ROCK COUNTY BOARD OF SUPERVISORS’ MEETING
THURSDAY, NOVEMBER 15, 2018 – 6:00 P.M.
COUNTY BOARD ROOM/COURTROOM H
FOURTH FLOOR/COURTHOUSE EAST

Agenda

1. CALL TO ORDER.
2. INVOCATION & PLEDGE OF ALLEGIANCE
3. ROLL CALL
4. ADOPTION OF AGENDA
5. APPROVAL OF MINUTES – October 25, 2018
6. PUBLIC HEARING
   A. Amending the County’s Personnel Ordinance (First Reading)
7. CITIZEN PARTICIPATION, COMMUNICATIONS AND ANNOUNCEMENTS
8. NOMINATIONS, APPOINTMENTS AND CONFIRMATION
   A. Appointments to the Disabled Parking Enforcement Assistance Council
   B. Appointment to the Traffic Safety Commission
   C. Appointment to the 911 Communications Commission
   D. Appointments to the Transportation Coordinating Committee
   E. Appointments to Council on Aging Advisory Board/Council on Aging Nutrition Advisory Council
   F. Appointments to Arrowhead Library System Board
   G. Appointment to the ADRC Advisory Committee
9. RECOGNITION OF COUNTY EMPLOYEES OR OTHERS
10. INTRODUCTION OF NEW RESOLUTIONS OR ORDINANCES BY SUPERVISORS FOR REFERRAL TO APPROPRIATE COMMITTEE
11. REPORTS
   A. Facilities Assessment Report – Brent Sutherland
12. NEW BUSINESS
   A. Supplementary Appropriations and Budget Changes - Roll Call
      1. Authorizing Acceptance of Highway Safety Grant

The County of Rock will provide reasonable accommodations to people with disabilities. Please contact us at 608-757-5510 or e-mail countyadmin@co.rock.wi.us at least 48 hours prior to a public meeting to discuss any accommodations that may be necessary.
12. NEW BUSINESS

B. Contracts – Roll Call
   1. Approving 2019-2020 Intergovernmental Agreement with Dane County for Medical Examiner Services
   2. Authorizing Purchase of Patrol Squads and Fleet Vehicles
   3. Approving Reinsurance Contract for Stop-Loss Coverage

C. Proclamation to Recognize the Second Monday in October as “Indigenous Peoples Day”

D. Support for Increased Public Defender Access and Compensation

E. Approving the 2019 Base Wage Rates for all Employees except Represented Law Enforcement Employees, and Amending the Personnel Policy Wage Appendixes

F. Revising Board Rules and Establishing Airport Board

G. Setting the 2019 Salary of the County Administrator

H. **EXECUTIVE SESSION:** Per Section 19.85(1)(g), Wis. Stats. – Confer with Legal Counsel Regarding Potential Litigation

13. ADJOURNMENT
RESOLUTION NO. 18-11D-119

AGENDA NO. 6.A. (1)

ORDINANCE
ROCK COUNTY BOARD OF SUPERVISORS

Annette Mikula
INITIATED BY

Amy Spoden, Asst. Human Resource Director
DRAFTED BY

County Board Staff Committee
SUBMITTED BY

November 6, 2018
DATE DRAFTED

AMENDING THE COUNTY’S PERSONNEL ORDINANCE

WHEREAS, Rock County has an established Personnel Ordinance; and,
WHEREAS, it is good practice to review the personnel ordinance language on an annual basis; and
WHEREAS, certain additional changes have been suggested by Employees and Department Managers; and,
WHEREAS, the County wants to incorporate these additional changes to the Personnel Ordinance effective at
12:01 a.m. January 1, 2018.
NOW, THEREFORE, BE IT RESOLVED, that the Rock County Board of Supervisors assembled this
day of __________, 2018 does hereby amend Chapter XVIII, the County’s Personnel
Ordinance as follows:

Section 4: Salary Administration

Productivity/Incentive Awards

Extraordinary productivity/incentive awards may be granted in recognition of exceptional performance in
addition to an employee’s regular pay. Recommendations for such pay shall be initiated by the employee’s
supervisor and/or Department Head, reviewed and approved by the Human Resources Director, County
Administrator, appropriate Governing Committee and the County Board Staff Committee. Specific
guidelines for the administration of the Productivity/Incentive Awards Program shall be the responsibility
of the Human Resources Director to establish and maintain subject to approval by the County
Administrator and County Board Staff Committee. Such requests shall be in writing and supported by
evidence of the following:

(a) The employee has personally conceived and suggested a procedure or device
which has resulted in substantially greater operating efficiency or in a marked
decrease in operating expenses; or,

(b) The employee has performed extensive collateral duties or has continually
completed difficult work assignments, which significantly increased the efficiency
and effectiveness of his/her department’s program or the County service.

Section 5: Fringe Benefits

Holidays

The following holidays are observed by the County and shall be granted to regular employees with pay and to
temporary employees without pay, unless such employees are required to be on scheduled work:

(a) New Year’s Day
(b) Spring Holiday to be observed the Friday immediately preceding Easter
(c) Memorial Day
(d) July 4th
(e) Labor Day
(f) Thanksgiving Day
AMENDING THE COUNTY'S PERSONNEL ORDINANCE

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49. For employees working the standard work schedule, when a holiday falls on Saturday, it shall be observed on the preceding Friday. When a holiday falls on a Sunday, the following Monday shall be observed.

50. For employees not working the standard work schedule see the HR Policies and Procedures.

51. Unilateral A Positions who are required to work a holiday, will be paid or granted compensatory time off at a rate of time and one-half and receive an additional day in lieu thereof.

52. Pool/Relief of Unilateral A Positions who are required to work a holiday will be paid at a rate of time and one half.

53. For supervisors working at the 911 Communication Center who are required to work on a holiday, they will be paid or granted compensatory time off at a rate of time and one-half for all hours worked between 7:00 a.m. the day of the holiday through 6:59 a.m. the day after the holiday, and earn 8 hours of holiday-time in lieu of.

54. Whenever a designated holiday falls on an employee's scheduled day off, an additional day shall be granted in lieu thereof.

55. Unilateral C Employees (FLSA exempt) who work on a holiday shall receive a day in lieu thereof.

56. Regular part-time employees who normally work sixteen or more hours per week shall be paid for holidays which fall on days for which they would otherwise be scheduled to work, according to the number of hours for which they would be scheduled to work on that day.

57. When a holiday falls within a period of leave with pay, the employee shall receive pay for the holiday.

58. When a holiday falls within a pay period of leave without pay, the employee shall receive no pay for the holiday.

59. In order to receive holiday pay, employees must normally be scheduled to work for not less than 4 hours the regular workday before and not less than 4 hours the regular workday after the holiday, unless on authorized paid time off (sick leave, vacation) or on paid FMLA.

60. Floating holidays must be taken in whole day increments (pro-rated for part-time employees).

61. The floating holiday shall accrue to the employee effective any work shift starting on or after 4 a.m. of January 1st of each year. Employees need to use the floating holiday before December 31 of each calendar year. If the floating holiday is not used by December 31, the floating holiday will be forfeited. During their first year of employment, Employees hired after November 30, will have until January 31 of the following year to use their floater from the previous year.

62. The floating holiday may be taken upon at least 7 days advance notice. The floating holiday request will normally be approved, however, it may be denied by the Department Head, even with a 7 day advance notice, if granting the request would put the department, division, unit, or shift below the minimum staffing needs of the department, division, unit or shift. A floating holiday with less than 7 day notice may be granted in an emergency circumstance at the discretion of the Department Head or his/her designee. Employees are strongly encouraged to use their floating holiday prior to the last payroll period of the calendar year.

Leave of Absence Policy (Non FMLA)

18.508

The County Administrator or the Department Head, after consulting with the Human Resources Director, may grant a regular employee leave of absence (with or without pay) for a period up to one-year six months except for an educational leave, subject to the following conditions:
113 Leave of absence (with or without pay) may be granted when it is in the best
interest of the County to do so. Requests for leave of absence shall be approved
prior to the taking of such leave. When such leave is requested as an extension of
sick leave, an acceptable physician's certificate shall be required.

118 At the expiration of a leave of absence without pay, the employee shall be
reinstated to the position he/she vacated or to an equivalent position which is
vacant at the time, provided the employee meets the stated qualifications. If there
is not a suitable vacancy available, the employee's name shall be placed on an
appropriate reinstatement list.

123 Credit toward vacation and sick leave shall not be earned after 30 days while an
employee is on leave without pay. Insurance benefits may be retained according
to HR Policy and Procedure.

128 Leave without pay shall not constitute a break in service; however, if the
employee is absent more than thirty days during a calendar year, it shall change
the employee's anniversary date.

133 When a leave without pay of more than thirty (30) consecutive days is taken, the
employee's anniversary date shall be moved ahead by the total number of days of
the leave.

138 A return to work earlier than the scheduled termination of leave date may be
arranged by the supervisor and the employee, with the approval of the Human
Resources Director.

143 Employees on leave of absence from the County may not be employed full
time elsewhere. Employees holding employment elsewhere during a leave of
absence shall be deemed to have voluntarily resigned from employment with Rock
County.

148 If an employee is unable to return to work on the date stipulated, he/she may
submit a written request to extend the leave of absence, subject to the approval of
the County Administrator or Department Head and the HR Director. If, on the
date following the expiration of the leave of absence, an extension is not
requested and granted and the employee has not returned to his/her position, the
employee shall be considered to have voluntarily resigned from County
employment.

