

**PIERCE COUNTY BOARD OF SUPERVISORS**

Tuesday, January 22, 2019 – 7:00 p.m.

Courthouse – County Board Room

414 W. Main St., Ellsworth, WI 54011

1.	<b>Call to order</b>
2.	<b>Call of the roll by the Clerk</b> 2a) Establish Quorum 2b) Adopt Agenda
3.	<b>Pledge of Allegiance to the flag</b>
4.	<b>Public Comment:</b> County Board will receive public comments on any issue not related to agenda items, discussion by board members may take place but no action will be taken on any item raised.
5.	<b>Resolutions for consideration:</b> <b>First reading:</b> 5a) Resolution No. 18-32 Requesting Increased Funding & Oversight Reforms for Wisconsin's Child Protective Services System*
6.	<b>Resolutions for consideration:</b> <b>Second reading:</b> 6a) Resolution No. 18-31 Amend Personnel Policy to Add Section Regarding Field Training Pay for Dispatchers
7.	<b>Ordinances for consideration:</b> <b>First reading:</b> 7a) Ordinance No. 18-04 Amend Chapter 172, Section 172-15(B) of the Pierce County Code – Parks and Recreation (ATV Routes)
8.	<b>Ordinances for consideration:</b> <b>Second reading:</b> 8a) None
9.	<b>Appointments:</b> 9a) <b>Indianhead Federated Library Representative:</b> Robert Mercord > Term Jan. 1, 2019 – Dec. 31, 2021
10.	Future agenda items
11.	Next meeting: Feb. 26, 2019; 7 p.m.; County Board Room, Courthouse
12.	Adjourn
Questions regarding this agenda may be made to Jamie Feuerhelm at 715-273-6744. Upon reasonable notice, efforts will be made to accommodate the needs of individuals with disabilities requiring special accommodations for attendance at the meeting. For additional information or to make a request, contact the Administrative Coordinator at 715-273-6851.	

jrf 01/11/2019

\*Adoption requested on first reading.

**5a.**

**Resolutions for First Reading:  
Resolution No. 18-32 Requesting  
Increased Funding & Oversight  
Reforms for Wisconsin's Child  
Protective Services System\***

**\*(Adoption requested on First Reading)**

RESOLUTION 18-32  
**Requesting Increased Funding and Oversight Reforms for  
Wisconsin's Child Protective Services System**

**WHEREAS**, the Wisconsin child welfare system is county-operated and state-supervised, except Milwaukee County, where the system is administered by the Wisconsin Department of Children and Families (DCF), Division of Milwaukee Child Protective Services (DMCPS); and

**WHEREAS**, DCF provides insufficient funding to counties for the provision of child abuse and neglect services including prevention, investigation, treatment, and out-of-home placement costs, though the state has primary responsibility for compliance with federal requirements and shares liability for ensuring the system is meeting its obligations to children and families in all 72 counties; and

**WHEREAS**, in recent years the state of Wisconsin added numerous mandates and practice expectations which increased county child protective services (CPS) workload and costs; and

**WHEREAS**, the opioid and methamphetamine epidemics have brought Wisconsin's child welfare system to a point of crisis, with increasing concern about the system's ability to meet its obligations to children and families; and

**WHEREAS**, the capacity for counties to continue to bear the lion's share of financial responsibility to address this crisis has been exhausted, as rising county contributions to the CPS system have far outpaced increases to the DCF Children and Family Aids allocation and counties have used reserve funding to cover CPS expenses and increase staffing; and

**WHEREAS**, maintaining sufficient resources for Wisconsin's child welfare system is critical to secure the safety and future of our most vulnerable children; and

**WHEREAS**, without a proportional increase in the DCF Children and Family Services allocation, the CPS system has been stressed for over a decade, causing caseloads for CPS workers to grow to unreasonable levels, contributing to high levels of staff turnover in some counties and an overrun of out-of-home care costs above what counties can sustain within available resources; and

**WHEREAS**, Wisconsin's CPS system leaves significant gaps in state-level oversight for all counties except Milwaukee County, including the absence of caseload standards, no process for regular legislative evaluation and prioritization of CPS needs and the absence of a legislative committee that provides regular policy guidance concerning CPS system issues such as adequate funding, performance, cost sharing and long-term stability; and

