

AGENDA

JEFFERSON COUNTY BOARD MEETING

Tuesday, MAY 13, 2008 7:00 p.m.

Jefferson County Courthouse
320 South Main Street, Room 205
Jefferson, WI 53549

1. **CALL TO ORDER**
 2. **ROLL CALL**
 3. **CERTIFICATION OF COMPLIANCE WITH OPEN MEETING LAW**
 4. **REVIEW OF THE AGENDA**
 5. **APPROVAL OF COUNTY BOARD MINUTES – APRIL 15, 2008 MEETING**
 6. **COMMUNICATIONS**
 - a. Treasurer's Monthly Report (Addendum to Agenda)
 - b. Resignation – Supervisor James G. Maurer, District 13
 - c. Zoning Committee Notice of Public Hearing, May 15, 2008, 7:00 p.m.
Rm 205
 7. **SPECIAL ORDER OF BUSINESS**
 - a. Resolution – Honoring the late Richard “Dick” Burke
 - b. Resolution – Recognition of outgoing supervisor – James Maurer
(Addendum to Agenda)
 8. **PUBLIC COMMENT**
 9. **ANNUAL REPORTS**
 - a. Clerk of Courts – Carla Robinson
 - b. District Attorney – David Wambach
 - c. Family Court – Michael Onheiber
 - d. Circuit Court Presiding Judge Koschnick
- COMMITTEE REPORTS / RESOLUTIONS / ORDINANCES**
10. **ZONING & PLANNING COMMITTEE**
 - a. Report – Approval of Petitions
 - b. Amend Zoning Ordinance
 11. **ADMINISTRATION & RULES COMMITTEE**
 - a. Report – County Board Chair Schmeling
 - b. Resolution – Supporting legislation reinstating full county passport fees
 - c. Resolution – Requesting placement of wireless Emergency 911 surcharges into the budget repair bill

12. FARMLAND CONSERVATION EASEMENT COMMISSION
 - a. Resolution – Establishing mechanism to fund purchase of farmland conservation easements

13. FINANCE COMMITTEE
 - a. Resolution – Authorizing conveyance of highway right-of-way for State Highway 26 project and retention of special counsel

14. HUMAN RESOURCES COMMITTEE
 - a. Resolution – Approval of 2008-2010 Collective Bargaining Agreement with Local 655 (Highway)
 - b. Resolution – Approval of 2008-2010 Collective Bargaining Agreement with Local 3798 (Courthouse)
 - c. Resolution – Approval of 2008-2010 Collective Bargaining Agreement with Local 2418 (Countryside Home)
 - d. Resolution – Approval of 2008-2010 Collective Bargaining Agreement with Local 723 (U) (Countryside Professional Nurses)
 - e. Resolution – Approval of 2008-2010 Collective Bargaining Agreement with Local 723 (Health Agency Professional Employee)
 - f. Resolution – Approval of 2008-2010 Collective Bargaining Agreement with Local 723 (Human Services)
 - g. Resolution – Adjusting wages and fringe benefits for nonrepresented employees
 - h. Ordinance – Personnel Ordinance amendments for accrued sick leave and participation in the Wisconsin Public Employer's Group Health Insurance Plan
 - i. Resolution – Creating one full-time Aging and Disability Resources Division Manager and two full-time Human Services Professional I positions and eliminating one full-time Long Term Support Supervisor and one full-time Long Term Support/Alzheimer Family Support Worker positions
 - j. Resolution – Creating two full-time Licensed Practical Nurse (LPN) positions and one full-time Medication Aide position, and eliminating five less-than-half-time (non-benefited) LPN positions and two less-than-half-time (non-benefited) Medication Aide positions
 - k. Resolution – Creating one full-time Community Support Program II (Masters) position and eliminating one vacant full-time Community Support Program I (Bachelors) position
 - l. Resolution – Creating one full-time Deputy Court Clerk II-General position and eliminating one full-time Receptionist/Clerk position

15. **APPOINTMENTS BY COUNTY ADMINISTRATOR**
- a. John Molinaro to the Historic Site Preservation Commission for a 2 Year Term ending April 1, 2010
 - b. Rebecca K. Shurm to the Historic Site Preservation Commission for a 2 Year Term ending April 1, 2010
 - c. Joan Jones to the Historic Site Preservation Commission for a 3Year Term ending April 1, 2011
 - d. Jesse Powers to the Historic Site Preservation Commission for a 3 Year Term ending April 1, 2011
 - e. Kathleen Groskopf to the Historic Site Preservation Commission for a 1 Year Term ending April 1, 2009
 - f. Cindy Arbiture to the Historic Site Preservation Commission for a 1 Year Term ending April 1, 2009
 - g. Robert Birmingham to the Historic Site Preservation Commission for a 3 Year Term ending April 1, 2011
 - h. Dale Weiss to the Zoning Board of Adjustment to fill the unexpired term of Lloyd Zastrow ending July 1, 2008
 - i. Randy Mitchell to the Zoning Board of Adjustment to fill the unexpired term of Dale Weiss as 1st Alternate ending July 1, 2009
 - j. Dr. Don Williams to the Board of Health for a 3 Year Term ending May 10, 2011
 - k. Gail Towers MacAskill to the Board of Health to fill the unexpired term of George Jaeckel ending May 11, 2010
 - l. Anna Hutchings to the Board of Health to fill the unexpired term of Lloyd Zastrow ending May 12, 2009
 - m. Gail Towers MacAskill to the Human Services Board to fill the unexpired term of Rodney Laudenslager ending November 1, 2008

16. **ANNOUNCEMENTS**

17. **ADJOURN**

NEXT COUNTY BOARD MEETING JUNE 10, 2008 7:00 P.M. ROOM 205

NOTICE OF PUBLIC HEARING

JEFFERSON COUNTY ZONING AND PLANNING COMMITTEE

Steve Nass, Chair; Greg David, Vice-Chair; Don Reese, Secretary; Richard Jones; Lloyd Zastrow

1. **Call to Order**
2. **Roll Call**
3. **Certification of Compliance With Open Meetings Law Requirements**
4. **Review of Agenda**
5. **Public Hearing**

NOTICE IS HEREBY GIVEN that the Jefferson County Zoning and Planning Committee will conduct a public hearing at 7 p.m. on Thursday, May 15, 2008, in Room 205 of the Jefferson County Courthouse, Jefferson, Wisconsin. A hearing will be given to anyone interested in the proposals. **PETITIONERS, OR THEIR REPRESENTATIVES, SHALL BE PRESENT.** Matters to be heard are petitions, as described or as may be amended for location or size by the Committee, to amend the zoning ordinance of Jefferson County and applications for conditional use permits. In order to comply with the Jefferson County Agricultural Preservation and Land Use Plan, the Committee may modify the location of the proposed parcels to anywhere on the entire parcel of record. A map of the properties affected may be obtained from the Zoning Department.

FROM AGRICULTURAL A-1 TO A-2, AGRIBUSINESS

3329A-08 & CU1503-08 – Town of Koshkonong: Rezone approximately 2.49-acres with conditional use to construct a storage structure for the Town and sanction use of the property for a town hall and shop. The site is at **W5609 Star School Road** in the Town of Koshkonong, on PIN 016-0514-2332-001 (2.49 Acres)

FROM AGRICULTURAL A-1 TO A-3, RURAL RESIDENTIAL

3330A-08 – Vivian M. Daye: Rezone approximately 4.1592 Acres around the existing home at **N9537 Peschel Road** in the Town of Waterloo from part of PIN 030-0813-0313-000 (37.152 Acres).