153 Unauthorized Absence. It is recognized that there may be extenuating
circumstances for unauthorized absence, and due consideration shall be given
each case. However, an employee who is absent from duty without approval
shall receive no pay for the duration of the absence, and shall be subject to
disciplinary action, which may include dismissal.

Bereavement Leave

In the event of a death an employee may be excused from work without loss of pay for up to a maximum of thirty-
two (32) hours annually for the purpose of attending a person's wake, visitation, memorial service, funeral, or
make necessary arrangements regarding the person's death, within a reasonable time after the occurrence.

166 If additional time is required beyond the thirty-two (32) hours annually, an employee may request to use
accumulated vacation, holiday or comp-time. Sick leave cannot be used.

Bereavement leave cannot be accrued from one year to the next.

Bereavement leave can be used in increments of quarter hours.

A second or third shift employee may be excused from work the scheduled shift before or after the event,
provided the shift begin or ends on the same calendar date of the event.

All leaves under this section shall be prorated based upon the employee's FTE.
Sick leave pay shall commence on the first day of any period of illness due to accident, injury or disease.

1. All full-time employees shall earn one sick leave day per month of continuous employment. All part-time employees whose regular workweek is sixteen hours or more shall earn one sick leave day on a prorata basis directly in relation to the normal full-time employment period. All part-time employees, who work less than sixteen hours per week, shall not earn sick leave. Temporary and seasonal employees are not eligible for sick leave.

2. Sick leave shall be granted after three months continuous service (from original hire date) when an employee is required to be absent from work because of:

   (a) Illness of the employee.

   (b) Illness of an employee’s spouse

   (c) Illness of a minor child (includes stepchild, current foster child, grandchild, or any other child they are legally responsible for and can provide legal documentation supporting the responsibility) or a child who meets the definition of a disabled adult child.

   (d) Illness of a parent (includes stepparents and current foster parents).

   (e) Contact with or exposure to a contagious disease rendering the employee’s presence hazardous to fellow workers.

   (f) Reasonable medical or dental attention that cannot be scheduled during non-working hours.

3. Sick leave shall accrue to a maximum of one hundred thirty days.

4. Employees who are absent from work for reasons which entitle them to sick leave shall notify their supervisor as close to their regular starting time as possible in accordance with Department Work Rules.

5. A supervisor may identify a potential problem with an employee’s sick leave usage. Patterns that may indicate a problem with sick leave usage include but are not limited to:

   a) It occurs before or after a holiday,

   b) It occurs before or after a scheduled day off,

   c) An employee takes sick leave in excess of three days which has not been reported to FMLA, or

   d) The employee has a history of using short amounts of sick leave repeatedly over an extended period of time.

   e) It occurs on a day that an employee previously requested off and was denied.
Once a potential problem with sick leave usage has been identified the supervisor shall meet with the employee to discuss the reason(s) for the absences. The goal of the meeting is to gather information, counsel the employee and if there is an admitted problem, have the employee change his/her behavior.

When a problem has been identified and the employee has not voluntarily changed their behavior, a Department Head or the Human Resources Director may require the employee to submit a medical statement, stating the specific illness, period of treatment, and date that the employee may return to work.

The Department Head or Human Resources Director may require an employee to take a medical examination on returning from sick leave or on such occasions that it is in the best interest of the County. The medical examination shall be given by a physician designated by the Human Resources Director.

The Department Head or the HR Director may investigate the alleged illness of an employee absent from work on sick leave. False or fraudulent use of sick leave shall be cause for disciplinary action against the employee, up to and including dismissal.

An employee on vacation who presents an acceptable medical certificate giving the dates of illness may have that portion of his/her vacation leave converted to sick leave.

Sick leave shall be debited in no less than quarter hour units.

No credit for sick leave shall be granted for time worked by an employee in excess of his/her normal workweek.

A regular employee who moves from one department to another by transfer, promotion or demotion shall have his/her total sick leave credits transferred to the new department.

Unilateral Employees who resign or retire with ten or more years of continuous service shall be paid for one half of the accumulated sick leave days, not to exceed a total of sixty-five days. In the event of the death of an employee, the County shall make the same sick leave payment to the employee's estate. In the event of a discharge, the employee will not receive this benefit.

**Section 6: Conditions of Employment**

**Discipline/Investigations**

The purpose of discipline is correcting job behavior and performance problems of employees. Employees shall be informed of standards of conduct and performance. All staff must notify their immediate supervisor within twenty-four (24) hours of all arrests and convictions for any ordinance (other than minor traffic violations), misdemeanor or felony violations that may impact their ability to complete the essential functions of their position.

No disciplinary action will be taken until a thorough investigation has been completed. Employees under investigation shall have the right to representation during the investigatory process. The employee will be allowed to have a representative of their choice who is not a supervisor or manager.
within Rock County. The representative will be limited to listening and advising the employee but will
not be allowed to speak in place of the employee. Unilateral employees other than Department Heads
shall be allowed to have a representative of their choice who has equal or less authority than they do.

Employees may be placed on a Paid/Non Paid Administrative Leave during the investigation. Rules
and standards shall be consistently applied. Penalties shall be uniform and shall match the infraction.

Persons administering corrective discipline shall systematically document the case. Records of written
reprimands, suspensions, demotions and terminations shall be provided to Human Resources and kept
in the employee’s personnel file. Written reprimands will remain in effect for a period not to exceed
one year, and at the end of such period shall be removed from the active Employee’s personnel file.

Records of suspension shall remain in the active Employee’s personnel file for a period of two years
and at the end of such period shall be removed from the Employee’s personnel file. (This section does
not necessarily apply if the employee is represented by an attorney.)

Suspensions, demotions, and terminations shall be discussed with the Human Resources Director or the
County Administrator before such actions are taken. In the event that the immediate dismissal action is
required and the HR Director or the County Administrator cannot be reached, the employee shall be
suspended with pay pending investigation.

Disciplinary Action (Grounds for)

The following shall be grounds for disciplinary action ranging from a written reprimand to immediate
discharge depending upon the seriousness of the offense in the judgment of management:

(a) Dishonesty or falsification of records.
(b) Use, possession, distribution, selling, or being under the influence of alcohol or
illegal drugs while on Rock County premises or while conducting business
related activities off Rock County premises. The legal use of prescribed drugs
when taken in standard dosage and/or according to a physician’s prescription is
permitted on the job only if it does not impair an employee’s ability to perform
the essential functions of the job effectively and in a safe manner that does not
endanger other individuals in the workplace.

(c) Unauthorized use or abuse of County equipment or property.
(d) Theft or destruction of County equipment or property.
(e) Work stoppages such as strikes or slowdowns.
(f) Insubordination or refusal to comply with the proper order of an authorized
supervisor.
(g) Unlawful conduct defined as a violation of or refusal to comply with pertinent
laws, ordinances and regulations.
(h) Habitual tardiness, unauthorized or excessive absence or abuse of sick leave, or
repeated attempts to use unpaid leave when the employee does not have benefit
time available.
(i) Use of official position or authority for personal or political profit or advantage.
(j) Disregard or repeated violations of safety rules and regulations.
(k) Incompetence, unprofessional or poor work performance.
(l) Discrimination because of race, color, creed, national origin, marital status, sex,
sexual orientation, or any other grounds prohibited by State or Federal law.
(m) Violations of Section 18.601 "Communications and Confidentiality".
(n) Failure to call in or report to work.
(o) Sleeping during scheduled work hours.
(p) Being disrespectful or bullying in dealing with fellow employees or the general public.
(q) Failure to exercise good professional judgment and/or failure to conform to the County's or your Department's goals and mission.
(r) Disregard or repeated violations of Rock County Ordinance, Policy or Procedure, or Department Work Rules.

Other circumstances may warrant disciplinary action and will be treated on a case by case basis.

Lunch Periods and Break Time

(a) Lunch Periods.
Lunch periods are normally scheduled midway in an eight hour shift. Lunch periods shall not be longer than one hour nor shorter than thirty minutes.

(b) Break Time.
Employees may leave their workstation and return fifteen minutes later for two breaks in an eight hour shift, one during the first four hours of their first shift, and the second during the last four hours of their shift. Breaks not taken are lost. Breaks cannot be accumulated or used to extend lunch periods or to shorten the workday. Breaks must be used in 15 minute increments.

Lunch periods and break times are to be arranged between the employee and his/her supervisor or Department Head. Since most County offices remain open continuously on normal work days between 8:00 a.m., and 5:00 p.m., it is the Department Head's responsibility to assure that lunch periods and breaks are scheduled so that adequate staff coverage is provided at all times.

Employees who are on a nonstandard work schedule or work 2nd or 3rd shift shall follow Department Work Rules for lunches and breaks.

(c) The Lunch Period and Break Times cannot be combined to the start or end of the shift in order to come in late or leave early.

Section 7: Performance Evaluation

Each employee shall be evaluated at the following periods:

(a) Probationary Period (of one year).
Each employee shall be evaluated during their probationary period and one month prior to the completion of the probationary period.

(b) Probationary Period (of less than one year).
Each employee shall be evaluated one-month prior to the completion of the probationary period.

(c) Annual.

Each employee shall receive an annual performance evaluation close to his/her anniversary date, or at another specified time if the Department Head elects to evaluate members of a classification or the whole department together at one time.

(d) Special.