**WHEREAS**, along with DMCPS, all eleven of Wisconsin's peer states with county-administered CPS systems have either adopted caseload standards for CPS caseworkers, completed thorough workload studies as a basis of determining funding needs, or otherwise have made significant recommendations related to keeping CPS workloads manageable; and

**WHEREAS**, the children within Wisconsin's CPS system are too important to allow the current level of under resourcing, oversight gaps and, disparity of attention, while shifting the burden to property taxpayers.

**NOW, THEREFORE, BE IT RESOLVED** that the Pierce County Board of Supervisors does hereby request that the state of Wisconsin increase the Children and Family Aids Allocation to counties in the 2019-21 state biennial budget by \$30 million annually in order to cover a greater share of out-of-home care costs and increase staffing levels based on the caseload standards developed by the Wisconsin County Human Services Association (WCHSA) so Wisconsin's CPS system can meet its obligations; and

**BE IT FURTHER RESOLVED** that the Wisconsin Counties Association urges the state of Wisconsin to close critical oversight gaps by creating legislative mechanisms to review the CPS resource needs of all counties as part of the biennial budget process and ensure an appropriate committee provide ongoing policy guidance to respond to emerging CPS trends and ongoing system needs; and

**BE IT FURTHER RESOLVED** that a copy of this resolution be sent to Governor Scott Walker, Department of Children and Families Secretary Eloise Anderson, Department of Administration Secretary Ellen Nowak, area legislators, and the Wisconsin Counties Association.

Dated this 22<sup>nd</sup> day of January, 2019.

\_\_\_\_\_  
Jeffrey A. Holst, Chair  
Pierce County Board of Supervisors

ATTESTED TO BY:

APPROVED AS TO FORM AND LEGALITY BY:

\_\_\_\_\_  
Jamie Feuerhelm, County Clerk

\_\_\_\_\_  
Bradley D. Lawrence, Corp. Counsel

BDC

Adopted: \_\_\_\_\_



## CHILDREN AND FAMILY AIDS ALLOCATION INCREASE

The Department of Children and Families (DCF) distributes Children and Family Aids (CFA) to counties for services related to child abuse and neglect and to unborn child abuse, including prevention, investigation, and treatment. Funding may also be used for community-based juvenile justice services. Following a \$5 million increase in 2018, funding for the Children and Family Aids allocation is \$74,324,000.

Counties are extremely grateful for the increase in CY18; however, the child welfare system is still in crisis. The use of opioids and methamphetamines is contributing to a significant increase in child welfare referrals, out-of-home placement costs, and unacceptable caseloads for social workers, as well as the inability of counties to perform child welfare functions that adhere to best practice models.

In order for counties to effectively deal with this child welfare crisis and avoid costly errors, three things need to happen: worker to caseload ratios need to align with best practice, out-of-home care costs need to stabilize, and the state needs to increase its investment in the child welfare system for balance-of-state counties.

### Out of Home Care Costs

The current rate of increase in out-of-home care costs at the county level is unsustainable. From 2012 through Quarter 1 of 2018, the number of children in out-of-home care has increased by 39%, or 1,539 children. Thirty counties saw an increase in the number of children in out-of-home care of 40% or more; 20 counties experienced an increase of 80% or more, and 14 counties saw their out-of-home care numbers increase 100% or more. The median length of time children were in out-of-home care increased by a whopping 127% from 2011 – 2016 (from 157 days to 356 days). The largest driver of this out-of-home care growth is Wisconsin's opioid and meth epidemic.

From 2013 to 2017, out-of-home care costs have increased by 18%, from \$81.4 million to \$95.7 million. Thirty-four counties saw increases of 30% or more; 23 counties have increases of 50% or more; and 11 counties experienced out-of-home care cost increases of 100% or more. The \$14 million increase was all funded through the property tax levy.

