

Grant County Board of Supervisors
June 18, 2013

The Grant County Board of Supervisors met on Tuesday, June 18, 2013 at 9:00 a.m. in Room 264 on second floor of the Administration Building, Lancaster, WI pursuant to the adjournment of the May 21, 2013 meeting.

Chair Larry Wolf called the meeting to order and the Pledge of Allegiance was recited.

Verification of compliance with the open meeting law was a notice in the Herald Independent stating the date, time and place of the County Board Meeting and posted in two public posting locations and the county website verified by Linda K. Gebhard, County Clerk.

INSERT #1: ROLL CALL, June 18, 2013

	Present	Absent	Excused
1. Carol Beals	X		
2. John Beinborn	X		
3. Roger Guthrie	X		
4. Dale Hood	X		
5. Lester Jantzen	X		
6. Robert Keeney	X		
7. Vern Lewison	X		
8. Vincent Loeffelholz	X		
9. Grant Loy	X		
10. Dwight Nelson	X		
11. John Patcle	X		
12. Gary Ranum	X		
13. Robert Scallon	X		
14. Patrick Schroeder	X		
15. Donald Splinter	X		
16. Mark Stead	X		
17. Larry Wolf	X		

The Clerk took the roll call resulting in 17 present, therefore a quorum was present.

Agenda: Larry Wolf, Chair asked the board to approve the agenda with the following change, moving line item 13. Snowmobile Resolution below line item 19. Todd Johnson will present the Snowmobile Resolution but could not attend the County Board Meeting until later. John Beinborn, seconded by Mark Stead, made a motion to approve the agenda with the stated change. Motion carried.

Minutes: Vince Loeffelholz, seconded by Dwight Nelson, made a motion to approve the minutes of May 21, 2013. Motion carried.

Communications: Larry Wolf, Chair read a note from Dwight Nelson thanking the County Board Members and County Clerk, Linda Gebhard for the card and laminated wedding announcement that was sent to them in honor of their 60th Wedding Anniversary.

Larry Wolf, Chair commented on the letter that was sent to all the Board Members from Mary Yager. The purpose of the letter was to define the services that ADRC supplies and Mary wanted the Board to understand how important the ADRC Agency is to the citizens of Grant County.

Memoriam: Lester Jantzen, seconded by Dale Hood, made a motion to approve the Memoriam for Donald W. Kuhls and have the County Clerk send the certificate to his family from the Grant County Board of Supervisors. Motion carried.

**RESOLUTION #30-12
IN MEMORIAM OF DONALD W. KUHLs**

The Grant County Board of Supervisors, assembled this 18th day of June, 2013 issues the following commemoration:

WHEREAS, the death of Donald W. Kuhls from the Town of Smelser, WI has come to the attention of this body; and

WHEREAS, Donald W. Kuhls served on the Grant County Board of Supervisors from April 1986 to April 1992 representing District 12, Towns of Ellenboro, Lima, Platteville and Smelser, and

WHEREAS, his many friends and acquaintances will long cherish in memory his willingness to serve through public office and to assist in the interest and welfare of Grant County.

NOW, THEREFORE BE IT RESOLVED, that the Grant County Board of Supervisors commends the life and public service of Donald W. Kuhls and that this memorial be set forth at length upon the minutes of the meeting and that a copy, properly attested by the signature of the Chairperson and the Clerk, be sent to the family.

/s/ Larry Wolf, County Board Chair

/s/ Linda K. Gebhard, County Clerk

ATTEST: I Linda K. Gebhard, Grant County Clerk, do certify that these Memoriam #30-12 for Donald W. Kuhls was adopted by the Grant County Board of Supervisors at a meeting held on June 18, 2013.

/a/ Linda K. Gebhard, County Clerk

Appointments: None

Employee Recognition: Larry Wolf, Chair presented a Certificate for Brenda Shireman for her 22 years of service at Social Services, Brenda was unable to attend.

Grants: None

Fair Promotion and Volunteers: Amy Olson, Fair Secretary supplied the Board Members with Fair 2013 Promotional information to start distributing in their Districts and also asked if any of them would volunteer their help during the fair. Grant Loy will take the names of the members able to help for the Grand Stand events.

All Terrain Vehicle Ordinance Amendment: Dave Lambert, Highway Commissioner introduced the addition of four new routes that have been approved by the appropriate Municipal Boards, Traffic and Safety Committee and Highway Committee.