A special performance evaluation shall be completed:

1. Whenever there is significant change in the employee's performance,
2. Whenever a supervisor permanently leaves his/her position, in which case, the supervisor shall complete a performance report on each employee under his/her supervision that has not been evaluated within six months prior to the date the supervisor expects to leave.

When an employee has accepted a new position with in Rock County, the current supervisor should complete a performance evaluation for the employee if they have not received a performance evaluation in the last six months.

Section 8: Grievance Procedure

Filing a Grievance

This grievance procedure is available to all unilateral County employees (except Department Heads and elected County Officials), members of a bargaining unit that previously contained a grievance procedure, seasonal and temporary employees of the County.

Limitations:

1. A grievance that may be brought by or on behalf of a law enforcement officer using the procedure specific in Wis. Stat. Section 59.26(8) may not be brought under this section.
2. A grievance that may be brought by or on behalf of an employee under a grievance procedure that is contained in a collective bargaining agreement may not be brought under this section.
3. A grievance filed outside of the specified time lines in 18.806 will be denied. The employee will forfeit all rights to participate in the grievance procedure as spelled out in 18.806.

Grievance Procedure

A formal grievance of an employee shall be handled in accordance with the following procedure.

STEP 1. Supervisor.

The employee shall, within seven (7) calendar days of the event giving rise to the grievance or within ten calendar days of the date he/she could reasonably be expected to have knowledge of the grievance, present his/her formal grievance in writing on the form designated by the County to his/her immediate
supervisor unless the immediate supervisor is the subject matter of the grievance, in which case, the employee may immediately proceed to Step 2. If the Department Head is the subject matter of the grievance, the employee may immediately proceed to Step 3. The supervisor shall within three (3) calendar days meet and discuss the grievance with the employee and then reply in writing within three (3) calendar days.

STEP 2. Department Head.

In the event that the immediate supervisor's decision is not satisfactory to the employee or the immediate supervisor is the subject matter of the grievance, the employee may within seven (7) calendar days, present the grievance in writing to his/her Department Head. The Department Head, or his/her designee, shall, within five (5) calendar days, meet and discuss the grievance with the employee and then reply in writing within five (5) calendar days.

STEP 3. Human Resources Director.

In the event that the Department Head's decision does not satisfy the employee's grievance or if the Department Head is the subject matter of the grievance, the employee may, within seven (7) calendar days, present the grievance in writing to the Human Resources Director. The Human Resources Director shall arrange to meet within ten (10) calendar days of receipt of the grievance with the employee, his/her representative, if any, and any other person the Human Resources Director deems necessary. If, in the judgment of the Human Resources Director, a hearing is necessary to ascertain the facts surrounding the dispute, one shall be scheduled as soon as practicable. After the hearing, the Human Resources Director shall respond to the grievance in writing to the employee within ten (10) calendar days.

By mutual agreement between the Employer and the Employee the timelines in Steps 1, 2 and 3 may be extended.

STEP 4. Impartial Hearing Officer (IHO).

In the event the decision of the Human Resources Director does not resolve the grievance, the employee may, within seven (7) calendar days, request a hearing before an Impartial Hearing Officer and pay the filing fee (if one is established) by the County Board. The cost of the impartial hearing officer shall be equally shared by the parties.

a. The Human Resources Director Office of Corporation Counsel shall upon receipt of a written hearing request, provide the employee with the name of an Impartial Hearing Officer. The Impartial Hearing Officer must not be an employee of the County. The Impartial Hearing Officer may be a lawyer, a professional mediator/arbitrator or other qualified individual as determined by the County Administrator.

b. The Impartial Hearing Officer shall be impartial and may not have any prior knowledge of the grievance.

c. The Human Resources Director Office of Corporation Counsel will contact the hearing officer and schedule a meeting with the employee and the IHO to discuss the hearing. This meeting shall occur within two weeks of the date the Human Resource Director receives the request for the hearing. If the employee does not respond to the HR-Directees's attempt to schedule the meeting or does not attend a scheduled meeting, the request for a hearing shall be considered withdrawn and the decision of the HR Director shall stand.

d. The Impartial Hearing Officer may decide the case on the existing record or may conduct a hearing. A hearing will be scheduled within 30 calendar days of receipt of the hearing request and filing fee. The Impartial Hearing Officer may reschedule the hearing with permission of both parties.
e. The Impartial Hearing Officer, with the consent of both parties, may use his/her best efforts to mediate the grievance.

f. The employee has a right to be represented at the hearing (at the employee's expense) by a person of the employee's choosing.

g. The County has the burden of proof in a reprimand, suspension or termination grievance to show that its actions were not arbitrary or capricious. The employee has the burden of proof in a workplace safety grievance.

h. The standard required of the party with the burden of proof in all cases is a preponderance of the evidence.

i. The hearing shall be recorded by a court reporter, who will make a record of the proceedings, and the costs will be shared equally by the parties.

j. Formal rules of civil procedure will not be followed.

k. Both parties may introduce exhibits and present witnesses. Witnesses shall be sworn to tell the truth.

l. The Impartial Hearing Officer shall provide a written decision within thirty (30) calendar days following the close of the record. The written decision should include a case caption; the parties and appearances; a statement of the issues, findings of fact; any necessary conclusions of law; the final decision and order; and any other information the hearing officer deems appropriate.

m. The Impartial Hearing Officer shall have the power to sustain or deny the grievance. He or she shall have the power to order only the following remedies: withdrawal of a written reprimand, reduction of suspension, transfer to original position from demoted position, reinstatement with or without some or all back pay. The Impartial Hearing Officer may recommend other remedies, however, all other remedial authority shall be subject to the determination and approval of the County Board, and shall be addressed by the County Board in the event the grievance is sustained.

STEP 5. County Board.

An employee or the County, within ten (10) calendar days of receipt of the hearing officer's decision, may appeal the decision to the County Board by filing a written notice of appeal with the County Clerk.

a. The written notice of appeal must contain: (1) a statement explaining the reason for the appeal, (2) a copy of the written grievance filed with the County, (3) the County's response to the grievance, and (4) a copy of the Impartial Hearing Officer decision. The notice of appeal may not contain any information that was not admitted into evidence at the hearing.

b. The appeal will be placed on the agenda for a County Board meeting that is held at no longer than sixty (60) calendar days after the County Clerk receives a written notice of appeal. The appeal will be noticed for consideration in closed session pursuant to Wis. Stat. Section 19.85(1)(b) pertaining to dismissal, licensing, or suspension of a public employee. The County Clerk will provide a copy of the meeting notice to the employee, and the employee may request that an open session be held.

c. The employee has the right to representation by a person of the employee's choosing and at the employee's request. The employee and the employee's representative may attend the closed session.
d. The employee or the employee's representative and a representative of the County may address the County Board for an equal period to be determined by the County Board Chair. The appealing party will go first and may reserve a part of his/her time for rebuttal. The responding party will go second. The appealing party may present a rebuttal, if he/she has reserved any time and not used it.

e. The employee and the employee's representative, and the person speaking on behalf of the County, will be excluded from any closed session during the County Board's discussion or deliberation.

f. The County Board's consideration of the appeal will be limited to a review of the Impartial Hearing Officer's written decision, the record before the impartial hearing officer, the appealing party's reason(s) as to why the decision is wrong, and the response by the other party along with any oral presentations made by the parties. Only matters admitted into the evidence before the Impartial Hearing Officer shall be considered a part of the record.

g. Should the County Board Chair become aware of some relevant piece of information that could have had a significant impact on the decision of the impartial hearing officer, that neither party was aware of, or could have been expected to be aware of, prior to the impartial hearing officer's decision, the County Board Chair, with the advice of the Corporation Counsel, may take whatever action he/she deems appropriate so as not to disadvantage either party, and report such action to the County Board.

h. The County Board shall give due deference to the decision and recommendation of the Impartial Hearing Officer and his/her decision shall not be overturned unless the Board finds by a simple majority vote that by a simple majority vote the appealing party has established by evidence that is clear, satisfactory, and convincing: (1) the hearing was not conducted fairly, (2) there was fraud or corruption on the part of the hearing officer, or (3) the hearing officer made an error in fact or law.

i. In the event the County Board does not sustain the Impartial Hearing Officer's decision, then the Board may render a new decision and remedy, or take other action as appropriate.

j. The County Board Chair shall prepare and sign a written determination reflecting the County Board decision. The County Board Chair may enlist the assistance of the Corporation Counsel in preparing the determination. A copy of the determination will be provided to the employee within ten (10) calendar days following the County Board’s decision.

The County Board’s decision is final and may not be appealed

Failure to Follow Grievance Procedure

If at any time during the grievance process, the employee fails to follow any proscribed timeline, procedure or requirement, as outlined in this chapter, the Human Resources Director, or the County Board Chair if at Step 5 may dismiss the grievance.
Respectfully Submitted,

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni, Chair

Alan Sweeney

Mary Mawhinney, Vice Chair

Terry Thomas

Richard Bostwick

Bob Yeomans

Henry Brill

Betty Jo Bussie

Louis Peer

LEGAL NOTE:
The County Board is authorized to take this action pursuant to sections 59.03 and 59.52(8), of the Wisconsin Statutes.

Richard Greenlee
Corporation Counsel

FISCAL NOTE:
Minimal fiscal impact

Sherry Oja
Finance Director

ADMINISTRATIVE NOTE:
Recommended.