3331A-08 – Monte Olszewski/Eleanor Hahn Property: Rezone to create an approximate 2.3-acre lot around the home at **N6157 Switzke Road** in the Town of Farmington from part of PIN 008-0715-1744-000 (27 Acres).

FROM AGRICULTURAL A-1 TO A-3, RURAL RESIDENTIAL AND A-3 TO A-1

3332A-08 & 2316A-08M – Gerrit & Judy Peters: Rezone approximately 0.638 acre from A-1 to A-3 and the same acreage from A-3 to A-1 to reconfigure the existing 2-acre A-3 zone at **W1743 Northside Drive**. The site is part of PINs 006-0716-0511-004 (9.591 Acres) and 006-0716-0511-006 (2 Acres) in the Town of Concord.

FROM AGRICULTURAL A-1 TO A-3, RURAL RESIDENTIAL AND N, NATURAL RESOURCE

3333A-08 & 3334A-08 - Rock River Farm, LLC: Rezone to create an approximate 1-acre lot and an approximate 2-acre lot on Woodside Lane from part of PIN 008-0714-0142-000 (39.5 Acres), and an approximate 16-acre Natural Resource zone from part of PINs 008-0714-0131-000 (46.7 Acres) and 008-0714-0142-000. The sites are near **W5115 Woodside Lane** in the Town of Farmington.

CONDITIONAL USE APPLICATIONS

CU1504-08 – Robert J. Jr. & Angela Lemke: Conditional use to allow a parking area for Lemke D, J & R Manufacturing in a Community zone on PIN 014-615-0314-041 (1.325 Acres). The site is near **W3352 Gruennert St.** in the Town of Jefferson.

CU1505-08 – Verizon Wireless Personal Communications LP/Carl & Karen Kitzinger Property: Conditional use to allow a 150-foot monopole communication tower at **N2641 Kitzinger Lane** in the Town of Hebron. The site is on PIN 010-0615-3431-000 (40 Acres) in an A-1 Agricultural zone.

6. Adjourn

Individuals requiring special accommodations for attendance at the meeting should contact the County Administrator at 920-674-7101 24 hours prior to the meeting so that appropriate arrangements can be made.

RESOLUTION NO. 2008- _____

“A Resolution honoring the late Richard “Dick” Burke”

WHEREAS, Richard “Dick” Burke, husband of Camille, and father of Kathleen, Mary, John, Sharon and Michele, passed away on Monday, March 10, 2008; and

WHEREAS, in over 30 years as a hard worker and savvy businessman, Dick grew Trek Bicycles of Waterloo from its start in an old rented barn to its current status as a world renowned bicycle manufacturer; and

WHEREAS, Dick’s entrepreneurial spirit had a significant positive economic impact for Waterloo, Jefferson County, the region, and the state; and

WHEREAS, Dick’s dedication was not only to Trek Bicycles, but also to his neighbors, community, and many charities; and

WHEREAS, Dick was a strong supporter of education, youth and leadership development, creating and sponsoring several scholarships at Marquette University, Mount Mary College and Alverno College; and

WHEREAS, Dick sponsored the Nativity Jesuit Middle School, whose mission is to educate Latino boys who devote their lives to Christian leadership and service; and

WHEREAS, with all of his achievements, Dick was most proud of his children, who all have contributed in their own right to their communities; and

WHEREAS, Dick leaves behind a legacy of community spiritedness, business savvy and devotion to family and his God,

NOW, THEREFORE, BE IT RESOLVED that the Jefferson County Board of Supervisors commends Richard “Dick” Burke for his contributions to Jefferson County and his community, while expressing its sincere sorrow at his passing, and extends condolences to his family and friends,

BE IT FURTHER RESOLVED that a copy of this resolution is presented to his family.

AYES _____
NOES _____
ABSENT _____
ABSTAIN _____

Resolution Requested by
Gary R. Petre, County Administrator

**REPORT
TO THE HONORABLE MEMBERS OF THE JEFFERSON COUNTY BOARD OF
SUPERVISORS**

The Jefferson County Zoning and Planning Committee, having considered petitions to amend the zoning ordinance of Jefferson County, filed for public hearing held on June 17, 2004, as required by law pursuant to Wisconsin Statutes, notice thereof having been given, and being duly advised of the wishes of the town boards and persons in the areas affected, hereby makes the following recommendations:

APPROVAL OF PETITIONS 2894A-04 & 2895A-04

(The extended lapse of time between hearing and decision was due to an incomplete submission to the town board, and as a result, no town board recommendation was made until recently when the issues were resolved.)

DATED THIS TWENTY-EIGHTH DAY OF APRIL 2008

Donald Reese, Secretary

**THE EFFECTIVE DATE OF THE PRIOR MONTH'S AMENDMENTS, 3318A-08,
3319A-08 AND 3324A-08, IS APRIL 19, 2008.**

05-13-08

ORDINANCE NO. 2008-_____

Zoning Petitions Approved

WHEREAS, the Jefferson County Board of Supervisors has heretofore been petitioned to amend the Jefferson County Zoning Ordinance, and

WHEREAS, Petitions 2894A-04 & 2895A-04 were referred to the Jefferson County Zoning and Planning Committee for public hearing on June 17, 2004, and

WHEREAS, the proposed amendments have been given due consideration by the Board of Supervisors in open session,

NOW, THEREFORE, BE IT ORDAINED that the Jefferson County Board of Supervisors does amend the zoning ordinance of Jefferson County (and official zoning maps) as follows:

FROM AGRICULTURAL A-1 TO A-3, RURAL RESIDENTIAL AND N, NATURAL RESOURCE

Rezone to create an approximate 2-acre building site and an approximate 34-acre Natural Resource zone on Cheesbrough Road in the Town of Koshkonong from part of PIN 016-0514-2611-000 (40.963 acres). This utilizes the last available A-3 zone for the lot; therefore, rezoning is conditioned upon an affidavit acknowledging that fact. It is further conditioned upon road access approval, upon receipt by Zoning of a soil test showing sites for installation of both initial and replacement private sewage systems for the A-3 lot, and upon approval and recording of a final certified survey map for the property. (2894A-04 & 2895A-04 – Candace Milan)

AYES _____

NOES _____

ABSENT _____

ABSTAIN _____

Ordinance Requested By
Zoning and Planning Committee

05-13-08

Deb Magritz: 05-05-08

**Jefferson County Board
Monthly Report
By Chairman Sharon Schmeling
May 2008**

The following report provides updates on the activities of the Jefferson County Board, its chairman, its committees and key issues confronting the County. If you have any questions about the following information, or would like an update about a project or issue not mentioned here, do not hesitate to contact me by phone (674-7101) or e-mail (sharons@co.jefferson.wi.us) with your questions or suggestions.

Emergency Purchase – During the April 25 thunderstorm, lightning damaged video conferencing equipment in courtroom branches two and four. This equipment is vital to processing cases. It enables the County to conduct hearings and other proceedings for persons in health facilities and defendants in correctional facilities across the state. By using this technology, we save thousands of dollars in transportation and deputy costs because we don't have to transport the affected parties to and from Jefferson County.

Immediately after the damage was discovered, County Administrator Gary Petre requested authorization for an emergency purchase to have the system repaired, in accordance with the Jefferson County Purchasing Ordinance. The ordinance authorizes the Board Chairman to appoint two board members to meet and consider such requests. The Ordinance further requires the Chairman to notify the Board of any action taken as a result of such a meeting.

