-04-00 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

Charles W. Conrardy, Secretary


Mark S. Winkel, Vice-Chairperson

James R. Glavan

Jacob Van Dixhorn

Opposed to Introduction:

FISCAL NOTE
April 2015

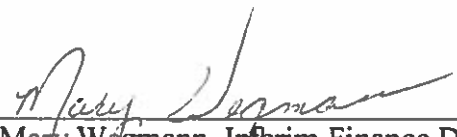
Resolution No. 01 (2015/16) RE: Requesting an Absence-of-Need Exception from Wisconsin Department of Transportation for a Sidewalk as part of the County Road "RR" Bridge Replacement over the Onion River

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. 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.


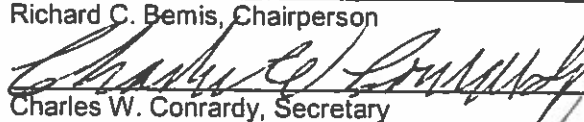
Commencing at the N1/4 Corner Section 4, T14N, R21E; thence S 00° 18'28" E, along the east line NW1/4 Section 4, 33.00 feet to the point of beginning:


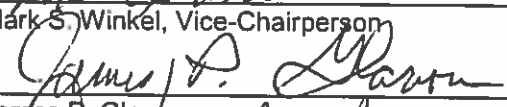

Thence, continuing S00°18'28" E, along the east line NW1/4 Section 4, 372.18 feet; thence southwesterly 96.60 feet along the arc of a curve to the left, said curve having a radius of 781.78 feet, and a main chord which bears S19°40'54" W, 96.54 feet; thence N00°18'28" W, 463.02 feet to the south line 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

Charles W. Conrardy, Secretary


Mark S. Winkel, Vice-Chairperson

James P. Glavan

Jacob Van Dixhorn

Opposed to Introduction:

FISCAL NOTE
April 2015

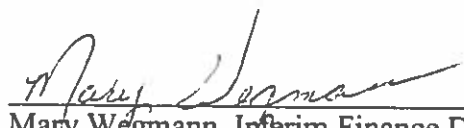
Resolution No. 01 (2015/16) RE: Requesting an Absence-of-Need Exception from Wisconsin Department of Transportation for a Sidewalk as part of the County Road "RR" Bridge Replacement over the Onion River

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

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

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

Respectfully submitted this 19th day of May, 2015.

LAW COMMITTEE

Thomas V. Epping, Chairperson

Vernon Koch, Vice-Chairperson

Mark S. Winkel, Secretary

Steven Bauer

Fay Uraynar

Opposed to Introduction:

R:\CLIENT\08299\00021\00075015.DOCX

May 15, 2015, draft

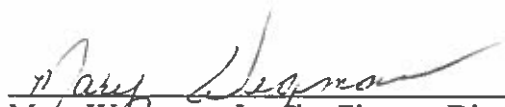
FISCAL NOTE

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

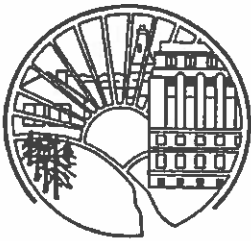
This resolution authorizes the submission of an application through the Justice Assistance Grant Award Program and also to enter into a memorandum of understanding with the City of Sheboygan for sharing of grant proceeds.

Funding:

Funding is not needed.



Mary Wegmann, Interim Finance Director
May 15, 2015



SHEBOYGAN COUNTY

Roger L. Te Stroete
Chairman of the Board

Adam N. Payne
County Administrator

May 15, 2015

Sheboygan County
Board of Supervisors

Re: Request to Pull Ordinance For Immediate Action

Dear County Board Supervisors:

The Human Resources Committee unanimously recommends that Ordinance No. 02 (2015/16), Increasing Compensation and Pay Ranges for Non-bargaining Unit Personnel for 2015 and Amending Merit Pay be pulled for immediate action. The Ordinance includes a 1.57% increase for all employees, *with no exceptions*, other than employees subject to an existing contract (Rocky Knoll and Sheriff's Department personnel).