### Caseload Standards

Current child protective services (CPS) workloads are unacceptable. Based on research commissioned by DCF, caseload standards such as those published by the Child Welfare League of America (CWLA) can be used in an evaluative sense to gauge the extent a child welfare

system is meeting its obligations. The following chart compares balance-of-state counties caseload ratios to recognized standards.

	CWLA	Division of Milwaukee Child Protective Services (court settlement)	Balance of State Counties
Cases Per Worker	Varies by worker type	11 (8 intensive in-home)	15
Children Per Worker	12-15	15	30
CPS Workers Per Supervisor	5	6	42 counties at 7 or more

The CPS system experiences negative outcomes for children and families when caseloads are too high:

- Increased worker turnover, which leads to longer periods in out-of-home placement.
- Counties are unable to meet standards set forth in the child welfare practice manual.

Based off of the above standards, as well as data from other county-administered states, the Wisconsin County Human Service Association (WCHSA) has developed caseload standards to determine how short-staffed Wisconsin's county child welfare agencies are (see attached). Based on those standards, counties are short 327 child welfare workers (1:10) and 145 supervisors (1:5). State funding needed to bring counties in line with caseload standards is over \$36.8 million.

#### Cost Sharing

State aid increases in the children and family aids allocation pale in comparison to the increased levy put into child welfare services by counties. From 2009 to 2017, the CFA appropriation was essentially flat. Small increases in the appropriation were essentially pass-throughs for increases in foster care rates. A \$5 million increase was provided to counties in 2018. By comparison, from 2011 to 2016, counties have increased their levies for core child welfare functions from \$87.5 million to \$117.9 million, a 35% increase (\$30.4 million).

**CURRENT STATUS:** Wisconsin's child welfare system is in crisis. Counties are unable to meet their obligations which puts the state and counties at significant risk. With levy limits in place, counties are unable to continue to make significant investments in the system. The state, as a partner with counties in the operation of the child welfare system, needs to increase its support to ensure children and families are appropriately served in the CPS system.



### REQUESTED ACTION:

- Provide a \$30 million annual increase in the Children and Family Aids Allocation.
- Create a legislative oversight mechanism to regularly review CPS resource needs as part of the biennial budget process.

### TALKING POINTS:

- The Wisconsin Department of Children and Families (DCF) estimates more than 80% of open child welfare cases are either driven by or complicated by drug and alcohol abuse.
- The number of Wisconsin children removed from their home because of caretaker drug abuse rose 119% from 2011 – 2016 (from 577 to 1,261).
- A 2018 analysis by the Wisconsin Institute for Law & Liberty found a strong relationship between the number of opioid hospitalizations and the number of kids entering out-of-home care.
- County tax levy currently represents 63% of funding for child welfare services; counties are required to match the CFA allocation at 9.89%. The county overmatch rate is currently over 1600%.
- County staffing patterns are far short of meeting caseload standards recommended by the Child Welfare League of America, as well as the standards in place for the Division of Milwaukee Child Protective Services.
- The Annie E. Casey Foundation's *10 Practices: A Child Welfare Leader's Desk Guide to Building a High-Performing Agency* recommends ensuring "that public and private caseworkers with in-home and out-of-home cases have reasonable caseloads, visit frequently, have adequate resources for families and follow the agency's practice model." Unfortunately, caseworkers in Wisconsin have unreasonable caseloads and are unable to follow Wisconsin's child welfare practice model.
- Of the 32 states which were the subject of class action lawsuits between 1995 and 2005, 64% were required to address issues concerning caseworkers, such as adequate staffing, maximum caseloads, and enhanced training and supervision.
- An Illinois study found that investments in staff (lowering caseloads) was offset by reduced child removal, reductions in residential placements, and shorter lengths of stay in foster care.
- The Governor's Opioid Task Force recommended an increase in the Children and Family Aids allocation to allow counties to hire additional staff.
- The number of mandates placed on child welfare workers has increased in recent years.
- Counties are having difficulty meeting the needs of children and families due to inadequate staffing, lack of funding, and lack of placement options for children.
- The liability exposure in Wisconsin's child welfare system is unacceptable. In discussing the pressures on the current system it is no longer "if" something bad happens, it is "when" something bad happens.