Josh Smith
County Administrator
Executive Summary

Rock County has a Personnel Ordinance that establishes a uniform personnel program for Rock County. The ordinance is reviewed annually and suggestions for modifications are brought forward to the County Board Staff Committee and the County Board.

It is important to give our workforce a voice in the process, and in 2018 a survey was sent to managers and employees to solicit input into suggestions for modifications to the current personnel ordinances and for suggestions for new ordinances. Overall there were 36 individuals that responded to the survey. The Human Resources Department identified several areas that were brought to their attention during 2018.

A draft of the proposed changes was reviewed with the County Administrator. There were some additional suggestions offered and a final version of proposed changes was compiled. The proposed updates were shared with Department Heads to gather additional feedback. The final proposed version was sent to Department Heads, distributed to staff, and posted on the employee intranet.

These changes are summarized below and a full version of the Ordinance language is included with the resolution.

Proposed Personnel Ordinance Changes

- 18.406 - Productivity/Incentive Awards
  Deletes outdated language on Productivity/Incentive Awards.

- 18.501 - Holidays
  Moves holiday pay language to Admin Policy and Procedures.

- 18.508 - Leave of Absence (Non-FMLA)
  Deletes words “Non-FMLA” from the title. Adds additional language for clarification.

- 18.509 - Bereavement Leave
  Adds new language for second/third shift employees on bereavement leave.

- 18.515 - Sick Leave
  Clarifies language regarding notification to your supervisor when requesting sick leave (4). Adds potential sick time abuse (5)(e), if it occurs on a day an employee previously requested off and was denied. Updates to remove the word “Unilateral” from before employees to be inclusive (aligns with change in policy 5.33).

- 18.607 - Discipline/Investigations
  Adds new language clarifying that disciplines are removed from active employee files.

- 18.608 - Disciplinary Action (Grounds for)
  Adds new language regarding prescription drugs (b). Adds new language in regards to grounds for discipline (r) for repeated violations of Rock County Ordinance, Policy and Procedure, or Department Work Rules.

- 18.614(b) - Lunch Periods and Break Time
  Adds word “minute” that was missing.

- 18.702 (b) - Performance Evaluation Administration
  Deletes words “one month” from evaluation during probation to just say before completion.

- 18.804 - Filing a Grievance
  Updates grievance language to include applies to all employees except Department Heads and Elected Officials. Updates Step 4 from Human Resources Director to Office of Corporation Counsel. Clarifies Step 5 regarding County Board’s consideration of appeal and the impartial hearing officer records and decision.

- 18.808 - Failure to Follow Grievance Procedure
  Adds new language on consequence of failure to follow grievance procedure.
APPOINTMENTS TO DISABLED PARKING
ENFORCEMENT ASSISTANCE COUNCIL

POSITION: Members of the Disabled Parking Enforcement Assistance Council

AUTHORITY: Wis. Stats. 349.145 and County Board Resolution #95-9B-068

TERM: Three Years Ending December 31, 2021

PER DIEM: No

PRESENT MEMBER: James Bausch
Roger Spenle
Kathy Parker

CONFIRMATION: Yes, by County Board of Supervisors

NEW APPOINTMENT: James Bausch
2404 Galahad Way
Janesville, WI 53548

Roger Spenle
1217 Vine Street
Beloit, WI 53511

Kathy Parker
546 N. Pine Street
Janesville, WI 53548

EFFECTIVE DATE: November 15, 2018
APPOINTMENT TO TRAFFIC SAFETY COMMISSION

POSITION: Member of the Traffic Safety Commission

AUTHORITY: Wis. Stats. 83.013 and County Board Resolution Dated 8/24/72

TERM: Unexpired Term Ending 8/31/19

PER DIEM: For County Board Supervisors Only
Yes, Per Board Rule IV.J.

PRESENT MEMBER: Mike Flesch

CONFIRMATION: Yes, by County Board of Supervisors

NEW APPOINTMENT: Jason Dupuis, P.E.
Transportation Engineer
City of Beloit
2400 Springbrook Court
Beloit, WI 53511

EFFECTIVE DATE: November 15, 2018
APPOINTMENT TO THE 911 COMMUNICATIONS COMMISSION

POSITION: Member of the 911 Communications Commission

AUTHORITY: County Board Resolution #91-7A-053

TERM: Term Ending November 15, 2020

PER DIEM: Yes, Per Board Rule IV.J.
For County Board Supervisors Only

PRESENT MEMBER: Chief Ronald Northrop Jr.

CONFIRMATION: Yes, by County Board of Supervisors

NEW APPOINTMENT: Sergeant Christopher Jones
Evansville Police Department
10 West Church Street, PO Box 529
Evansville, WI 53536

EFFECTIVE DATE: November 15, 2018
APPPOINTMENTS TO THE TRANSPORTATION COORDINATING COMMITTEE

POSITION: Members of the Transportation Coordinating Committee

AUTHORITY: County Board Resolution 13-1B-241

TERM: Terms Ending December 31, 2021
Unexpired Term Ending December 31, 2019

PER DIEM: For County Board Supervisors Only
(Per Board Rule IV.J.)

PRESENT MEMBER:
Javier Huerta
Thomas (TJ) Nee
Jason Dupuis (Alt)
Rebecca Smith (Alt)
Kim Burkhalter

Ryan Schomber
Michael Warren
Harold Luther (Alt)
Karl Dommershhausen (12/31/19)

CONFIRMATION: Yes, by County Board of Supervisors

APPOINTMENT:
Jennifer McLlhone
Council on Aging

T.J. Nee
Stateline Transportation
100 State Street
Beloit, WI 53511

Ryan Schomber
Workforce Development
1900 Center Ave.
Janesville, WI 53546

Michael Bachmeyer
Janesville Transit System
900 N Parker Drive
Janesville, WI 53545

Jason Dupuis (Alt. Nee)
Stateline Transportation
100 State Street
Beloit, WI 53511

Harold Luther (Alt Schomber)
Workforce Development
1900 Center Ave.

Rebecca Smith (Alt Bachmeyer) Janesville, WI 53546
Janesville Transit System
900 N. Parker Drive
Janesville, WI 53545

Michelle Gavin (Exp. 12/31/19)
Beloit Transit System
1225 Willowbrook
Beloit, WI 53511

Nikki Wolf
1343 Matheson
Janesville, WI 53545

EFFECTIVE DATE: November 15, 2018
APPpointments to Council on Aging Advisory Board/Council on Aging Nutrition Advisory Council

POSITION: Members of the Council on Aging Advisory Board/Council on Aging Nutrition Advisory Council

AUTHORITY: County Board Resolution #79-6B-280

TERM: Terms Ending 12/31/2021

PER DIEM: For County Board Supervisors Only
Yes, Per Board Rule IV.J.

CONFIRMATION: Yes, by County Board of Supervisors

Present Member: Jim Farrell
Char Levzow
Peg Slaback
Sonya Heiser

New Appointment: Patricia Burhans
2912 Cree Court
Janesville, WI 53545

Janet Smith
359 E. Madison Avenue
Milton, WI 53563

Robert Borremans
8576 N. Black Oak Drive
Edgerton, WI 53534

Sherril Gilbertson
220 W. Grand Avenue, Apt. 103
Beloit, WI 53511

Date: November 15, 2018
APPOINTMENTS TO ARROWHEAD LIBRARY SYSTEM BOARD

POSITION: Members of the Arrowhead Library System Board

AUTHORITY: Wis. Stats. 43.19 and County Board Resolution 73-7-64

TERM: Three Year Term Expiring December 31, 2021

PER DIEM: Yes, Per Board Rule IV.J.

PRESENT MEMBER: Maribeth Miller
                Eloise Paula Eager
                Adam Dinnes

CONFIRMATION: Yes, by County Board of Supervisors

NEW APPOINTMENT: Maribeth Miller
                  2481 Oxford Lane
                  Beloit, WI 53511

                  Eloise Paula Eager
                  401 Badger Drive
                  Evansville, WI 53536

                  Adam Dinnes
                  1438 Lafayette Street
                  Janesville, WI 53546

EFFECTIVE DATE: November 15, 2018
APPOINTMENT TO AGING & DISABILITY RESOURCES CENTER (ADRC) ADVISORY COMMITTEE

POSITION: Member of the ADRC Advisory Committee

AUTHORITY: County Board Resolution #13-8A-388

TERM: Term ending April 30, 2021

PER DIEM: For County Board Supervisors Only
Yes, Per Board Rule IV.J.

PRESENT MEMBER: Vacant

CONFIRMATION: Yes, by County Board of Supervisors

NEW APPOINTMENT: Paula Garecht
626 N. Willard Ave.
Janesville, WI 53548

DATE: November 15, 2018
RESOLUTION NO. 18-11D-120

RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS

Sheriff Robert D. Spoden
INITIATED BY

Public Safety and Justice Committee
SUBMITTED BY

Diane Michaelis
DRAFTED BY

October 26, 2018
DATE DRAFTED

WHEREAS, the Wisconsin Department of Transportation, Bureau of Transportation Safety, makes Federal Highway Safety funds available to local law enforcement agencies for various traffic safety programs; and,

WHEREAS, these funds are earmarked to allow law enforcement agencies to provide additional patrols directed at improving traffic safety by deploying seatbelt, speed, and alcohol enforcements; and,

WHEREAS, the Rock County Sheriffs Office is eligible to receive a grant of $70,000 to participate in this program; and,

WHEREAS, grant funds will be used for overtime wages and related benefits; and,

WHEREAS, the grant requires a local match of 25% which may be an in-kind or hard match; and,

WHEREAS, the grant year runs from October 1, 2018 through September 30, 2019.