Background

The County Board unanimously adopted the 2015 budget on November 4, 2014 which included this CPI increase of 1.57%.

The HR Committee originally followed up on the County Board's action and introduced a similar ordinance during the January 2015 Board meeting, which was subsequently referred to the Finance Committee. However, at that time, the Arthur Gallagher Compensation Study was in progress, so the Finance Committee requested more time so they could consider their recommendations. Ultimately, amendments were made to the ordinance, but as you know, were not supported during the April County Board meeting.

As a result, the Human Resources Committee has returned to the original guidance of the County Board, and unanimously agreed to reintroduce the 1.57% across-the-board pay increase with no exceptions.

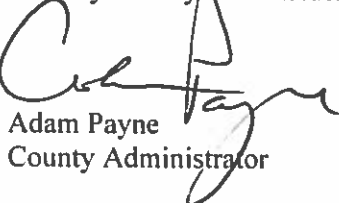
The Arthur Gallagher Compensation Study recommendations will be taken up separately in ordinance No. 03, and will not be implemented until the January 2016 calendar year.

Summary

Like any successful organization, Sheboygan County views its employees as our number one asset. Although there were good intentions, we are now five months into the year, and our employees have still not received the pay increase unanimously approved by the County Board in November 2014. This has contributed to employee angst, misunderstandings, and a workload backup in our payroll administration.

It is time for action. Please pull Ordinance No. 02 for immediate consideration and let's move forward. If you have questions, please don't hesitate to contact us or a member of the HR Committee.

Thank you for your consideration.



Adam Payne
County Administrator



Jean Gallimore
Human Resources Director

SHEBOYGAN COUNTY ORDINANCE NO. 02 (2015/16)

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

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

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

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

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

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

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

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

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Third		
							Midpoint	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

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Midpoint	Third Quartile	Maximum
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%
9.0	2.00%1.50%

- (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

66 date of such change will receive a corresponding adjustment in
67 salary provided they have received a performance evaluation
68 rating of at least 5.0.
69

70 Section 3. **Effective Date.** The herein Ordinance shall take effect upon
71 enactment, but the salary adjustments provided for herein shall be retroactive to January
72 1, 2015. For those non-elected, non-bargaining employees formerly represented by the
73 Sheboygan County Sheriff's Supervisors Association, WPPA-LEER (whether "sworn" or
74 non-sworn"), who have not yet been placed in the classification system set forth at
75 Section 47.02 of the County Code, together with any similar County employees formerly
76 represented by a collective bargaining unit or whose positions have not yet been added
77 to the grade grid, the salary increase shall be based on their previously-established
78 wages and the step increase of Sections 47.03(6) through (8) shall be applied
79 retroactive to January 1, 2015, to any grade grid formerly in place for those employees
80 as part of a former collective bargaining unit agreement, but the merit pay provisions
81 shall not be applicable to them.
82

83
84 Respectfully submitted this 19th day of May, 2015.
85

86
87 **HUMAN RESOURCES COMMITTEE**
88

89
90
91 _____
92 Fran Damp, Chairperson

Keith Abler, Vice-Chairperson

93
94 _____
95 Edward J. Procek, Secretary

Greg Weggeman

96
97
98
99 Opposed to Introduction:
100

101
102
103
104
105 Countersigned by:

106
107
108 _____
109 Roger L. Te Stroete, Chairperson

FISCAL NOTE

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.

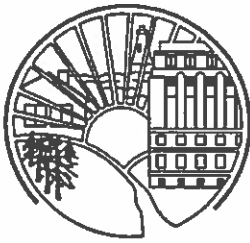
FINANCIAL IMPACT

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.

This figure is consistent with the amount budgeted for the across the board increase and merit pay for 2015 and unanimously adopted by the County Board on November 4, 2014.