- A review of system resources on a biennial basis will ensure the system has sufficient resources to properly serve children and families and avert the need for a significant increase in funding in a single biennium.

Contact: Sarah Diedrick-Kasdorf, Deputy Director of Government Affairs  
608.663.7188  
diedrick@wicounties.org





Wisconsin County Human Service Association

## Caseload Standards for Child Protective Services

Updated: September 4th, 2018

The Wisconsin County Human Service Association (WCHSA) recognizes the importance of maintaining reasonable workloads for child protective services (CPS) caseworkers and their supervisors<sup>1</sup>. Unlike the majority of other states with county-administered child welfare systems, Wisconsin currently lacks having state-level caseload standards for CPS workers, a determination of statewide staffing needs through a comprehensive workload study, or comparable state-level recommendations related to workload. In light of this critical gap, WCHSA endorses the standards detailed below<sup>2</sup> as a basis to evaluate the status of Wisconsin's child welfare system and its resource needs<sup>3</sup>.

### Recommended Caseload Standards

The recommended caseload standards for child protective services are as follows:

Service Type	WCHSA Recommended Caseload / Workload
Supervision	<b>1 supervisor</b> per 5 case carrying CPS workers.
Ongoing	<b>10 active cases</b> per case carrying CPS worker, with no more than <b>15 children</b> .
Initial Assessment	<b>11 active assessments</b> per 1 worker at any given time with no more than <b>6 new assessments</b> assigned during a one month period.
Access	<b>8 newly assigned reports</b> per day per worker.
Foster Parent Licensing	<b>8 active home studies</b> for general foster homes. <b>6 active home studies</b> for relative homes (including "like-kin").

It should be noted that the caseload is based on new and active cases assigned to a worker at any given time. In other words, new cases should not be added unless a comparable number of cases have been closed, assuming that a worker has a full caseload.

For the purposes of these standards, a "case" means an assigned family case that likely often includes more than one child.

Although these standards are useful in evaluating statewide resource needs, each county is in the best position to speak to local needs. For example, it is recognized that the staffing structure for child protective services varies from county to county. Several (especially less populous) counties may have staff who perform services in one or more service type and may also service cases from other program areas (i.e., juvenile justice services, children with special needs). Many counties also operate on less than a 40 hour workweek. These and other operating variations may impact how the standards apply to particular counties.

## **Background**

Wisconsin counties have become increasingly concerned about the status of child protective services. Recent years have seen a surge in the number and complexity of cases due to the opioid and methamphetamine epidemics. The number of children requiring placement in out-of-home care has increased significantly, overwhelming placement capacity. Mandates that increase the time to complete reports and perform casework continue to multiply. Rising pressures on frontline caseworkers and their supervisors appear to be driving high turnover in many counties, which can have a significant impact in the time it takes to either reunify children with their parents or, as necessary, achieve another safe and permanent outcome. All of these factors are driving Wisconsin's child welfare system to an inevitable breaking point.

State funding plays a critical role in ensuring Wisconsin's CPS system is adequately staffed so that a breaking point is never reached. The State shares liability for the CPS system, along with assuring compliance with federal performance benchmarks. With local costs exploding and counties under state-imposed levy limits, state-level funding is often the only viable option for addressing the need for additional funding. Yet, Wisconsin's lack of caseload standards or a comprehensive workload study has deprived legislators of key information for making resource decisions. This may be a factor as to why Wisconsin has not increased supports to its child welfare system to the extent other states have in response to the recent drug epidemics.

With rising urgency to address these issues, WCHSA created a special committee in August of 2018 to develop caseload standards that could be used to evaluate CPS resource needs in Wisconsin. The committee created the above standards based on extensive research of national standards and discussions with CPS administrators, front-line workers and other subject matter experts throughout the state.

## **Purpose**

The caseload standards herein endorsed are an important step in evaluating the status and resource needs of Wisconsin's child welfare system. The standards will be used as a basis for determining WCHSA's request to the Wisconsin Department of Children and Families (DCF), the Governor and the Legislature for the 2019-21 biennial budget. They also will be a resource for counties wishing to use them to evaluate local staffing needs.