NOW, THEREFORE BE IT RESOLVED by the Rock County Board of Supervisors assembled this day of 2018, that the Rock County Sheriff is authorized to accept funds under the Highway Safety Grant and,

BE IT FURTHER RESOLVED, that the 2018 budget be amended as follows:

<table>
<thead>
<tr>
<th>Account Description</th>
<th>Budget at 10/01/18</th>
<th>Amount Iner (Deer)</th>
<th>Amended Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal Aid 21-2120-2019-42100</td>
<td>$0</td>
<td>$70,000</td>
<td>$70,000</td>
</tr>
<tr>
<td>Overtime Wages 21-2120-2019-61210</td>
<td>$0</td>
<td>$45,000</td>
<td>$45,000</td>
</tr>
<tr>
<td>Aid to Localities 21-2120-2019-69501</td>
<td>$0</td>
<td>$25,000</td>
<td>$25,000</td>
</tr>
</tbody>
</table>
Respectfully submitted,

PUBLIC SAFETY AND JUSTICE COMMITTEE

Mary Beaver, Chair

Terry Bell

Kara Hawes

Brian Kendall

Phillip Owens

FINANCE COMMITTEE ENDORSEMENT

Reviewed and approved on a vote of ______

Mary Mawhinney, Chair Date

FISCAL NOTE:

This resolution authorizes the acceptance and expenditure of $70,000 in federal aid for the Highway Safety program. The 25% match will be fulfilled by in-kind services.

Sherry Oja
Finance Director

LEGAL NOTE:

The County Board is authorized to accept grant funds pursuant to sec. 59.52(19), Wis. Stats. As an amendment to the adopted 2018 County Budget, this Resolution requires a 2/3 vote of the entire membership of the County Board pursuant to sec. 65.00(5)(a), Wis. Stats.

Richard Greenlee
Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended.

Josh Smith
County Administrator
Authorizing Acceptance of the Highway Safety Grant

Executive Summary

The Wisconsin Department of Transportation, Bureau of Transportation Safety, makes Federal Highway Safety funds available to local law enforcement agencies for various traffic safety programs. These funds are earmarked to allow law enforcement agencies to provide additional patrols directed at improving traffic safety by deploying seatbelt, speed, and alcohol enforcements. The Rock County Sheriff's Office is eligible to receive a grant of $70,000 to participate in this program. Grant funds will be used for overtime wages and related benefits. This grant require a local match of 25%. The match may be an in-kind match or a hard match.
RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS

Public Safety & Justice Committee
INITIATED BY

Public Safety & Justice Committee
SUBMITTED BY

Randy Terronez
DRAFTED BY

October 30, 2018
DATE DRAFTED

APPROVING 2019-2020 INTERGOVERNMENTAL AGREEMENT WITH DANE COUNTY FOR MEDICAL EXAMINER SERVICES

WHEREAS, the Rock County Board of Supervisors approved Resolution #16-10A-131 on October 13, 2016 which continued Rock County’s relationship with Dane County to provide Medical Examiners services, contained within an intergovernmental agreement; and

WHEREAS, the Intergovernmental Agreement expires on December 31, 2018; and,

WHEREAS, Dane County has been providing professional and administrative services to Rock County since the transition from a coroner system to a medical examiner system in late 2014; and,

WHEREAS, Dane County is agreeable to another two-year agreement to provide professional and administrative services which have been incorporated into the preliminary 2019 budget.

NOW, THEREFORE, BE IT RESOLVED, that the Rock County Board of Supervisors duly assembled this ___ day of ________, 2018 approves the Dane County Intergovernmental Agreement that delineates the roles and responsibilities of each county for the period January 1, 2019 through December 31, 2020.

Respectfully Submitted,

PUBLIC SAFETY & JUSTICE COMMITTEE

Mary Beaver, Chair

Terry Fell

Kara Harvey

Brian Knudson

Phillip Owens
APPROVING THE 2019-2020 INTERGOVERNMENTAL AGREEMENT WITH DANE COUNTY FOR MEDICAL EXAMINER SERVICES

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni, Chair
Mary Mawhinney, Vice Chair
Richard Bostwick
Henry Brill
Betty Jo Bussie
Louis Peer
Alan Sweeney
Terry Thomas
Bob Yeomans

ADMINISTRATIVE NOTE:
Recommended.

Josh Smith
County Administrator

FISCAL NOTE:
Funds were included in the 2019 Recommended Budget for these services.

Sherry Oja
Finance Director

LEGAL NOTE:
The County Board is authorized to take this action pursuant to secs. 59.01, 59.51 and 66.0301, Wis. Stats.

Richard Greenlee
Corporation Counsel
Executive Summary

Approving the Intergovernmental Agreement with Dane County for Medical Examiner Services

Effective in 2015, Rock County replaced the elected coroner’s system to an appointed medical examiner system in order to operate a more efficient, professional manner that would ensure the highest quality of services to the residents of Rock County. Beginning in late 2014, Rock County has contracted with Dane County via an intergovernmental agreement (IGA) to provide professional and administrative services for two-year periods.

The proposed IGA will be the third such agreement with Dane County covering the period January 1, 2019 through December 31, 2020. Specifically the IGA calls for Dane County to provide:

1. Office Administrative oversight (via the Dane County Director of Operations, under the direction of the Dane County Medical Examiner, acts as the Director of Operations for Rock County).

2. Autopsy service, External Exams, Forensic Case Review, Management of Pathologists, Autopsy Medicine (via Chief Medical Examiner, the Deputy Chief Medical Examiner, and the Deputy Medical Examiner of Dane County acting in their capacity for Rock County).

3. Transportation to/from the Rock County morgue and the Dane County morgue.

Please note that Rock County employs full-time and part-time field staff (called Medicolegal Investigators) and a part-time office person.

A schedule of charges is included in the Intergovernmental Agreement and includes:

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2020</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Office Admin./Oversight</td>
<td>12 hrs/wk</td>
<td>12 hrs/wk</td>
<td>$ 46,420</td>
<td>$ 48,049</td>
</tr>
<tr>
<td>B. Forensic Case Review</td>
<td>900</td>
<td>900</td>
<td>$ 39,016</td>
<td>$ 40,376</td>
</tr>
<tr>
<td>C. Management - Pathologists</td>
<td>2 hrs/wk</td>
<td>2 hrs/wk</td>
<td>$ 14,623</td>
<td>$ 15,081</td>
</tr>
<tr>
<td>D. Autopsy Medicine</td>
<td>152</td>
<td>152</td>
<td>$ 166,408</td>
<td>$ 171,152</td>
</tr>
<tr>
<td>E. Transportation - Autopsies</td>
<td>304</td>
<td>304</td>
<td>$ 37,108</td>
<td>$ 37,980</td>
</tr>
<tr>
<td>F. External Exams</td>
<td>10</td>
<td>10</td>
<td>$ 4,085</td>
<td>$ 4,224</td>
</tr>
<tr>
<td>G. Transportation - External Exams</td>
<td>20</td>
<td>20</td>
<td>$ 2,441</td>
<td>$ 2,499</td>
</tr>
<tr>
<td>Total - IGA Services</td>
<td></td>
<td></td>
<td>$ 310,101</td>
<td>$ 319,361</td>
</tr>
<tr>
<td>H. Autopsy Fee - Additional</td>
<td></td>
<td>$ 1,339</td>
<td>$ 1,376</td>
<td></td>
</tr>
<tr>
<td>I. External Exam - Additional</td>
<td></td>
<td>$ 835</td>
<td>$ 854</td>
<td></td>
</tr>
</tbody>
</table>
RESOLUTION NO. 18-11D-122

RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS

Sheriff Robert D. Spoden
INITIATED BY
Public Safety and Justice Committee
SUBMITTED BY

Diane Michaelis
DRAFTED BY
October 26, 2018
DATE DRAFTED

Authorizing Purchase of
Patrol Squads and Fleet Vehicles

WHEREAS, the 2019 budget request contains four Dodge Chargers, one Chevrolet Tahoe, and one Dodge Caravan; and,

WHEREAS, the 2019 contract pricing is expected to increase 5% to 15% above the 2018 contract pricing; and,

WHEREAS, the Sheriff's Office can purchase the 2019 models at the 2018 prices, if the orders are placed prior to October 31, 2018; and,

WHEREAS, section 2.218 (4) of the Purchasing Ordinance does allow Rock County to purchase vehicles through a cooperative purchasing agreement with the State of Wisconsin under Contract #505ENT-M18-2018VEHICS-01 (Dodge) and #505ENT-M18-2018VEHICS-03 (Chevrolet); and,

WHEREAS, Ewald Automotive Group, of Oconomowoc, Wisconsin, was awarded the State contracts for law enforcement vehicles; and,

WHEREAS, the Sheriff's Office and the Purchasing staff have reviewed the State of Wisconsin bid specifications and recommend purchasing four Dodge Chargers, one Chevrolet Tahoe, and one Dodge Caravan.

NOW, THEREFORE, BE IT RESOLVED by the Rock County Board of Supervisors duly assembled this ______ day of ___________, 2018 that Purchase Orders be issued to Ewald Automotive Group, of Oconomowoc, Wisconsin, totaling the amount of $149,534, for the purchase of the 2019 Sheriff's Office's fleet vehicles.