On April 30, I met with Second Vice Chair Jim Mode and Finance Committee Chairman Pam Rogers to review the request and cost estimates for repair. We waived any applicable bidding requirements of the Purchasing Ordinance and authorized repairs to be done by AT&T for a total projected at the time of the meeting at \$22,982. Of that, \$18,482 is for equipment available through a State contract and \$4,500 is estimated for labor. The Finance Committee has determined that the repairs will be funded by recovery under the County's insurance policy.

While this was a freak occurrence, staff is reviewing the courthouse's surge protection system and may make recommendations for changes or updates through the Infrastructure Committee.

State of Emergency Declaration – On April 18, at the recommendation of Emergency Management Director Donna Haugom, I declared a state of emergency for Jefferson County. The declaration of emergency is a formality that allows Jefferson County access to state and federal funds designated for mitigating natural disasters.

An Emergency Declaration allows the County access to extra dollars that are not funded by local property taxes. Seeking this aid is a way to keep some of the burden of these unforeseen expenses off the backs of the local property taxpayers, and bring some of our state and federal tax dollars back into the County. Because these natural events are impossible to predict, and the cost of their severity difficult to measure in advance, it is something we can't annually budget for with precision. That is why the state and federal governments have funds from which local governments can seek assistance.

Federal funding for February Blizzard – The Governor declared a state of emergency for the February 2008 blizzard. This allowed Wisconsin to access federal dollars set aside for emergencies. Our various County Departments assessed their expenses from that storm and

identified \$38,971.64 in snow removal costs. That includes labor, equipment and materials from work done by the Sheriff's Office, Countryside Home, Parks and Highway departments, Human Services, Central Services and Fair Park. These expenses have been submitted to the Federal Emergency Management Agency by our Emergency Management Department. If they are approved, the County will be reimbursed. Because the expenses have already been incurred, the federal funds will help balance the County's departmental accounts, requiring fewer withdrawals from property-tax funded contingency and reserve funds.

County Board Vacancy – County Board Supervisor Jim Maurer, City of Lake Mills, is resigning effective May 14 because he has taken a job in St. Louis. Although Mr. Maurer's time on the board was short, he had a significant impact on the committees on which he served. Fellow supervisors noted his excellent problem solving skills and his ability to analyze information and quickly identify the key issues confronting a committee. Mr. Maurer served his district well and enriched our Board. We are now searching for a replacement for the district. Advertisements will be taken out in the local newspapers circulating in Lake Mills. I hope to have a nominee for the Board's review in June. The term expires April 2010.

-- END --

RESOLUTION NO. 2008-_____

Resolution supporting legislation reinstating full county passport fee

WHEREAS, recently enacted federal legislation reduced the previous \$30 per applicant county fee for processing passports to \$25, which is currently collected by the Clerk of Court for processing the application, and

WHEREAS, reduction in the County's portion of the Passport Acceptance Fee negatively affects the county budget by an estimated \$6,000 per year, and

WHEREAS, the Administration & Rules Committee recommends legislation be introduced to re-establish the County's share of the Passport Acceptance Fee at \$30 per applicant in order to offset the actual costs incurred by county government to provide the passport issuance services at the Clerk of Court's office,

NOW, THEREFORE, BE IT RESOLVED that the Jefferson County Board of Supervisors does hereby request that legislation be introduced to reinstate the County's portion of the Passport Acceptance Fee to \$30.

BE IT FURTHER RESOLVED that the County Clerk shall provide a copy of this resolution to members of the United States Congress representing Jefferson County.

Fiscal Note: Reduction of this revenue will require substitution of funds from another source to cover expenses in the office of the Clerk of Court.

AYES _____

NOES _____

ABSENT _____

ABSTAIN _____

Requested by
Administration & Rules Committee

05-13-08

Philip C. Ristow: 05-08-08

RESOLUTION NO. 2008-_____

Resolution requesting placement of Wireless Emergency 911 surcharges into the budget repair bill

WHEREAS, the Wisconsin State Legislature allocates funding from cellular phone surcharges to the counties for Wireless Emergency 911 services, and

WHEREAS, the surcharges for Wireless Emergency 911 are scheduled to end on November 30, 2008, and

WHEREAS, the Wireless Emergency 911 surcharge funds the maintenance of technology that locates wireless phone users who call 911 for emergency services, and

WHEREAS, the majority of calls that come into Jefferson County's Communication Center are from wireless phones, and

WHEREAS, this technology greatly reduces response times to accident or crime scenes, and

WHEREAS, Jefferson County will lose approximately \$16,000 in 2009 if the State Legislature does not include Wireless Emergency 911 surcharges in the Budget Repair Bill, and

WHEREAS, all counties in the State of Wisconsin will be adversely affected by the elimination of the current Wireless Emergency 911 surcharges.

NOW, THEREFORE, BE IT RESOLVED that the Jefferson County Board of Supervisors respectfully requests that the Wisconsin State Legislature include continuation of the Wireless Emergency 911 surcharges in the Budget Repair bill.

BE IT FURTHER RESOLVED that the County Clerk shall forward a copy of this resolution to the Governor of the State of Wisconsin, the Majority Leader of the Wisconsin State Senate, the Speaker of the Wisconsin State Assembly and the Jefferson County legislative representatives.

Fiscal Note: Loss of this revenue would require replacing the \$16,000 per year with funds from another source.

AYES _____
NOES _____
ABSENT _____
ABSTAIN _____

Requested by
Administration & Rules Committee

05-13-08

Philip C. Ristow: 05-08-09

RESOLUTION NO. 2008-_____

Resolution establishing mechanism to fund purchase of farmland conservation easements

WHEREAS, preserving working farmland will help maintain Jefferson County's economic base as agriculture contributes over \$440 million to county income and employs over 10,000 county residents, and

WHEREAS, over 99% of county farmland is owned by individuals, families, or family organizations and these owners pay over \$40 million in taxes, and

WHEREAS, preserving farmland also retains rural character and "small town" atmosphere, along with the County's landscape for all to enjoy, and farmers maintain many natural areas and wildlife habitats, and

WHEREAS, preserving farmland enhances the environment by recharging groundwater and protects water quality in streams, rivers, and lakes from excessive runoff, and

WHEREAS, for the Farmland Conservation Easement Commission to robustly pursue the stated goal of agricultural land preservation as set forth in the County's Land Use Plan, it is necessary for the Commission to have a source of revenue, and

WHEREAS, proceeds from the sale of county owned farmland would provide a flow of income without requiring an additional tax burden on current and future taxpayers,

NOW, THEREFORE, BE IT RESOLVED that the County Board directs the Finance Committee to develop a policy setting forth the use of proceeds from sale of county-owned farmland to increase the acreage of farmland permanently protected from development, and to leverage state and federal funds for the acquisition of conservation easements to protect farmland.

Fiscal Note: This resolution has no current fiscal impact.