John Patcle, seconded by Vern Lewison, made a motion to approve the additional routes to Ordinance #65 ATV Route Ordinance. Motion carried.

ORDINANCE NO. 65
(Amendments made to Original Ordinance)

AN ORDINANCE TO REPEAL AND RECREATE SECTION 268-4(a)-(g) OF THE CODE OF ORDINANCES OF GRANT COUNTY, WISCONSIN, RELATING TO ALL-TERRAIN AND UTILITY VEHICLE ROUTES.

NOW, THEREFORE, THE COUNTY BOARD OF GRANT COUNTY, WISCONSIN, DO ORDAIN AS FOLLOWS:

Section I: Section 268-4(a)-(g) of the County's Code of Ordinances is hereby repealed and recreated to read as follows:

"268-4 AREAS DESIGNATED The area designated as an all-terrain vehicle/utility-terrain vehicle route shall be as follows:

- (a) County Highway A, from County Highway X, South and East to Willow Lane, within the Village of Bagley;
- (b) **County Highway C, from County Highway X, continuing northeast across US Highway 18 to Kussmaul Hollow Road, near the unincorporated Village of Millville;**
- (c) County Trunk Highway J, from County Trunk Highway JJ, extending north to 6th Street, within the Village of Mt. Hope;

- (d) County Trunk Highway JJ, full length of CTH JJ from US Highway 18, through the Village of Mt. Hope and back to US Highway 18;
- (e) **County Trunk Highway P, from CTH A, near the Village of Bagley, extending north and east to Morgan Road, within the Town of Wyalusing;**
- (f) **County Trunk Highway X, from CTH A in the Village of Bagley, extending north to Gasner Hollow Road;**
- (g) **County Trunk Highway X, from CTH P, extending easterly to and through an unincorporated Village of Wyalusing.”**

Section II: This ordinance shall take effect upon its passage and publication or posting as required by law.

Adopted and approved this 18th day of July, 2013.

GRANT COUNTY BY: Larry Wolf, Chair

COUNTERSIGNED BY: Linda K. Gebhard, Grant County Clerk

Date Adopted: April 16, 2013

Date Recorded: June 18, 2013

Date Published: June 26, 2013

Effective Date: June 26, 2013

ATTEST: I Linda K. Gebhard, Grant County Clerk, do certify that these Amendments to Ordinance 65 ATV Routes were adopted by the Grant County Board of Supervisors at a meeting held on June 18, 2013.

/a/ Linda K. Gebhard, County Clerk

CDL Drug and Alcohol Testing Policy Revision: Joyce Roling presented the revision of DOT CDL Drug and Alcohol policy to the County Board. The policy summarizes the drug and alcohol testing procedures as well as prohibitions. The departments affected by this are the Highway Department and ADRC and includes all elements required under the federal regulations. Don Splinter, seconded by John Beinborn, made a motion to approve the revisions to the current Drug and Alcohol Testing Policy for the County. Motion carried.

Transfer of Funds: Nancy Scott, Finance Director, presented the information to the Board regarding the transfer of money. The Executive Committee recommended to transfer funds from the former Zoning/Sanitation Department budget to the Treasurer’s and IT’s budgets to fund 20 hours of shared position. A motion was made by Patrick Schroeder, seconded by Lester Jantzen to approve the transfer contingent on approval by the Zoning/Sanitation Committee at their next meeting. Motion carried.

Livestock Claims: None

Discussion on future building projects for the County: Larry Wolf, Chair reiterated all the costs and options that have been discussed in regard to all the County Building projects. All the building projects for the Courthouse, Administration Building, County Jail and the 52 Building have been discussed in the appropriate committees and all have recommended the discussion come before the full County Board. There was discussion on the three space studies that have been done on all the buildings in question; some of the discussions going back to 2008 being addressed in the different County Committees. Many of the County Department Heads added their concerns to the discussion. The following issues were part of the discussion:

1. Downtown parking.
2. Low Interest rates of Government Bonds at this time/possible financing through Baird/amount of years needed to pay off building projects.
3. Operating costs of multiple county buildings.
4. If all Departments were located in one building, could services be combined?
5. Acceptable space per Departments.
6. Raising costs of building materials.
7. Cost of renting the buildings verses owning.
8. What would happen to County Buildings if left set unoccupied.