Respectfully submitted,

PUBLIC SAFETY AND JUSTICE COMMITTEE

Mary Beavers, Chair

Terry Fell

Kara Hawes

Brian Knudson

Philip Owens
FISCAL NOTE:

Funds will need to be approved in the 2019 budget for the cost of these vehicles.

Sherry Oja
Finance Director

LEGAL NOTE:

The County Board is authorized to take this action pursuant to secs. 59.01 and 59.51, Wis. Stats. In addition, sec. 59.52(29), Wis. Stats. requires the project to be let to the lowest responsible bidder.

Richard Greenlee
Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended.

John Smith
County Administrator
Executive Summary

The 2019 budget request contains four Dodge Chargers, one Chevrolet Tahoe, and one Dodge Caravan.

Ewald Motors notified the Sheriff’s Office that the 2019 contract pricing is expected to increase 5% to 15% above the 2018 contract pricing. If the Sheriff’s Office orders prior to October 31, 2018, the Sheriff’s Office can purchase the 2019 models at the 2018 prices.

Although the 2019 budget has not been adopted yet, the Sheriff’s Office would like to order four Chargers, one Tahoe, and one Caravan in October. The delivery date would be after January 1, 2019. The pricing would be from the 2018 state contract.

The savings are estimated to be $7,477 to $22,430.

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2018 5%</th>
<th>2018 15%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Qty.</td>
<td>Ea.</td>
<td>Total</td>
<td></td>
</tr>
<tr>
<td>Chargers</td>
<td>4</td>
<td>$22,478</td>
<td>$89,912</td>
</tr>
<tr>
<td>Tahoe</td>
<td>1</td>
<td>$36,476</td>
<td>$36,476</td>
</tr>
<tr>
<td>Caravan</td>
<td>1</td>
<td>$23,146</td>
<td>$23,146</td>
</tr>
<tr>
<td>Total</td>
<td>6</td>
<td>$149,534</td>
<td>$7,477</td>
</tr>
</tbody>
</table>

Under Section 2.218 (4) of the Purchasing Ordinance, Rock County can utilize the State of Wisconsin bid to purchase vehicles through a cooperative purchasing agreement.

Ewald Automotive Group, of Oconomowoc, Wisconsin, was awarded the State contract for law enforcement vehicles for 2018. The Sheriff’s Office and the Purchasing staff reviewed the State of Wisconsin bid specifications and recommend purchasing four Dodge Chargers, one Chevrolet Tahoe, and one Dodge Caravan from Ewald Automotive Group, of Oconomowoc, Wisconsin.
RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS

APPROVING REINSURANCE CONTRACT FOR STOP-LOSS COVERAGE

1 WHEREAS, Associated Risk and Benefits Consulting, Rock County's Insurance Consultant, solicited proposals from Stop-loss carriers; and,

2 WHEREAS, Anthem Stop Loss is the most competitive option for Stop-Loss coverage for Rock County; and,

3 WHEREAS, Anthem Stop Loss has offered terms of a zero (0%) percent increase with our current Stop-Loss retention level of $175,000 for monthly premiums of $30.45 per single plan and $98.70 for a family plan.

4 NOW, THEREFORE, BE IT RESOLVED, that the Rock County Board of Supervisors duly assembled on this day of , 2018 hereby authorizes the execution of a contract with Anthem Stop Loss for administration of the County's Stop-Loss Coverage effective January 1, 2019 thru December 31, 2019.

Respectfully Submitted,
FINANCE COMMITTEE

Mary Mawhinney, Chair
Mary Beaver, Vice Chair
Brent Fox
J. Russell Podzilni
Bob Yeomans

FISCAL NOTE:
Sufficient funds are available in the 2019 Budget for administering the County's self-insurance health plan and specific stop-loss coverage. Based upon the current census of 335 Single Plans and 852 Family Plans, the annual stop-loss premium would be $1,131,518.00

Shera Oja
Finance Director

LEGAL NOTE:
The County Board is authorized to take this action Pursuant to secs. 59.01, 59.51, and 59.52 (11)(o), Wis. Stats.

Richard Greenlee
Corporation Counsel

ADMINISTRATIVE NOTE:
Recommended

Josh Smith
County Administrator
Anthem®

Medical Stop Loss Proposal For
Rock County
Janesville, WI

Presented by
BenefitMall

Sales Executive
Danny Dennis
SPECIFIC STOP LOSS BENEFIT

<table>
<thead>
<tr>
<th>Covered Benefits</th>
<th>Option 1</th>
<th>Option 2</th>
<th>Option 3</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Medical, Rx</td>
<td>Medical, Rx</td>
<td>Medical, Rx</td>
</tr>
<tr>
<td>Contract Basis</td>
<td>12/18</td>
<td>12/18</td>
<td>12/18</td>
</tr>
<tr>
<td>Annual Specific Deductible per Individual</td>
<td>$175,000</td>
<td>$185,000</td>
<td>$200,000</td>
</tr>
<tr>
<td>Minimum Annual Reimbursement</td>
<td>Unlimited</td>
<td>Unlimited</td>
<td>Unlimited</td>
</tr>
<tr>
<td>Maximum Lifetime Reimbursement</td>
<td>Unlimited</td>
<td>Unlimited</td>
<td>Unlimited</td>
</tr>
<tr>
<td>Quoted Rate Per Month</td>
<td>Enrollment</td>
<td>$30.45</td>
<td>$27.41</td>
</tr>
<tr>
<td>Single</td>
<td>342 $</td>
<td>27.41 $</td>
<td>25.27 $</td>
</tr>
<tr>
<td>Family</td>
<td>856 $</td>
<td>88.83 $</td>
<td>81.92 $</td>
</tr>
<tr>
<td>Composite</td>
<td>1,198 $</td>
<td>71.30 $</td>
<td>65.75 $</td>
</tr>
<tr>
<td>Estimated Annual Premium</td>
<td>$1,138,813</td>
<td>$1,024,552</td>
<td>$945,190</td>
</tr>
<tr>
<td>Quoted Rate(s) Includes Commissions of</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
</tr>
</tbody>
</table>

OVERALL COST SUMMARY

<table>
<thead>
<tr>
<th>Total Annual Fixed Costs</th>
<th>Option 1</th>
<th>Option 2</th>
<th>Option 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,138,813</td>
<td>$1,138,813</td>
<td>$1,024,552</td>
<td>$945,190</td>
</tr>
<tr>
<td>Variable Costs</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Maximum Annual Liability</td>
<td>$1,138,813</td>
<td>$1,024,552</td>
<td>$945,190</td>
</tr>
</tbody>
</table>
The quote assumes an Anthem standalone quote.

This contract will be issued in Wisconsin.

The TPA is PBA

The Medical Network is The Alliance

We will require disclosure reports thru 09/30/2018 in order to finalize and determine any Individual Adjusted Deductible. We will require the following reports for Disclosure: 50% report (must include a unique identifier, primary diagnosis and paid amount), transplant list, pended/denied report and trigger report.

This quote assumes that the Pharmacy is not carved out to a separate PBM.

Proposed rates are payable by the invoice due date.

This proposal is based on the continuation of the current plan(s) of benefits.

This proposal is based on the continuation of the current enrollment distribution in the current medical plans.

The Effective Year Plan Document/SPD needs to be received within 45 days of the proposed effective date.

No Fully Insured Lives are covered.

Plan must have medical case management and utilization review.

All claims are reported/paid in U.S. dollars.

This proposal may be adjusted if the number of covered employees or the percentage of family participants change by more than 15%.

Any costs charged by the claim administrator for reports required to substantiate claims will be paid by the employer.

The state health care surcharge paid on claims incurred with certain providers in some states, may be eligible for reimbursement under the excess risk policy subject to terms of the policy provisions to the extent that such surcharges are included in the claims information provided to underwriting. Penalties or fines associated with the health care surcharge or the underlying expenses will not be considered eligible excess risk expenses.

The proposal is based on the data provided. Any changes to this data may allow us to modify the proposal.

We rely on the information provided to determine whether a proposal will be issued. The information provided shall become a part of the application for stop loss coverage. You are obligated to provide accurate information. If material errors or omissions are found after the quote is issued, we reserve the right to revise the quote in any manner or rescind the quote even if you were unaware of the material error or omission. Additionally, we reserve the right to rescind the proposal in its entirety based on our review of all the information submitted during the proposal process.

In addition to base commissions, certain writing agents and/or service providers may receive compensation related to factors such as overall sales of our products, the total premium sold through the writing agent/service providers, growth in the number of customers, and the retention of existing customers. Compensation and fees may also be paid to writing agents and/or service providers for administrative services in connection with our products. Please contact us if you would like additional details regarding this compensation and/or fees that may be payable on your account.

We will offer access to third-party managed and administered cost containment options that help control the financial risk associated with more intensive health care. These options may include but are not limited to: transplant networks, renal and dialysis management, claim negotiation, high risk pregnancy, premature infants and hemophilia. Cost containment services are managed and administered by independent third-party entities not affiliated with us. We do not warrant, guaranty, or make any representations or warranties whatsoever, express or implied, or assume any liability regarding the use or the results of the use of cost containment services including without limitation any financial results based on the use of the cost containment services or any information or any delay or loss of use of the cost containment services.

Advance Funding is included.

Renewal Rate Cap Endorsement guarantees your subsequent year’s renewal will be capped at 50% and no new individual adjusted deductible will apply.