AYES _____
NOES _____
ABSENT _____
ABSTAIN _____

Requested by
Farmland Conservation Easement Commission

05-13-08

Jim Mode and
Philip C. Ristow: 03-10-08; 03-24-08

RESOLUTION NO. 2008-_____

**Resolution authorizing conveyance of highway right-of-way
for State Highway 26 project and retention of special counsel**

WHEREAS, Jefferson County has received an offer of \$1,192,800 from the State of Wisconsin for acquisition of 65.7 acres of new highway right-of-way, 4.5 acres of existing right-of-way and 14 acres of temporary limited easement and access rights, and

WHEREAS, the Department of Transportation would also like to acquire two remnants totaling about 3 acres for a total of \$13,340, and

WHEREAS, Jefferson County has obtained its own appraisal of the land to be acquired by the State, which appraisal has not been shared with the State at this time for the purpose of preserving flexibility in negotiations, and

WHEREAS, Wisconsin's eminent domain law allows Jefferson County to transfer the land requested by the State but still retain the right to appeal the amount of compensation paid, and

WHEREAS, the Finance Committee has reviewed the appraisals, as well as the County's options under eminent domain law and recommends transfer of the right-of-way requested by the Department of Transportation for the offered price of \$1,192,800, subject to minor adjustments for existing leases affecting said property and the potential inclusion of the remnants in the State's offer, and

WHEREAS, such transfer will result in payment of approximately the State's offered amount at closing, and the County will retain the right to appeal the amount of compensation for six months after closing in accordance with eminent domain law, and

WHEREAS, the Finance Committee recommends that the County Administrator be authorized, upon recommendation of the Corporation Counsel, to hire special counsel to appeal the amount of compensation involved,

NOW, THEREFORE, BE IT RESOLVED that the County Clerk is authorized to sign such documents as may be necessary to convey to the Wisconsin Department of Transportation right-of-way desired for the State Highway 26 Jefferson bypass for the base amount of \$1,192,800, subject to minor adjustments for farm leases and additional remnant acreage.

BE IT FURTHER RESOLVED that the County Administrator is authorized to retain counsel on a contingent fee basis to appeal the compensation amount paid by the Department of Transportation.

Fiscal Note: The County will receive approximately \$1.2 million as a minimum amount in this transaction. By using a contingent fee arrangement for the attorney handling the

appeal, any attorney's fees payable will be recoverable from the Department of Transportation rather than being paid for by the County. The County may have a small amount of expense with regard to its prior appraisal (\$4,900) and any additional appraisal work that may be necessary as the matter progresses.

AYES _____

NOES _____

ABSENT _____

ABSTAIN _____

Requested by
Finance Committee

05-13-08

Philip C. Ristow: 05-08-08

RESOLUTION NO. 2008-_____

**Approval of 2008-2010 Collective Bargaining Agreement
with Local 655 (Highway)**

WHEREAS, the County's negotiating team has met with AFSCME Local 655 (Highway) for the purpose of negotiating proposed contract changes for 2008, and beyond, and

WHEREAS, after several negotiation sessions the following three-year tentative agreement has been reached with and ratified by Local 655:

1. The contract shall be for a three-year term, January 1, 2008, through December 31, 2010.

2. Wage Increases:

- (a) 2008 – 2.5% effective 1/6/2008
- (b) 2009 – 2% effective 1/4/2009; 1% effective 07/05/2009
- (c) 2010 – 2% effective 1/3/2010; 1.5% effective 7/04/2010

3. Health Insurance Premium – Employee Co-Pay:

- (a) The employee co-pay for health insurance will remain at \$30/month for a single plan and \$60/month for a family plan, effective 1/1/2008. The employee share of the family plan premium will increase \$15 to \$75/month, effective 6/1/2008.

4. State Health Plan:

- (a) Parties agree to participate in the State of Wisconsin Health Plan, effective 1/1/2009.
- (b) Employee health insurance premium co-pay would be eliminated, effective 1/1/2009.
- (c) County agrees to pay up to 105% of the least costly State Health Plan (Qualified Standard Non-Deductible) program for ½ time or more; 25% for less than ½ time.
- (d) Late enrollees to health insurance program without a qualifying event will pay an assessment equal to what they would pay under the State Plan as a late enrollee – 6 months of PPO rate, less 105% of the lowest qualified plan, regardless of the effective date of late enrollment.
- (e) All other language to be conformed to requirements, if any, of the state plan.

5. Sick Leave Payouts (effective 1/1/08):
 - (a) 65% payout of maximum of 108 days on terminations that are WRS retirement-eligible.
 - (b) Upon death of active employee, 100% payout on maximum of 108 days.

6. Increase clothing allowance from \$100 per year to \$150.

WHEREAS, it is the recommendation of the Human Resources Committee that the proposed collective bargaining agreement be approved,

NOW, THEREFORE, BE IT RESOLVED that the County Board of Supervisors hereby approves the recommendation of the Human Resources Committee and ratifies the contract terms as modified above.

Fiscal Note: The 2008 budget contains sufficient amounts to fund a 2.5% wage increase, estimated for this unit at \$66,030.41, including Social Security and Wisconsin Retirement System contributions. The 2%/1% increase for 2009 is an average cost of about 2.5% for the year, totaling \$72,645.68 in this unit. The 2010 raise averages 2.75% cost, which in this unit will be \$90,519.39.

The 2008 budget anticipated a \$75/month co-pay for family coverage. Using a 6/1/08 effective date, this item will be underfunded in this unit by \$3,600.

By changing to the State Health Insurance Plan, it is anticipated that the County's cost for health insurance in 2009 will be approximately the same amount budgeted for 2008. In 2010, the cost is projected to decrease slightly, and do so again in 2011.

The increase in payout at retirement for accumulated unused sick leave will affect a relatively small number of employees each year. A onetime charge of about \$77,000 countywide will be designated in the general fund at the close of the 2008 books to cover this obligation.

The clothing allowance increase is about \$3,000.

About 42% of the increased cost for wages and benefits will be paid by the State of Wisconsin.

AYES _____
 NOES _____
 ABSENT _____
 ABSTAIN _____

Requested by
 Human Resources Committee

05-13-08

Philip C. Ristow: 05-06-08

RESOLUTION NO. 2008-_____

**Approval of 2008-2010 Collective Bargaining Agreement
with Local 3798 (Courthouse)**

WHEREAS, the County's negotiating team has met with AFSCME Local 3798 (Courthouse) for the purpose of negotiating proposed contract changes for 2008, and beyond, and

WHEREAS, after several negotiation sessions the following three-year tentative agreement has been reached with and ratified by Local 3798:

1. The contract shall be for a three-year term, January 1, 2008, through December 31, 2010.

2. Wage Increases:

- (a) 2008 – 2.5% effective 1/6/2008
- (b) 2009 – 2% effective 1/4/2009; 1% effective 07/05/2009
- (c) 2010 – 2% effective 1/3/2010; 1.5% effective 7/04/2010

3. Health Insurance Premium – Employee Co-Pay:

- (a) The employee co-pay for health insurance will remain at \$30/month for a single plan and \$60/month for a family plan, effective 1/1/2008. The employee share of the family plan premium will increase \$15 to \$75/month, effective 6/1/2008.

4. State Health Plan:

- (a) Parties agree to participate in the State of Wisconsin Health Plan, effective 1/1/2009.
- (b) Employee health insurance premium co-pay would be eliminated, effective 1/1/2009.
- (c) County agrees to pay up to 105% of the least costly State Health Plan (Qualified Standard Non-Deductible) program for ½ time or more; 25% for less than ½ time.
- (d) Late enrollees to health insurance program without a qualifying event will pay an assessment equal to what they would pay under the State Plan as a late enrollee – 6 months of PPO rate, less 105% of the lowest qualified plan, regardless of the effective date of late enrollment.
- (e) All other language to be conformed to requirements, if any, of the state plan.

5. Sick Leave Payouts (effective 1/1/08):
 - (a) 65% payout of maximum of 108 days on terminations that are WRS retirement-eligible.
 - (b) Upon death of active employee, 100% payout on maximum of 108 days.

6. Sick Leave Accrual (effective 6/1/08):
 - (a) Additional .5 day accrual per month after 108 day maximum is reached, up to a new maximum of 120 days.