9. Have the employee's concerns been addresses in regard to the different building projects.
10. Possible re-routing traffic and parking alternative by the City of Lancaster.

During the discussion, Dave Bainbridge had asked to speak. A motion was made by Patrick Schroeder, seconded by Carol Beals to allow Dave Bainbridge to address the County Board Members. Motion carried.

After discussion and the Board Members receiving all the current costs and information on each building project, Larry asked that they all study the options and at the July County Board meeting this will be discussed again to possible take action on.

WIPFLi Wage Study Discussion: Larry Wolf, Chair turned this discussion over to the Transition Team to speak. Robert Keeney stated that the WIPFLi Wage Study was only a study. Its purpose was to consolidate the wage scales from five unions into one scale; it could possibly be used as a beginning to format one pay plan for the county. Some of the concerns discussed are as follows:

1. Because of the Carlson Study, many of the Department Heads feel the need to protect their employees.
2. There may be a lack of trust among the County Employees and Management because of the last wage study.
3. Some of the Department Heads do not want a wage scale forced upon them without having their voices and concerns heard.
4. What kind of appeal process will be available to the Department Heads if the study would be approved?
5. Pay for Performance was not highly accepted by Department Heads and some Board members. Many felt that the merit system could be persuaded by politics.
6. What kind of protection is there for the employees with no union representation?
7. The Wage Studies conducted in Monroe and Green Counties were discussed. The comparisons were questioned whether the same criteria were used in comparing the data, possible making the comparisons not accurate.
8. The impact of other County Benefits verses wages was discussed.
9. Does the County want to lag in the wage market or do we want to lead in the market?
10. The possibility of using this study as a starting point for a pay range and implementing different levels within each level for a more accurate pay scale. Starting at the lowest level and adding levels as an employee brought more education, experience, etc., to the county. Using the study as a tool, the County could anticipate the movement within the pay scale.
11. Questions on the accuracy of the job description used were addressed.
12. The point system used in the study was questioned by some of the Department Heads.

Robert Keeney stated that internal equity was a challenge in this study, how to place an employee in the scoring system when they may have a higher education level then the job called for.

Gary Ranum stated that he felt the dollar amount attached to the position should come last, first establishing the qualifications needed to perform the job and the levels needed and then attach the wage amount. The pay should reflect the lowest minimum requirement and use training opportunities to go up the scale.

Mark Stead stated that he has heard over and over how this study has affected the morale of the employees, he feels it was not the study but Act 10 was responsible for the morale problems.

Many felt that there were discrepancies in the levels, Nate Dreckman; Sheriff wondered if the Board had a philosophy regarding the study so the Department Heads can appeal and have their questions addressed.

The question was asked how the comparable Counties were chosen to use in the study, Nancy Scott, Finance Director answered by size and the geographical area.

A number of the Department Heads questioned the market value places on the positions. If Grant County can not compete in the best job market wages they are skeptical if Grant County can attract a good employee to take our positions. Many Department Heads voiced their concerns that to keep quality employees, we need to be competitive and offer quality pay in the job market.

Robert Keeney stated that there have been no new policies implemented in regard to this study. Joyce Roling, Personnel Director stated that no decisions have been made as to how to move forward. Larry Wolf, Chair stated that this has been brought to the full Board for all parties to voice their concerns and ask their questions.

A motion was made by Vincent Loeffelholz, seconded by Carol Beals to allow Roger Reed to speak and voice his concerns to the County Board Members. Motion carried. Roger stated, in his opinion; he thinks the only thing the employees want is to be treated fairly in this wage issue.

At the end of the discussion; Larry Wolf, Chair encouraged the board to study the information regarding the study that had been given to them for this discussion. This issue will be brought back in the July County Board Meeting to further explore this issue.

Resolution Authorizing Participation in Public Funding for Snowmobile Trails: Todd Johnson, Extension Department presented the Resolution to the Board. He stated that DNR is requiring that Grant County renew this Resolution each year. A motion was made by John Beinborn, seconded by Vincent Loeffelholz to approve Resolution 31-12 for the Snowmobile Trails of Grant County. Motion carried.