Retirees are covered but assumed Medicare is primary for retirees age 65 and older.
This proposal is firm thru 11/17/2018. If this proposal is not accepted by 11/17/2018 we will require updated claim reporting and rates / terms are subject to change.
RESOLUTION

ROCK COUNTY BOARD OF SUPERVISORS

FORMER SUPERVISOR  
BILLY BOB GRAHN

INITIATED BY

SUPERVISORS STEPHANIE  
AEGERTER AND VICKI BROWN

SUBMITTED BY

SOUTHERN WISCONSIN ALLIES  
OF NATIVE NATIONS

DRAFTED BY

OCTOBER 16, 2018

DATE DRAFTED

PROCLAMATION TO RECOGNIZE THE SECOND MONDAY IN OCTOBER AS  
"INDIGENOUS PEOPLES DAY"

WHEREAS, Indigenous Peoples Day began in commemoration of five hundred years of survival and renewal of indigenous nations in the face of genocide, colonization, political, religious, and cultural repression; and

WHEREAS, the Rock County Board of Supervisors recognizes that the Indigenous people of this hemisphere, that would later be known as the Americas, have lived on these lands since time immemorial and the Rock County Board of Supervisors recognizes the fact that Rock County is built upon the homelands of the Indigenous people of this region; and

WHEREAS, the Rock County Board of Supervisors values the many contributions made to our community through Indigenous people’s knowledge, labor, technology, science, philosophy, arts, land conservation techniques, along with deep spiritual cultural practice helped shaped the character of the land known as Rock County; and

WHEREAS, the Rock County Board of Supervisors will continue to support Indigenous Nations social and environmental justice, religious freedom and tribal sovereignty efforts; and

WHEREAS, the Rock County Board of Supervisors honors our country’s indigenous roots and correct history, and seeks with this celebration to bring greater understanding of diversity by inclusion of indigenous people’s culture and voice to the table in Rock County, Wisconsin; and

WHEREAS, the Rock County Board of Supervisors will recognize the desire of all Indigenous people representing all 567 tribal nations to celebrate the second Monday in October as Indigenous Peoples Day, with special attention to Wisconsin’s 12 federally-recognized tribal nations, and

NOW, THEREFORE, BE IT RESOLVED by the Rock County Board of Supervisors duly assembled this ____ day of ____ 2018, to affirm and proclaim that the second Monday in October will be known as Indigenous Peoples Day.

Respectfully submitted:

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni, Chair

Mary Mawhinney, Vice Chair

Richard Bostwick

Henry Brill

Betty Jo Bussie

Louis Peer

Alan Sweeney

Terry Thomas

Bob Yeomans

Indigenous Peoples Day 10/18
FISCAL NOTE:
No fiscal impact.

Sherry Oja
Finance Director

LEGAL NOTE:
The County Board is authorized to take this action pursuant to § 59.51(2), Wis. Stats.

Richard Greenlee
Corporation Counsel

ADMINISTRATIVE NOTE:
Matter of policy.

Josh Smith
County Administrator
RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS

Criminal Justice Coordinating Council
INITIATED BY

Public Safety & Justice Committee
SUBMITTED BY

Elizabeth Pohlman McQuillen
DRAFTED BY
October 16, 2018
DATE DRAFTED

SUPPORT FOR INCREASED PUBLIC DEFENDER ACCESS AND COMPENSATION

WHEREAS, the Sixth Amendment to the United States Constitution guarantees those charged with crimes the right to a speedy, public trial by jury, the right to confront accusers, and the right to the assistance of counsel; and,

WHEREAS, the United States Supreme Court in 1963 established that the government must provide counsel if a defendant cannot afford it and other cases have established that the assistance must be effective, not merely a lawyer appearing, unprepared, for a defendant; and

WHEREAS, the State Public Defender often provides representation to indigent defendants using certified private attorneys who are reimbursed at the nation’s lowest hourly rate of $40, which was set by the Legislature more than 20 years ago in 1995 when the rate was reduced from $50; and,

WHEREAS, lack of representation for indigent clients causes a backlog in the criminal justice system, leads to longer pre-trial periods of detention in county jails, inefficiency for courts, and slower justice for victims, creating a burden on the courts and Wisconsin Counties.

NOW, THEREFORE, BE IT RESOLVED that the Rock County Board of Supervisors duly assembled this ___ day of ______ , 2018, does hereby implore the Wisconsin legislature to provide adequate resources to the State Public Defender’s Office for representation of indigent clients by increasing the rate of reimbursement for assigned attorneys consistent with the reasoning of the Wisconsin Supreme Court in its Decision in In re the Petition to Amend SCR 81.02, decided and filed by the Court on June 27, 2018, to $100/hour, which will ensure the prompt appointment of counsel.

BE IT FURTHER RESOLVED that the County Clerk be authorized and directed to send a copy of this resolution to Governor Walker, the Rock County Legislative Delegation and the Wisconsin Counties Association.

Respectfully submitted,

PUBLIC SAFETY & JUSTICE COMMITTEE

Mary Beaver, Chair

Philip Owens, Vice Chair

Terry Fell

Kara Hawes

Brian Knudson
SUPPORT FOR INCREASED PUBLIC DEFENDER ACCESS AND COMPENSATION

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni, Chair

Mary Mawhinney, Vice Chair

Richard Bostwick

Henry Briff

Betty Jo Bussie

Louis Peer

Alan Sweeney

Terry Thomas

Bob Yeomans

ADMINISTRATIVE NOTE:

Recommended.

Josh Smith
County Administrator

FISCAL NOTE:

This resolution is advisory only and has no direct fiscal impact on Rock County operations in and by itself.

Sherry Oja
Finance Director

LEGAL NOTE:

Advisory only.

Richard Greenlee
Corporation Counsel
EXECUTIVE SUMMARY

The State Public Defender’s Office represents indigent individuals in criminal, juvenile and mental health courts. For cases involving, (primarily), conflicts of interest SPD appoints private bar attorneys to represent individuals who otherwise qualify under its guidelines. The rate at which these private attorneys are paid by the State of Wisconsin is $40/hour, which is the lowest rate in the country. Jurisdictions across the state are having difficulty finding private attorneys willing to take these cases for $40/hour, as this rate does not even cover the overhead costs to run a small law firm. This causes a backlog in the criminal justice system and, in other jurisdictions, has led to judges being forced to appoint counsel at county expense. Further, this leads to increased costs to jails, (these individuals are waiting for the appointment of counsel), inefficiency for courts and law enforcement, and a delay in obtaining justice for victims. This Resolution does not increase County costs for appointing counsel; it strongly urges the Wisconsin State Legislature to provide adequate funding to SPD, to pay private bar attorneys who take SPD eligible cases, closer to a market rate for their services.
RESOLUTION NO. 18-11D-126

RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS

County Board Staff Committee
INITIATED BY

County Board Staff Committee
SUBMITTED BY

Annette Mikula, HR Director
DRAFTED BY

November 6, 2018
DATE DRAFTED

APPROVING THE 2019 BASE WAGE RATES FOR ALL EMPLOYEES EXCEPT REPRESENTED LAW ENFORCEMENT EMPLOYEES, AND AMENDING THE PERSONNEL POLICY WAGE APPENDICES

WHEREAS, it is necessary to adjust the Employee Pay Plans periodically to ensure that they continue to reflect salary rates which are competitive for those job classes covered by the Plans; and,

WHEREAS, the County has already settled with the Deputy Sheriff’s Association, and the Deputy Sheriff’s Supervisor Association, where they have received 2019 total package increases of 2.00% effective January 1, 2019 for Supervisors, and February 15, 2019 for Deputy Sheriffs; and,

WHEREAS, it is proposed to increase all employee Pay Plans by 2.00% effective January 1, 2019.

NOW, THEREFORE, BE IT RESOLVED, that the Rock County Board of Supervisors duly assembled this ___ day of __________, 2018 does hereby approve the County’s 2019 Pay Plans by increasing each step by 2.00% effective January 1, 2019.

Respectfully submitted,

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni, Chair

Mary Mawhinney, Vice Chair

Richard Bostwick

Henry Brill

Betty Jo Bussie
APPROVING THE 2019 WAGE RATES FOR EMPLOYEES, EXCEPT REPRESENTED LAW ENFORCEMENT EMPLOYEES, AND AMENDING THE PERSONNEL POLICY WAGE APPENDIXES
Page 2

FISCAL NOTE:

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Sherry Oja
Finance Director

LEGAL NOTE:

The County Board is authorized to take this action pursuant to §59.22(2), Wis. Stats.

Richard Greenlee
Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended.

John Smith
County Administrator
Executive Summary

The purpose of this resolution is to provide wage rate increases for County employees who are not represented by a law enforcement labor unit.

The County has already settled with the Deputy Sheriff’s Association, and the Deputy Sheriff’s Supervisor Association, where they have received 2019 total package increases of 2.00% effective January 1, 2019 for Supervisors, and February 15, 2019 for Deputy Sheriffs.