7. Increase clothing allowance from \$100 per year to \$150.

WHEREAS, it is the recommendation of the Human Resources Committee that the proposed collective bargaining agreement be approved,

NOW, THEREFORE, BE IT RESOLVED that the County Board of Supervisors hereby approves the recommendation of the Human Resources Committee and ratifies the contract terms as modified above.

Fiscal Note: The 2008 budget contains sufficient amounts to fund a 2.5% wage increase, estimated for this unit at \$115,080.64, including Social Security and Wisconsin Retirement System contributions. The 2%/1% increase for 2009 is an average cost of about 2.5% for the year, totaling \$126,587.41 in this unit. The 2010 raise averages 2.75% cost, which in this unit will be \$157,760.34.

The 2008 budget anticipated a \$75/month co-pay for family coverage. Using a 6/1/08 effective date, this item will be underfunded in this unit by \$6,600.

By changing to the State Health Insurance Plan, it is anticipated that the County's cost for health insurance in 2009 will be approximately the same amount budgeted for 2008. In 2010, the cost is projected to decrease slightly, and do so again in 2011.

The increase in payout at retirement for accumulated unused sick leave will affect a relatively small number of employees each year. A onetime charge of about \$77,000 countywide will be designated in the general fund at the close of the 2008 books to cover this obligation.

The clothing allowance increase is less than \$500.

AYES _____
 NOES _____
 ABSENT _____
 ABSTAIN _____

Requested by
 Human Resources Committee

05-13-08

RESOLUTION NO. 2008-_____

**Approval of 2008-2010 Collective Bargaining Agreement
with Local 2418 (Countryside Home)**

WHEREAS, the County's negotiating team has met with AFSCME Local 2418 (Countryside Home) for the purpose of negotiating proposed contract changes for 2008, and beyond, and

WHEREAS, after several negotiation sessions the following three-year tentative agreement has been reached with Local 2418:

1. The contract shall be for a three-year term, January 1, 2008, through December 31, 2010.
2. Wage Increases:
 - (a) 2008 – 2.5% effective 1/6/2008
 - (b) 2009 – 2% effective 1/4/2009; 1% effective 07/05/2009
 - (c) 2010 – 2% effective 1/3/2010; 1.5% effective 7/04/2010
3. Health Insurance Premium – Employee Co-Pay:
 - (a) The employee co-pay for health insurance will remain at \$30/month for a single plan and \$60/month for a family plan, effective 1/1/2008. The employee share of the family plan premium will increase \$15 to \$75/month, effective 6/1/2008.
4. State Health Plan:
 - (a) Parties agree to participate in the State of Wisconsin Health Plan, effective 1/1/2009.
 - (b) Employee health insurance premium co-pay would be eliminated, effective 1/1/2009.
 - (c) County agrees to pay up to 105% of the least costly State Health Plan (Qualified Standard Non-Deductible) program for ½ time or more; 25% for less than ½ time.
 - (d) Late enrollees to health insurance program without a qualifying event will pay an assessment equal to what they would pay under the State Plan as a late enrollee – 6 months of PPO rate, less 105% of the lowest qualified plan, regardless of the effective date of late enrollment.
 - (e) All other language to be conformed to requirements, if any, of the state plan.

5. Sick Leave Payouts (effective 1/1/08):
 - (a) 65% payout of maximum of 108 days on terminations that are WRS retirement-eligible.
 - (b) Upon death of active employee, 100% payout on maximum of 108 days.

6. Sick Leave Accrual (effective 6/1/08):
 - (a) Additional .5 day accrual per month after 108 day maximum is reached, up to a new maximum of 120 days.

WHEREAS, it is the recommendation of the Human Resources Committee that the proposed collective bargaining agreement be approved,

NOW, THEREFORE, BE IT RESOLVED that the County Board of Supervisors hereby approves the recommendation of the Human Resources Committee and ratifies the contract terms as modified above.

Fiscal Note: The 2008 budget contains sufficient amounts to fund a 2.5% wage increase, estimated for this unit at \$87,434.60, including Social Security and Wisconsin Retirement System contributions. The 2%/1% increase for 2009 is an average cost of about 2.5% for the year, totaling \$95,713.90 in this unit. The 2010 raise averages 2.75% cost, which in this unit will be \$119,846.20.

The 2008 budget anticipated a \$75/month co-pay for family coverage. Using a 6/1/08 effective date, this item will be underfunded in this unit by \$5,925.

By changing to the State Health Insurance Plan, it is anticipated that the County's cost for health insurance in 2009 will be approximately the same amount budgeted for 2008. In 2010, the cost is projected to decrease slightly, and do so again in 2011.

The increase in payout at retirement for accumulated unused sick leave will affect a relatively small number of employees each year. A onetime charge of about \$77,000 countywide will be designated in the general fund at the close of the 2008 books to cover this obligation.

AYES _____
 NOES _____
 ABSENT _____
 ABSTAIN _____

Requested by
 Human Resources Committee

05-13-08

Philip C. Ristow: 05-06-08

RESOLUTION NO. 2008-_____

**Approval of 2008-2010 Collective Bargaining Agreement
with Local 723 (U) (Countryside Professional Nurses)**

WHEREAS, the County's negotiating team has met with AFSCME Local 723(U) (Countryside Professional Nurses) for the purpose of negotiating proposed contract changes for 2008, and beyond, and

WHEREAS, after several negotiation sessions the following three-year tentative agreement has been reached with Local 723(U):

1. The contract shall be for a three-year term, January 1, 2008, through December 31, 2010.

2. Wage Increases:

- (a) 2008 – 2.5% effective 1/6/2008
- (b) 2009 – 2% effective 1/4/2009; 1% effective 07/05/2009
- (c) 2010 – 2% effective 1/3/2010; 1.5% effective 7/04/2010

3. Health Insurance Premium – Employee Co-Pay:

- (a) The employee co-pay for health insurance will remain at \$30/month for a single plan and \$60/month for a family plan, effective 1/1/2008. The employee share of the family plan premium will increase \$15 to \$75/month, effective 6/1/2008.

4. State Health Plan:

- (a) Parties agree to participate in the State of Wisconsin Health Plan, effective 1/1/2009.
- (b) Employee health insurance premium co-pay would be eliminated, effective 1/1/2009.
- (c) County agrees to pay up to 105% of the least costly State Health Plan (Qualified Standard Non-Deductible) program for ½ time or more; 25% for less than ½ time.
- (d) Late enrollees to health insurance program without a qualifying event will pay an assessment equal to what they would pay under the State Plan as a late enrollee – 6 months of PPO rate, less 105% of the lowest qualified plan, regardless of the effective date of late enrollment.
- (e) All other language to be conformed to requirements, if any, of the state plan.

5. Sick Leave Payouts (effective 1/1/08):
 - (a) 65% payout of maximum of 108 days on terminations that are WRS retirement-eligible.
 - (b) Upon death of active employee, 100% payout on maximum of 108 days.

6. Sick Leave Accrual (effective 6/1/08):
 - (a) Additional .5 day accrual per month after 108 day maximum is reached, up to a new maximum of 120 days.

WHEREAS, it is the recommendation of the Human Resources Committee that the proposed collective bargaining agreement be approved,

NOW, THEREFORE, BE IT RESOLVED that the County Board of Supervisors hereby approves the recommendation of the Human Resources Committee and ratifies the contract terms as modified above.

Fiscal Note: The 2008 budget contains sufficient amounts to fund a 2.5% wage increase, estimated for this unit at \$25,585.42, including Social Security and Wisconsin Retirement System contributions. The 2%/1% increase for 2009 is an average cost of about 2.5% for the year, totaling \$27,887.06 in this unit. The 2010 raise averages 2.75% cost, which in this unit will be \$35,065.87.