Mary Wegmann

Mary A. Wegmann, Interim Finance Director
May 13, 2015



SHEBOYGAN COUNTY

Human Resources Department

Jean M. Gallimore, Director

508 New York Avenue

Sheboygan, WI 53081-4126

May 15, 2015

Sheboygan County
Board of Supervisors

Re: Ordinance associated with Employee Compensation Study

Dear County Board Supervisors:

After nearly a year of work, the HR Committee has unanimously recommended Ordinance No. 03 (2015-2016) Amending Chapter 47 – Sheboygan County Compensation System for your review and consideration. The proposed ordinance includes the recommendations of the Arthur Gallagher Compensation Study, with an effective implementation date of January 1, 2016.

Chapter 47 governs the compensation of County employees who are not members of recognized bargaining units. The overall objective of the compensation program is to provide an appropriate salary structure which will permit the County to competitively recruit and retain a talented workforce now and in the future.

On May 13, 2014 the HR Committee engaged Arthur J. Gallagher to conduct a Comprehensive Compensation Study. The Study's primary recommendations include the following:

- replace the County's current compensation plan with an up to date competitive salary range table
- provide a new job classification system and methodology (DBM -Decision Band Method)
- streamlines job titles from 200+ titles to 99, by combining many similar job titles
- establishes one comprehensive salary compensation table, replacing the current nine unique tables
- redlining approximately 60 employees that are above their proposed pay ranges, and raising approximately 30 employees to the minimum of their new salary range
- eliminates across-the-board annual salary increase for employees
- eliminates step increases
- rolls longevity pay into the employee's base pay (for those who receive longevity pay), and
- provides for a Pay-for-Performance Merit Plan wherein employees are required to meet minimum performance standards in order to qualify for a salary increase, and, outstanding performers can receive additional compensation

As you know, representatives of Arthur Gallagher have made a number of presentations to department heads and employees, the Finance and Human Resources Committees. If you have questions or haven't reviewed their final report dated March 2, 2015 please don't hesitate to contact me. We anticipate this ordinance will be referred to a joint Executive and Finance Committee meeting, and that there will also be an overview at an upcoming All Chairs Committee meeting, as well as during your County Board Leadership Forum.

Sincerely,

Jean Gallimore, Director of Human Resources



Arthur J. Gallagher Comprehensive Compensation Study – Sheboygan County

May 2015 – Update

In 2014 Sheboygan County engaged with Arthur J. Gallagher and Co. to conduct a compensation study to review duties and responsibilities for all county positions. Arthur J. Gallagher evaluated all jobs for internal value relationships and developed an updated compensation system that is externally competitive and internally equitable. Our goals were to classify jobs appropriately and ensure that pay is competitive and fairly structured. Based on the study outcomes, Sheboygan County will look to adopt an updated classification and compensation system that is easy to administer, fair and transparent for all county positions.

The comprehensive compensation study objective was intended to result in systems that describe accurately the body of work performed and allow the organization the flexibility to effectively manage, attract and retain employees, monitor relevant labor markets, and comply with appropriate federal, state and local regulations. After a number of years, most all classification systems become outdated and much less accurate and effective than when initially established due to reorganizations, reclassifications, and ongoing changes in how we complete and accomplish work. As a result, outdated systems are less flexible and tend to not appropriately support the organization's current human resource needs. The Gallagher approach provided the opportunity to simplify our multiple classification structures into one, as well as provided an excellent opportunity with updated position descriptions to, in the future, enhance professional development discussions between employees and supervisors.

Project Summary – The Human Resources Committee contracted with Arthur J. Gallagher and Co. in 2014 to provide a Comprehensive Compensation Study for all Sheboygan County positions.

Study Initiative – Within the study, the team at Arthur J. Gallagher reviewed all job descriptions and met with select employees if further clarification was required, as well met with all department heads regarding position responsibilities and decision making levels.

Job Analysis and Classification Study – The job evaluations were completed utilizing the job descriptions as well as feedback received through the employee and department head interviews. Gallagher then worked together with Sheboygan County leadership and assigned each position a DBM (Decision Band Method) which formally established the "classification" component of the Study.

Compensation Study – The Gallagher Team conducted market research (reflecting the range of value of pay, minimum to maximum, for a particular job classification within a defined labor market to include salary surveys from local and regional labor markets that represent private and public sector data. A pay grade was then established for each position accordingly. The objective resulted in a system that accurately describes the body of work performed and allows the County the flexibility to effectively manage, attract and retain personnel.