To keep employees on pace with cost of living, inflation, and external market factors this resolution provides for a 2.00% increase for wage rates effective January 1, 2019.
RESOLUTION NO. 18-10A-101

RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS

Supervisor Brent Fox
INITIATED BY

Public Works Committee & County Board Staff Committee
SUBMITTED BY

Randy Terronez,
Assistant to the County Administrator,
DRAFTED BY

September 12, 2018
DATE DRAFTED

Revising Board Rules and Establishing Airport Board

WHEREAS, a major focus of the recently concluded work of the Ad Hoc Committee on the Airport Future was analyzing the management structure; and

WHEREAS, the final report of the Ad Hoc Committee to Study the Future of the Airport (Southern Wisconsin Regional Airport or SWRA) recommended:

"... separating the airport operations from the Public Works Committee via the creation of an Airport Board. This 9-member, appointed Airport Board would have three County Board of Supervisors and six community members – specifically those possessing aviation-related expertise and said experience.

The Airport Board would be a standing governing committee and report to the full County Board of Supervisors. While SWRA staffing and operations would continue to fall within the County's existing rules and regulations, an Airport Manager would be responsible for providing departmental leadership functions and report directly to the County Administrator.

The Ad Hoc Committee in recommending this option requested the Corporation Counsel to determine its feasibility. Subsequently, Rock County Corporation Counsel Rich Greenlee stated that County Board Rule IV (F) states that "each committee shall be composed of a majority of County Supervisors and such additional members as required by law-these Rules and approved by the County Board. In order to have an "Airport Board" have more citizen members than County Board supervisors, this rule would also need to be amended. Amending the County Board rules normally occurs during the election of a new term of county board members which would be in April of 2020. Amending the Board rule prior to this date would require a 2/3rds vote of the County Board."

NOW, THEREFORE, BE IT RESOLVED that the Rock County Board of Supervisors in session this day of __________, 2018, does hereby Amend the Rock County Board Rules of Procedure as follows (new language is underlined; deleted language is shown with a strikethrough):

1. RULE IV.F. is amended to read as follows:

F. Except-for the Airport Board as articulated in Rule V.A., or when uniformly mandated to the contrary by law, each committee shall be composed of a majority of County Supervisors and such additional members as required by law-these Rules and approved by the County Board. No committee may create sub-committees or otherwise subdivide committee responsibilities, unless authorized by the whole County Board. Any committee may rely on its members, County staff, or other individuals or organizations to conduct research and provide additional information to the committee for the purpose of fulfilling its responsibilities. Such research or information gathering, when conducted cooperatively without a quorum of the committee, shall not be considered a sub-committee or governmental body unless creation of a sub-committee has been previously approved by the County Board.

2. RULE V.A. is amended to read as follows:
A. The following shall be the standing committees of the County Board of Supervisors
and shall have the general duties and responsibilities stated in Rule IV, shall approve all
contracts, claims and demands and causes of action less than $10,000 and shall review the
prior month’s payments against the accounts under their jurisdiction. Upon request from
department heads and review by the County Administrator, or a designated agent,
standing committees reallocate amounts more than $5,000 and up to $10,000 between
detail accounts or create new detail accounts of an individual county office or department
within their jurisdiction. With review by the County Finance Director, the County
Administrator or the Administrator’s designee may approve reallocation requests of
$5,000 or less, or create detail accounts for any transfer of $5,000 or less without further
committee action.

3. RULE V.M(2) is amended to read as follows:

(2) The committee shall convene from time-to-time as the County Highway Committee and
shall have such powers and duties conferred by State law and County Board policy. The
committee shall have policy supervision over the Department of Public Works that includes
highway, airport, parks and motor pool operation.

4. RULE V.O. is created to read as follows:

O. Airport Board
(1) The committee shall be composed of nine members, of which three shall be County
Board Supervisors. Six members shall be drawn from the community, and not elected to
any county office, or employed by Rock County, and shall have a demonstrated interest or
competence in the field of aviation.

(2) The Airport Board shall have policy supervision over the Southern Wisconsin Regional
Airport

BE IT FURTHER RESOLVED that the Southern Wisconsin Regional Airport (SWRA) Department be
created with the Airport functions under the Department of Public Works transferred to the new
department
Respectfully submitted,

PUBLIC WORKS COMMITTEE

Betty Jo Bussie, Chair
Brent Fox, Vice Chair
Brenton Drisqoll
Rick Richard

Absent
Jeremy Zajac

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni, Chair
Mary Mawhinney, Vice Chair
Richard Bostwick
Henry Brill
Betty Jo Bussie
Louis Peer
Alan Sweeney
Terry Thomas
Bob Yeomans

FISCAL NOTE:
Standing County Board Committee members are entitled to per meeting allowance and mileage as provided in Rock County Board Rules of Procedure IV-J.

Sherry OJa
Finance Director

LEGAL NOTE:
Pursuant to Rule X(C) of the Rock County Board of Supervisors Rules of Procedure, the Rules of Procedure may be amended by a 2/3 vote of all members present.

Richard Greenlee
Corporation Counsel

Administrative Note:
If the County Board approves the proposed new composition of an Airport Board, it would be trading a certain level of control at the committee level for more expertise in the policy direction of the Airport. The County Board would retain final authority over actions approved by the Airport Board as it does for other governing committees. If a new Southern Wisconsin Regional Airport Department is created, additional approvals may be required by committees or the County Board to adjust the administrative functions and organization of the Department.

Josh Smith
County Administrator
EXECUTIVE SUMMARY

A major focus of the recently concluded work of the Ad Hoc Committee on the Airport Future was analyzing the management structure.

A recommendation made by that body included separating the airport operations from the Public Works Committee via the creation of an Airport Board. The Airport Board would be nine (9) members and consist of three County Board of Supervisors and six community members – specifically those possessing aviation-related expertise and said experience.

The Airport Board would be a standing governing committee and report to the full County Board of Supervisors. While Southern Wisconsin Regional Airport staffing and operations would continue to fall within the County’s existing rules and regulations, an Airport Director would be responsible for providing departmental leadership functions and report directly to the County Administrator.

The Ad Hoc Committee in recommending this option requested the Corporation Counsel to determine its feasibility. Subsequently, Rock County Corporation Counsel Rich Greenlee stated that County Board Rule IV (F) states that “each committee shall be composed of a majority of County Supervisors and such additional members as required by law and approved by the County Board. In order to have an “Airport Board” have more citizen members than County Board supervisors, this rule would also need to be amended. Amending the County Board rules normally occurs during the election of a new term of county board members which would be in April of 2020. Amending the Board rule prior to this date would require a 2/3rds vote of the County Board.

(Subsequent to the recommendation, Corporation Counsel addressed the issue of conflict of interest that would prohibit a person that conducts business with the Airport valued at or above $15,000 annually.)

This resolution would:
1. Amend Rule IV (F) of the Board Rules to exempt the Airport Board.
2. Add Southern Wisconsin Regional Airport Board to Rule V A to the list of Committees.
3. Remove Airport from Rule V M Public Works Committee
4. Create a new section Rule V O Airport Board and include:
   (1) The Board shall consist of nine (9) members: three County Board of Supervisors and six community members – specifically those possessing aviation-related expertise and said experience.
   (2) The Board shall have policy supervision over the Southern Wisconsin Regional Airport (SWRA).
5. Create the Southern Wisconsin Regional Airport Department and transfer functions from the Department of Public Works to the new department.
RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS

County Board Staff Committee
INITIATED BY

Annette Mikula, HR Director
DRAFTED BY

County Board Staff Committee
SUBMITTED BY

November 6, 2018
DATE DRAFTED

SETTING THE 2019 SALARY OF THE COUNTY ADMINISTRATOR

WHEREAS, the County Administrator’s current salary is $135,321.39; and,

WHEREAS, the County Board Staff Committee reviewed the County Administrator’s salary, other benefits, and the annual adjustments recommended and received by other County employees for 2019; and,

WHEREAS, the County Board Staff Committee recommends a 2.00% increase to the County Administrator’s salary and benefits effective 1-1-19, which is consistent with adjustments for other County employees.

NOW, THEREFORE, BE IT RESOLVED, that the Rock County Board of Supervisors duly assembled on this ___ day of __________, 2018 does hereby authorize that the County Administrator’s salary be adjusted by 2.00% effective 1-1-19.

BE IT FURTHER RESOLVED, that the health insurance plan granted other Unilateral employees be continued.

BE IT FURTHER RESOLVED, that the dental plan available to Unilateral employees be continued.

BE IT FURTHER RESOLVED, that the current car allowance of $6,000 annually be continued and the current expense allowance of $2,000 annually be continued.

BE IT FURTHER RESOLVED, that the County continues to contribute annually to a deferred compensation program and the contribution in 2018 increase from $5,500 to $6,000.

Respectfully Submitted,
COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni, Chair

Mary Mawhinney, Vice Chair

Richard Bostwick

Henry Brill

Betty Jo Bussie

Louis Peer

Alan Sweeney

Terry Thomas

Bob Yeomans
LEGAL NOTE:

The County Board is authorized to take this action pursuant to §59.22(2), Wis. Stats.

Richard Greenlee
Corporation Counsel

FISCAL NOTE:

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Sherry Oja
Finance Director

ADMINISTRATIVE NOTE:

Matter of policy.

Josh Smith
County Administrator
Executive Summary

The purpose of this resolution is to provide a wage rate increases for the County Administrator.

The County has already settled with the Deputy Sheriff’s Association, and the Deputy Sheriff’s Supervisor Association, where they have received 2019 total package increases of 2.00% effective January 1, 2019 for Supervisors, and February 15, 2019 for Deputy Sheriffs.

The proposed wage increase for all other employees is 2.00%.

This resolution provides for a 2.00% wage rate increase for the County Administrator, to keep pace with cost of living, inflation, and external market factors, effective January 1, 2019.