The 2008 budget anticipated a \$75/month co-pay for family coverage. Using a 6/1/08 effective date, this item will be underfunded in this unit by \$960.

By changing to the State Health Insurance Plan, it is anticipated that the County's cost for health insurance in 2009 will be approximately the same amount budgeted for 2008. In 2010, the cost is projected to decrease slightly, and do so again in 2011.

The increase in payout at retirement for accumulated unused sick leave will affect a relatively small number of employees each year. A onetime charge of about \$77,000 countywide will be designated in the general fund at the close of the 2008 books to cover this obligation.

AYES _____
 NOES _____
 ABSENT _____
 ABSTAIN _____

Requested by
 Human Resources Committee

05-13-08

Philip C. Ristow: 05-06-08

RESOLUTION NO. 2008-_____

**Approval of 2008-2010 Collective Bargaining Agreement
with Local 723 (Health Agency Professional Employee)**

WHEREAS, the County's negotiating team has met with AFSCME Local 723 (Health Agency Professional Employee) for the purpose of negotiating proposed contract changes for 2008, and beyond, and

WHEREAS, after several negotiation sessions the following three-year tentative agreement has been reached with and ratified by Local 723:

1. The contract shall be for a three-year term, January 1, 2008, through December 31, 2010.

2. Wage Increases:

- (a) 2008 – 2.5% effective 1/6/2008
- (b) 2009 – 2% effective 1/4/2009; 1% effective 07/05/2009
- (c) 2010 – 2% effective 1/3/2010; 1.5% effective 7/04/2010

3. Health Insurance Premium – Employee Co-Pay:

- (a) The employee co-pay for health insurance will remain at \$30/month for a single plan and \$60/month for a family plan, effective 1/1/2008. The employee share of the family plan premium will increase \$15 to \$75/month, effective 6/1/2008.

4. State Health Plan:

- (a) Parties agree to participate in the State of Wisconsin Health Plan, effective 1/1/2009.
- (b) Employee health insurance premium co-pay would be eliminated, effective 1/1/2009.
- (c) County agrees to pay up to 105% of the least costly State Health Plan (Qualified Standard Non-Deductible) program for ½ time or more; 25% for less than ½ time.
- (d) Late enrollees to health insurance program without a qualifying event will pay an assessment equal to what they would pay under the State Plan as a late enrollee – 6 months of PPO rate, less 105% of the lowest qualified plan, regardless of the effective date of late enrollment.
- (e) All other language to be conformed to requirements, if any, of the state plan.

5. Sick Leave Payouts (effective 1/1/08):

- (a) 65% payout of maximum of 108 days on terminations that are WRS retirement-eligible.
- (b) Upon death of active employee, 100% payout on maximum of 108 days.

6. Sick Leave Accrual (effective 6/1/08):
 - (a) Additional .5 day accrual per month after 108 day maximum is reached, up to a new maximum of 120 days.

7.
 - (a) Change 12.04 to refer to cell phones instead of pagers.
 - (b) Change travel pay for conventions and conferences.

WHEREAS, it is the recommendation of the Human Resources Committee that the proposed collective bargaining agreement be approved,

NOW, THEREFORE, BE IT RESOLVED that the County Board of Supervisors hereby approves the recommendation of the Human Resources Committee and ratifies the contract terms as modified above.

Fiscal Note: The 2008 budget contains sufficient amounts to fund a 2.5% wage increase, estimated for this unit at \$19,410.52, including Social Security and Wisconsin Retirement System contributions. The 2%/1% increase for 2009 is an average cost of about 2.5% for the year, totaling \$21,323.36 in this unit. The 2010 raise averages 2.75% cost, which in this unit will be \$26,608.34.

The 2008 budget anticipated a \$75/month co-pay for family coverage. Using a 6/1/08 effective date, this item will be underfunded in this unit by \$900.

By changing to the State Health Insurance Plan, it is anticipated that the County's cost for health insurance in 2009 will be approximately the same amount budgeted for 2008. In 2010, the cost is projected to decrease slightly, and do so again in 2011.

The increase in payout at retirement for accumulated unused sick leave will affect a relatively small number of employees each year. A onetime charge of about \$77,000 countywide will be designated in the general fund at the close of the 2008 books to cover this obligation.

The costs related to the language change are minimal.

AYES _____
 NOES _____
 ABSENT _____
 ABSTAIN _____

Requested by
 Human Resources Committee

05-13-08

Philip C. Ristow: 05-06-08

RESOLUTION NO. 2008-_____

**Approval of 2008-2010 Collective Bargaining Agreement
with Local 723 (Human Services)**

WHEREAS, the County's negotiating team has met with AFSCME Local 723 (Human Services) for the purpose of negotiating proposed contract changes for 2008, and beyond, and

WHEREAS, after several negotiation sessions the following three-year tentative agreement has been reached with and ratified by Local 723:

1. The contract shall be for a three-year term, January 1, 2008, through December 31, 2010.

2. Wage Increases:

- (a) 2008 – 2.5% effective 1/6/2008
- (b) 2009 – 2% effective 1/4/2009; 1% effective 07/05/2009
- (c) 2010 – 2% effective 1/3/2010; 1.5% effective 7/04/2010

3. Health Insurance Premium – Employee Co-Pay:

- (a) The employee co-pay for health insurance will remain at \$30/month for a single plan and \$60/month for a family plan, effective 1/1/2008. The employee share of the family plan premium will increase \$15 to \$75/month, effective 6/1/2008.

4. State Health Plan:

- (a) Parties agree to participate in the State of Wisconsin Health Plan, effective 1/1/2009.
- (b) Employee health insurance premium co-pay would be eliminated, effective 1/1/2009.
- (c) County agrees to pay up to 105% of the least costly State Health Plan (Qualified Standard Non-Deductible) program for ½ time or more; 25% for less than ½ time.
- (d) Late enrollees to health insurance program without a qualifying event will pay an assessment equal to what they would pay under the State Plan as a late enrollee – 6 months of PPO rate, less 105% of the lowest qualified plan, regardless of the effective date of late enrollment.
- (e) All other language to be conformed to requirements, if any, of the state plan.

5. Sick Leave Payouts (effective 1/1/08):

- (a) 65% payout of maximum of 108 days on terminations that are WRS retirement-eligible.
- (b) Upon death of active employee, 100% payout on maximum of 108 days.

6. Sick Leave Accrual (effective 6/1/08):
(a) Additional .5 day accrual per month after 108 day maximum is reached, up to a new maximum of 120 days.

WHEREAS, it is the recommendation of the Human Resources Committee that the proposed collective bargaining agreement be approved,

NOW, THEREFORE, BE IT RESOLVED that the County Board of Supervisors hereby approves the recommendation of the Human Resources Committee and ratifies the contract terms as modified above.

Fiscal Note: The 2008 budget contains sufficient amounts to fund a 2.5% wage increase, estimated for this unit at \$90,376.14, including Social Security and Wisconsin Retirement System contributions. The 2%/1% increase for 2009 is an average cost of about 2.5% for the year, totaling \$99,430.49 in this unit. The 2010 raise averages 2.75% cost, which in this unit will be \$123,894.32.

The 2008 budget anticipated a \$75/month co-pay for family coverage. Using a 6/1/08 effective date, this item will be underfunded in this unit by \$3,075.