**RESOLUTION #31-12
RESOLUTION AUTHORIZING PARTICIPATION
IN PUBLIC FUNDING FOR SNOWMOBILE TRAILS**

WHEREAS, Grant County is interested in sponsoring the maintaining, acquiring of the lands for public snowmobile trail use; and,

WHEREAS, said public snowmobile trails are eligible for funds under s. 23.09(26), Stats.

THEREFORE, BE IT RESOLVED, that Grant County apply for funds under s 23.09(26) Stats., for such eligible maintenance, acquisition and insurance and hereby authorizes the Grant County Economic, Tourism and Resource Committee of Grant County to act on behalf of Grant County to: Submit an application to the State of Wisconsin Department of Natural Resources for any financial aid that may be available, contact person will be the County Resource Agent, Mr. Todd Johnson; and take necessary action to undertake, direct and complete the approved project.

Presented and recommended for passage on this 18th day of June, 2013, by the Economic Tourism, and Resource Committee of the Grant County Board of Supervisors, Lancaster, Wisconsin.

/s/ Carol Beals
/s/ John Beinborn
/s/ Vern Lewison

/s/ Grant Loy
/s/ Robert Scallon

GRANT COUNTY BY: Larry Wolf, Chair

COUNTERSIGNED BY: Linda K. Gebhard, Grant County Clerk

ATTEST: I Linda K. Gebhard, Grant County Clerk, do certify that this Resolution for Grant County Snowmobile Trails was adopted by the Grant County Board of Supervisors at a meeting held on June 18, 2013.

/a/ Linda K. Gebhard, County Clerk

Committee Reports:

Executive, John Beinborn—approved to eliminate the Resident Coordinator position at Orchard Manor and create an Administrative Assistant I position. Economic, Wausaukee Composites has closed temporarily on the 14th of June, waiting for a couple contracts to come in, will open back up in near future, all employees will be brought back to work. Next meeting will be in Boscobel on the 26th of June.

Land and Water Conservation, Mark Stead –Discussing the combining of Sanitation/Zoning and Land Conservation, Sanitation/Zoning employees will be moved out to the Land Conservation

Building in July.

Ag and Extension, John Patcle—Preparing for Summer Festival events with the Lancaster Chamber of Commerce.

Fair—volunteers are needed to help at the fair.

Highway—Gave an overview of highway construction, had to do some building maintenance when salt shed in Lancaster was pushed over by wind.

COP, Roger Guthrie—No meeting to report.

Orchard Manor, Robert Keeney—Orchard Manor has signed a contract with Red Robin in Lancaster for the personal laundry services. Lost some of the trees to wind in the lawn of Orchard Manor, no other damage.

Law Enforcement, Robert Scallon—Nothing to report

Rail Road—Nothing to report.

Parks Committee—will meet the next day to go on the Boat Landing Tour.

Hidden Valley, Grant Loy— Next meeting will be held in New Lisbon, WI on June 19th, and in Fennimore, WI on July 17, 2013.

ADRC, Dale Hood—Introduced the new ADRC Director Lori Reid, from Southwest CAP.

Health, Dwight Nelson – No Health Committee meeting, over view of Board of Health meeting.

Social Services, Carol Beals—Working through the WIPFLi wage study information, extended an invitation to all the Board Members from Mark Cupp, Lower Wisconsin State Riverway Board for a canoe outing on the voyageur replica canoe on the Wisconsin River on July 12.

Sanitation/Zoning, Lester Jantzen—Working through the process to combining Land and Water Conservation and Sanitation/Zoning, no meeting at this time to report.

Veteran, Lester Jantzen—No meeting.

Public Property/IT, Vince Loeffelholz—Covered maintenance issues in the Administration Building and Courthouse, new chiller control for the Administration Building, resealed the Dome in the Courthouse. Approved ordering the new “No Carry Weapon” signs for County Buildings. New Assistant will be starting in the IT Department.

Patrick Schroeder informed the board that Kim Kohn, Grant County Clerk of Court Official was not doing to well and asked for prayers for her.

Public Comments: Todd Johnson, Extension Dept. stated that because of the small number of Board Members who could attend a Board Member training sponsored by Local Government, the training on June 27th would be cancelled until further notice.

Adjournment: Patrick Schroeder, seconded by Mark Stead, made a motion to adjourn the meeting pursuant to the next meeting of July 16, 2013 at 6:00 p.m. Motion carried.