## Further Recommendations

These caseload standards can play an important short-term role in identifying the level of resources necessary to bring stability to Wisconsin's CPS system. They are not, however, an effective long-term substitute for the state-level action necessary to ensure Wisconsin's CPS system continues to have the resources and capacity to meet its obligations to children and families. For that to happen, we recommend the following:

1. Wisconsin DCF formally adopt these standards or work in partnership with WCSHA to develop different standards – without creating requirements pertaining to caseload sizes that are not fully funded at the state-level. DCF already has standards which it recognizes for the Division of Milwaukee Child Protective Services (DMCPS) and uses as a basis for its biennial funding requests to the Legislature. Counties, legally constrained by tax-levy caps and already overmatching state child welfare funding requirements by 1,600 percent, are not in a position to shoulder an additional funding mandate. Thus, caseload standards should either be adopted as a non-enforceable practice guideline (similar to the current Wisconsin Child Welfare Model for Practice) or be fully funded at the state-level.
2. Wisconsin DCF, during the next biennium, complete a comprehensive CPS workload study. The evaluation should have the purpose of both identifying statewide CPS staffing needs along with the state-level funding required to support counties in meeting those needs. States that have initially adopted caseload standards have followed-up with comprehensive workload studies, which provide a more precise way of evaluating staffing needs.
3. An appropriate State agency complete a report for the Legislature in conjunction with the biennial budget process that provides a basis for determining statewide CPS resource needs based on changes in trends and mandates. Along with other information (i.e., changes in the number of children in out-of-home care, changes in out-of-home care provider rates), the report should include an analysis of statewide CPS staffing needs (either through caseload standards or a workload evaluation). Currently, as a matter of routine, such an evaluation of resource needs is completed only for DMCPS.

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<sup>1</sup>The following benefits of reasonable child protective services caseloads are among those which have been identified by the Federal Children's Bureau: (1) Permitting workers the time they need to engage in aspects of the child welfare processes that require frequent worker-client contact; (2) Workloads and caseloads have been linked to performance on Federal Child and Family Services Reviews and achievement of safety and permanency outcomes; and (3) Manageable workloads may help agencies retain workers who would otherwise opt to leave as a result of feeling overloaded. See Child Welfare Information Gateway Issue Brief, "Caseload and Workload Management", July 2016, Children's Bureau/ACYF/ACF/HHS.

<sup>2</sup>This document and the standards therein were approved by the WCHSA Executive Committee on September 6th, 2018.

# **6a.**

## **Resolutions for First Reading:**

**Resolution No. 18-31 Amend  
Personnel Policy to Add Section  
Regarding Field Training Pay for  
Dispatchers**



**RESOLUTION NO. 18-31**  
**AMEND PERSONNEL POLICY TO ADD SECTION**  
**REGARDING FIELD TRAINING PAY FOR DISPATCHERS**

**WHEREAS**, §4-21 of the Pierce County Code addresses amendments to the Pierce County Personnel Policy as follows:

“The Pierce County Personnel Code shall be maintained under the guidance, direction and policymaking supervision of the Finance and Personnel Committee, which shall have the authority to amend the code from time to time, to conform its provisions with current personnel policies as devised by the Board and Finance and Personnel Committee, collective bargaining agreements and other contracts. Amendment to the Pierce County Code shall require approval of the Board.”; and

**WHEREAS**, the Personnel Policy further states in Article III, Section B, that the County Board shall authorize, by resolution, any amendments to the Personnel Policy; and

**WHEREAS**, the purpose of a code of personnel policies and procedures, as set forth in Article I, Section A of the Personnel Policy, is to create a guide for the effective administration of both supervisory and non-supervisory staff, with the goal of advancing understanding between the County and its employees; and

**WHEREAS**, the County desires to provide additional compensation to dispatchers for time spent training new employees; and

**WHEREAS**, the Finance and Personnel Committee, at its meeting on December 3, 2018, reviewed the proposed policy revisions and recommended that the County Board amend the Personnel Policy as set forth in the attached Exhibit A.