By changing to the State Health Insurance Plan, it is anticipated that the County's cost for health insurance in 2009 will be approximately the same amount budgeted for 2008. In 2010, the cost is projected to decrease slightly, and do so again in 2011.

The increase in payout at retirement for accumulated unused sick leave will affect a relatively small number of employees each year. A onetime charge of about \$77,000 countywide will be designated in the general fund at the close of the 2008 books to cover this obligation.

About 26% of the increased cost for wages and benefits will be paid by the State of Wisconsin.

AYES _____

NOES _____

ABSENT _____

ABSTAIN _____

Requested by
Human Resources Committee

05-13-08

Philip C. Ristow: 05-06-08

RESOLUTION NO. 2008-_____

Resolution adjusting wages and fringe benefits for nonrepresented employees

WHEREAS, it is customary to review and adjust wages and fringe benefits of nonrepresented employees in a manner recommended by the Human Resources Committee in consideration of settlements with various bargaining units, and

WHEREAS, settlement with all six AFSCME units has been reached for 2008, 2009 and 2010, leaving only the Sheriff's Department unit remaining, and

WHEREAS, the Human Resources Committee recommends adjusting at this time the nonrepresented employees' compensation for 2008 and 2009 in the same manner as approved for the AFSCME units, and

WHEREAS, the Human Resources Committee recommends adjusting the nonrepresented employees' contribution to health insurance for the year 2008 to give credit to non-union employees in the amount of \$15 per month for each month an individual non-union employee paid a contribution higher than the union rate for family health insurance contribution from January through May of 2008, thus making the union and non-union employees' contributions virtually equal, and

WHEREAS, the Human Resources Committee is also recommending various changes to the Personnel Ordinance as it affects the nonrepresented employees to equalize the administration of various other fringe benefits,

NOW, THEREFORE, BE IT RESOLVED that the Board adopts the recommendation of the Human Resources Committee to increase nonrepresented employees pay 2.5% effective 1/6/08, 2% effective 1/4/09 and 1% effective 7/5/09.

BE IT FURTHER RESOLVED that the County Clerk shall provide a \$15 credit for family health insurance premium co-pay paid by nonrepresented employees from January through May, 2008, in the manner deemed most efficient by the Clerk's office for administration.

Fiscal Note: Fiscal Note: The 2008 budget contains sufficient amounts to fund a 2.5% wage increase, estimated for this group at \$280,973.05, including Social Security and Wisconsin Retirement System contributions. The split 2%/1% increase for 2009 is an average cost of about 2.5% for the year, totaling \$309,122.37 for this group.

The 2008 budget anticipated a \$76.65/month co-pay for non-union family coverage. Using a 6/1/08 effective date, this item will be underfunded by a total of \$10,950 across the various county departments.

AYES _____

NOES _____

ABSENT _____

ABSTAIN _____

Requested by
Human Resources Committee

05-13-08

Philip C. Ristow: 05-08-08

ORDINANCE NO. 2008-_____

Personnel Ordinance amendments for accrued sick leave and participation in the Wisconsin Public Employer's Group Health Insurance Plan

WHEREAS, the Human Resources Committee recommends comparable benefit administration for union and non-union personnel where it can be reasonably accommodated, and

WHEREAS, union settlements have affected sick leave accumulation and payout provision of the union contracts, and

WHEREAS, a change to the State of Wisconsin Health Insurance Plan effective 1/1/2009 will necessitate further changes to this ordinance to capture all of the details,

THE COUNTY BOARD OF SUPERVISORS OF JEFFERSON COUNTY DOES HEREBY ORDAIN AS FOLLOWS:

Section 1. Section HR02390 (B) and (C), Terminal Pay, of the Personnel Ordinance is amended to update payout of accumulated sick time as follows:

HR0390

TERMINAL PAY.

- B. In addition, employees who retire and are eligible for Wisconsin Retirement annuity or Social Security shall receive ~~60~~ 65 percent of a maximum of 108 days of any unused accumulated sick leave. Employees not eligible for Wisconsin Retirement annuity or Social Security will not receive any unused accumulated sick, regardless of the reason for separation of employment. (Am. Ord. 2006-35, 2/14/06)
- C. An employee whose employment is terminated by death shall be paid the benefits set forth in Paragraph (a), two weeks pay, and ~~65~~ 100 percent of a maximum of 108 days of unused accumulated sick leave.

Section 2. Section HR0640, Health and Dental Insurance, of the Personnel Ordinance is amended to create paragraph (I) as follows:

HR0640

HEALTH AND DENTAL INSURANCE

- I. Effective January 1, 2009, the County will switch carriers to the Wisconsin Public Employers' Group Health Insurance Plan. For employees with half-time or more status, the County agrees to pay up to one-hundred-five percent (105%) of the premium rate of the lowest cost qualified plan in Jefferson County for either single or family coverage. For employees with a less-than-half-time status and eligible for Wisconsin Retirement, the County agrees to pay twenty-five percent (25%) of the lowest cost qualified plan in Jefferson County for either single or family coverage. If a regular part-time employee refuses when called to work, except for a valid reason, and has not worked 1044 hours per year, the Employer will pay only 25% of the lowest cost qualified plan for a period of time not to exceed three (3) months. Effective May 13, 2008, unless a qualifying event occurs, late enrollees into the County self-funded health insurance program will pay an assessment equal to 6 months premiums of the 2008 Wisconsin Public Employers' Group Health Insurance Standard Plan for Jefferson County, less 105% of the lowest qualified State plan in Jefferson County, or \$2416.17 for

single plans and \$6042.42 for family plans. This is in addition to any required premium contribution established above.

Section 3. Section HR0680 (A), Sick Leave With Pay, of the Personnel Ordinance is amended as follows:

HR0680 SICK LEAVE WITH PAY

A. Eligible employees shall be entitled to 1 working day of sick leave with pay for each month or major fraction thereof of actual service up to an accumulated total of 108 working days. When an employee has one hundred eight (108) working days of sick leave credit, such employee shall continue to earn sick leave at the rate of one-half (1/2) working day of sick leave with pay for each month or major fraction thereof of actual service up to an accumulated total of one hundred twenty (120) working days. The sick leave time earned during the first 6 calendar months of employment shall not be available to an employee until the employee has successfully completed the probationary period.

Section 4. This ordinance shall be effective after passage and publication as permitted by law.

AYES _____
NOES _____
ABSENT _____
ABSTAIN _____

Requested by
Human Resources Committee

05-13-08

Terri M. Palm-Kostroski & Philip Ristow: 05-08-08

RESOLUTION NO. 2008-_____

Resolution creating one full-time Aging and Disability Resources Division Manager and two full-time Human Services Professional I positions and eliminating one full-time Long Term Support Supervisor and one full-time Long Term Support/Alzheimer Family Support Worker positions

WHEREAS, Human Services continues to prepare for Long Term Care reform and Family Care expansion in Wisconsin, and

WHEREAS, the Human Services Director has reviewed the following staff changes with the Human Services Board and recommends the following changes to support the goals of Long Term Care programs:

- Creation of one exempt full-time Aging and Disability Resources Division Manager
- Elimination of one exempt full-time Long Term Support Supervisor
- Creation of two full-time Human Services Professional I (Bachelor) positions
- Elimination of one full-time Long Term Support/Alzheimer Family Support Worker position, and

WHEREAS, after due consideration, the Human Resources Committee recommends the changes proposed by the Human Services Board.

NOW, THEREFORE, BE IT RESOLVED that the 2008 County Budget setting forth position allocations at the Human Services Department be and is hereby amended to reflect the above change, to become effective upon passage of this resolution.