Study Findings and Recommendations:

- ❖ County Classification Titles reduced from 199 – 100.
- ❖ Vast majority of Sheboygan County positions were determined to be competitive and appropriately positioned.
- ❖ Longevity pay will be rolled into the base pay effective 1/1/2016.
- ❖ No employee will lose base pay (to include longevity.)
- ❖ 29 employees (.03% identified as their current salary falling below the new salary range minimum. HR Committee recommends effective 1/1/2016 increasing their salary to the minimum of the proposed salary range.
- ❖ Approximately 60 employees identified as their current salary falls above the new salary range maximum. HR Committee recommends effective 1/1/2016 red-lining, maintaining current salary constant until the time when the proposed salary range might catch up to the current salary.



Arthur J. Gallagher Comprehensive Compensation Study – Sheboygan County May 2015 – Update

Commonly asked Questions:

1. What is the classification description?

A classification description is a broad description of one profession's work and level within the occupational or family grouping. The classification description will include typical essential duties reflective of the type and level of work performed by employees in the class, distinguishing characteristics between the class and other classes in the family grouping.

2. What is my position description and where may it be located?

The position description is a narrative of an individual employee's assigned job duties, responsibilities, and overall scope of work. In many instances, the information contained in the position description is completed with input from the employee in conjunction with the supervisor/manager. All position descriptions are maintained in the Human Resources Department and are available on the Human Resources shared.

3. When does the study/new salary ranges take effect?

The Study will take effect as of 1/1/2016 if approved by the County Board.

4. What salary ranges and compensation plan do we comply with in 2015?

There is no change to the 2015 compensation plan.

5. Will there be an Across the Board Salary Increase in 2015?

The Human Resources Committee introduced Ordinance 12 to County Board on January 20th recommending a 1.57% Across the Board Increase for all employees effective 1/1/2015 (with the exception of those employees governed under a contract.) The Human Resources Committee further went on record March 2nd making a recommendation to the Finance Committee to amend Ordinance 12 to reflect the 1.57% Increase for all employees with the exception of those employees governed under a contract, as well as those employees whose salary is above the proposed Gallagher salary ranges. However this recommendation was not supported by the Finance Committee. Instead, the Finance Committee made an amendment to the Ordinance proposing the approximate 60 red-lined employees and those who are near the maximum of the proposed Gallagher range, receive a portion of the 1.57% increase, to the maximum of the proposed range and /or the remaining portion (any and all above proposed range) in a lump sum, equating to a 1.57% increase. The County Board did not support this amendment. As with all Ordinances, this will require County Board approval. The Human Resources Committee has reintroduced the original Ordinance 12, and it is currently referred to as Ordinance 02.

6. How will employees move through the salary ranges in 2016 and beyond?

The County will introduce a Pay for Performance Plan effective 1/1/2016. This will identify how employees will be provided the opportunity to move through the new salary ranges based on performance effective 1/1/16.

7. Where do I go if I have further questions regarding the new system?

Department Heads and managers have been briefed regarding the studies and can address your questions. You are also welcome to contact the Human Resources Department.

8. What happens if an individual disagrees with the new classification assignment.

There will be an appeals process that will be announced in July where employees may provide documentation that the distinguishing characteristics of their job and essential duties are different or require further clarification than that of the original job description that was submitted to Gallagher. Such appeals will be submitted to the employee's supervisor, manager and department head for review. In the event the department specific management team agrees with the appeal and it's supporting documentation from the employee, the appeal will then be forwarded to the Director of Human Resources and the Human Resources Committee for further consideration and final decision.

9. What are the next steps?

- Ordinance 02 proposing 1.57% pay increase, will be considered by County Board May 19, 2015.
- Ordinance proposing to implement with Compensation Study effective January 1, 2016 will be introduced to County Board May 19, 2015.
- Reviewed by Executive and Finance Committee – June 2015
- County Board Action – June 16, 2015
- Employee Announcement/Website Posting/Appeal Process – July 2015.