Fiscal Note: Exact additional cost for wages and benefits is yet to be determined from completion of a study of the Aging and Disability Division Manager position. Maximum cost expected for 2008 is \$16,791, and is anticipated to be offset 100% by federal, state, Medicaid and other funding. As a budget amendment, 20 affirmative votes are required for passage.

AYES _____
NOES _____
ABSENT _____
ABSTAIN _____
VACANT _____

Requested by
Human Resources Committee

05-13-08

Terri M. Palm-Kostroski: 05-07-08

RESOLUTION NO. 2008-_____

Resolution creating two full-time Licensed Practical Nurse (LPN) positions and one full-time Medication Aide position, and eliminating five less-than-half-time (non-benefited) LPN positions and two less-than-half-time (non-benefited) Medication Aide positions

WHEREAS, Countryside continues to explore changes in staffing levels to increase resident centered care, and

WHEREAS, inability to recruit and retain employees for less-than-half-time, non-benefited positions has resulted in increased utilization and expense of outside pool agency staff, and

WHEREAS, the Nursing Home Administrator has reviewed the following changes with the Countryside Board of Trustees and recommends the following staffing changes:

- Creation of one full-time Medication Aide
- Creation of two full-time LPNs
- Elimination of five less-than-half-time, non-benefited LPNs
- Elimination of two less-than-half-time, non-benefited Medication Aides, and

WHEREAS, after due consideration, the Human Resources Committee recommends the changes proposed by the Nursing Home Administrator.

NOW, THEREFORE, BE IT RESOLVED that the 2008 County Budget setting forth position allocations at Countryside Home and is hereby amended to reflect the above changes, to become effective upon passage of this resolution.

Fiscal Note: With the elimination of positions and the ability to reduce outside pool labor and overtime costs, a net annual savings of \$20,391.56 is anticipated. As a budget amendment, 20 affirmative votes are required for passage.

AYES _____
NOES _____
ABSENT _____
ABSTAIN _____
VACANT _____

Requested by
Human Resources Committee

05-13-08

Terri M. Palm-Kostroski: 05-07-08

RESOLUTION NO. 2008-_____

Resolution creating one full-time Community Support Program II (Masters) position and eliminating one vacant full-time Community Support Program I (Bachelors) position

WHEREAS, the Human Services Director recommends creation of one (1) full-time, represented Community Support Program II – Masters (CSP II) position (Union Grade 22, \$19,378 - \$23,914) and elimination of one (1) full-time, represented Community Support Program I-Bachelors (CSP I) position (Union Grade 19, \$17,918 - \$22,105), currently vacant, and

WHEREAS, the proposed CSP II position is eligible for 100% reimbursement by Medical Assistance, and

WHEREAS, after due consideration, the Human Resources Committee recommends the changes proposed by the Human Services Director.

NOW, THEREFORE, BE IT RESOLVED that the 2008 County Budget setting forth position allocations at the Human Services Department be and is hereby amended to reflect the above change, to become effective upon passage of this resolution.

Fiscal Note: Anticipated savings in 2008 of \$14,247 and additional annual savings of \$21,370 thereafter. As a budget amendment, 20 affirmative votes are required for passage.

AYES _____
NOES _____
ABSENT _____
ABSTAIN _____
VACANT _____

Requested by
Human Resources Committee

05-13-08

Terri M. Palm-Kostroski: 05-06-08

RESOLUTION NO. 2008-_____

Resolution creating one full-time Deputy Court Clerk II-General position and eliminating one full-time Receptionist/Clerk position

WHEREAS, the Clerk of Court has requested the creation of one (1) full-time, Deputy Court Clerk II-General, position (Union Grade 11, \$13.952 - \$17.198) and elimination of one (1) vacant full-time Receptionist/Clerk position (Union Grade 10, \$13.464 - \$16.594), which is currently vacant, and

WHEREAS, the Clerk of Court seeks to gain efficiency and flexibility from cross-training of deputies in generalized positions, and

WHEREAS, after due consideration, the Human Resources Committee recommends the creation of one full-time Deputy Court Clerk II-General position and elimination of one vacant full-time Receptionist/Clerk position as requested by the Clerk of Court.

NOW, THEREFORE, BE IT RESOLVED that the 2008 County Budget setting forth position allocations in the Clerk of Courts Office be and is hereby amended to reflect the above change, to become effective upon passage of this resolution.

Fiscal Note: No additional funds are required, as the overlapping of pay ranges will result in an anticipated annual savings of \$6,498.26. As a budget amendment, 20 affirmative votes are required for passage.

AYES _____

NOES _____

ABSENT _____

ABSTAIN_____.

VACANT_____.

Requested by
Human Resources Committee

05-13-08

Terri M. Palm-Kostroski: 05-06-08

**TO THE JEFFERSON COUNTY BOARD OF SUPERVISORS:
MEMBERS OF THE BOARD:**

By virtue of the authority vested in me under Section 59.18 of the Wisconsin Statutes, I do hereby appoint and request your confirmation of the following individuals as members of the designated Boards or Commissions:

Historic Site Preservation Commission

- a. John Molinaro, Cambridge, WI for a 2 Year Term ending April 1, 2010.
AYES _____
NOES _____
ABSENT _____
ABSTAIN _____

- b. Rebecca K. Shurm, Whitewater, WI for a 2 Year Term ending April 1, 2010.
AYES _____
NOES _____
ABSENT _____
ABSTAIN _____

- c. Joan Jones, Fort Atkinson, WI for a 3 Year Term ending April 1, 2011.
AYES _____
NOES _____
ABSENT _____
ABSTAIN _____

- d. Jesse Powers, Fort Atkinson, WI for a 3 Year Term ending April 1, 2011.
AYES _____
NOES _____
ABSENT _____
ABSTAIN _____

- e. Kathleen Groskopf, Jefferson, WI for a 1 Year Term ending April 1, 2009.
AYES _____
NOES _____
ABSENT _____
ABSTAIN _____

- f. Cindy Arbiture, Sullivan, WI to fill a 1 Year Term ending April 1, 2009.
AYES _____
NOES _____
ABSENT _____
ABSTAIN _____

- g. Robert Birmingham, Madison, WI to fill a 3 Year Term ending April 1, 2011.

AYES _____
NOES _____
ABSENT _____
ABSTAIN _____

Zoning Board of Adjustment

- a. Dale Weiss, Town of Jefferson, WI to fill the unexpired term of Lloyd Zastrow ending July 1, 2008.

AYES _____
NOES _____
ABSENT _____
ABSTAIN _____

- b. Randy Mitchell, Town of Concord, WI to fill the unexpired term of Dale Weiss as 1st Alternate, ending July 1, 2009.

AYES _____
NOES _____
ABSENT _____
ABSTAIN _____

Board of Health

- a. Dr. Don Williams, Fort Atkinson, WI reappointed to a 3 year term ending May 10, 2011.

AYES _____
NOES _____
ABSENT _____
ABSTAIN _____

- b. Gail Towers, Watertown, WI to fill the unexpired term of George Jaeckel ending May 11, 2010.

AYES _____
NOES _____
ABSENT _____
ABSTAIN _____

- c. Anna Hutchings, Cambridge, WI to fill the unexpired term of Lloyd Zastrow ending May 12, 2009.

AYES _____
NOES _____
ABSENT _____
ABSTAIN _____

Human Services Board

- a. Gail Towers, Watertown, WI to fill the unexpired term of Rodney Laudenslager ending November 1, 2008.

AYES _____
NOES _____
ABSENT _____
ABSTAIN _____