SHEBOYGAN COUNTY ORDINANCE NO. 03 (2015/16)

Re: Amending Chapter 47 – Sheboygan County Compensation System

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

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

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

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

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

47.01 PURPOSE AND SCOPE.

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

47.02 CLASSIFICATION OF POSITIONS.

- (1) Each position governed by this compensation program other than elected officials Chapter will be assigned to a Salary Grade Decision BandTM Method (DBM) Rating. The determination of the most 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 Agent1	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	Supervisor—District	Transportation
152	Supervisor—Office	Clerk of Courts
153	Supervisor—Office	District Attorney
154	Supervisor	Child Support
155	Veterans' Service Officer	Veterans' Service
156	<hr/>	
157	8 Accountant	Finance/Info Tech
158	Accountant	Health/Human Svcs
159	Accountant	Sheriff
160	Assistant to Administrator	Rocky Knoll
161	Assistant Surveyor/Assistant Engineer	Transportation
162	Assistant (to County Administrator)	County Administrator
163	Director—Health Information Systems	Rocky Knoll
164	Social Worker	Rocky Knoll
165	Supervisor—Billing	Rocky Knoll
166	Supervisor—Office	Health/Human Svcs
167	Supervisor—Office	Register of Deeds
168	Supervisor—Office	Treasurer
169	<hr/>	
170	7 Activity Therapist	Rocky Knoll
171	Benefits Assistant	Human Resources
172	Billing Supervisor	Rocky Knoll
173	Mechanic (Civilian)	Sheriff
174	Office Manager	Sheriff
175	<hr/>	
176	6 Administrative Assistant	Rocky Knoll
177	Administrative Assistant/Secretary	Sheriff
178	Administrative Assistant/Secretary	Transportation
179	Supervisor—Environmental Services	Rocky Knoll
180	<hr/>	
181	5 Secretary	Human Resources
182	<hr/>	
183	4 Confidential Secretary	Rocky Knoll
184	<hr/>	
185	3 Check Fraud Investigator	District Attorney
186	<hr/>	
187	2	
188	<hr/>	
189	1	
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>
<u>A11</u>	<u>\$22,009</u>	<u>\$26,410</u>	<u>\$30,812</u>
<u>A12</u>	<u>\$24,863</u>	<u>\$29,835</u>	<u>\$34,808</u>
<u>A13</u>	<u>\$27,716</u>	<u>\$33,260</u>	<u>\$38,803</u>
<u>B21</u>	<u>\$30,579</u>	<u>\$36,695</u>	<u>\$42,810</u>
<u>B22</u>	<u>\$33,433</u>	<u>\$40,119</u>	<u>\$46,806</u>

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

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 and 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 Grade 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>
---------------	---------------------------

7.0	.50%
7.5	.75%
8.0	1.00%
8.5	1.25%
9.0	1.50%

Rating	Pay-for-Performance Merit Increase
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.

(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 erpay-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.~~

47.04 TRANSFERS, PROMOTIONS, AND DEMOTIONS.

(1) Unless otherwise approved by the Human Resources Committee, an
An employee who moves from one position to another within the
same pay GradeDBM Rating will not receive an adjustment in pay,
and the employee's anniversary date and eligibility date for Step
erpay-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 GradeDBM Rating on a voluntary basis shall receive an adjustment in salary to an appropriate point within the range for the new position's GradeDBM 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
Clerk of Courts	\$72,281	\$72,281	\$72,281	\$72,281
County Clerk	\$64,872	\$64,872		
Register of Deeds	\$63,416	\$63,416		
Sheriff	\$99,554	\$99,554	\$99,554	\$99,554
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 _____
553 Fran Damp, Chairperson

Keith Abler, Vice-Chairperson

554
555 _____
556 Edward J. Procek, Secretary

Greg Weggeman

557
558
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560 Opposed to Introduction:
561

562
563 _____
564
565 Countersigned by:

566
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568 _____
569 Roger Te Stroete, Chairperson

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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