**NOW THEREFORE, BE IT RESOLVED**, that the Pierce County Board of Supervisors hereby amends the Pierce County Personnel Policy as recommended by the Finance and Personnel Committee, set forth in the attached Exhibit A.

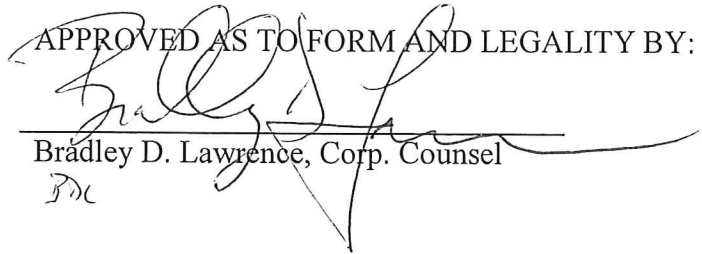
Dated this 18<sup>th</sup> day of December, 2018.

\_\_\_\_\_  
Jeffrey A. Holst, Chair  
Pierce County Board of Supervisors

ATTESTED TO BY:

\_\_\_\_\_  
Jamie Feuerhelm, County Clerk

APPROVED AS TO FORM AND LEGALITY BY:

  
\_\_\_\_\_  
Bradley D. Lawrence, Corp. Counsel

Adopted: \_\_\_\_\_

## Exhibit A

### Article X. OVERTIME, COMPENSATORY TIME, AND OTHER COMPENSATION

- A. For payroll purposes, the work week shall run from Sunday through Saturday. Under the provisions of the Fair Labor Standards Act (FLSA) as applied to public employees, overtime and/or compensatory time may be accrued by employees in the non-exempt status. All nonexempt employees are eligible for overtime and/or compensatory time for any time worked in excess of 40 hours in a week. Paid time off shall not be considered hours worked for purposes of computing overtime. Holiday hours shall be considered hours worked for purposes of computing overtime. Employees who are scheduled or called in to work on a holiday shall be paid one and one-half (1 ½) times their regular rate of pay for all hours worked on the holiday. A non-exempt employee accrues one and one half (1 1/2) times his/her regular rate of pay or is granted compensatory time at one and one half (1 1/2) times his/her regular hours for all time worked in excess of forty (40) hours in a work week. Overtime work requires the prior-approval of the employee's supervisor. Employees may request compensatory time in lieu of overtime. County departments may choose to limit the compensatory time accrual and pay out one and one-half (1 ½) times the straight rate. If approved, employees may accrue up to a maximum of forty (40) hours on the basis of one and one-half hours of compensatory time for each hour of overtime worked. The schedule of the use of compensatory time should be subject to the approval of the employee's supervisor. Compensatory time not used during the year shall be paid out on the last payroll of the year and cannot be carried over from year-to-year.

Highway employees who are compensated at a higher rate during the winter months and a lower rate during the summer months are not eligible to accrue compensatory time during the months at the lower rate. (Any hours worked in excess of 40 in a week shall be paid out as overtime.) However, these highway employees may use previously accrued compensatory time in the summer months but it shall be used at the summer rate of pay.

Law enforcement personnel are subject to special provisions under FLSA.

Employees determined to be exempt under the executive, administrative, or professional status provisions of the FLSA are not eligible for overtime/compensatory time. They do not accrue work hours beyond the regular workweek in anticipation of additional compensation or leave time. Exempt employees are expected to work whatever hours are necessary beyond the regular workweek to assure that a complete and adequate job is done. However, Department Heads may use discretion in granting time-off to exempt employees in recognition of their work efforts. Extraordinary situations are referred to the Finance and Personnel Committee for review.



Department Heads are required to maintain auditable records on compensatory time. No compensatory time may be earned during a working day. Work outside the normal workday requires prior approval for non-exempt employees. Compensatory time cannot be used beyond five (5) consecutive days at a time.

**B. Reporting and Other Call-Out Pay**

1. Call-in/reporting time pay: In the event any employee reports or is called in to work and is sent home, he/she shall receive a minimum of two (2) hours pay. In the event an employee is called back to work outside their regular work day, the employee shall be eligible to receive a minimum of two (2) hours pay. If an employee is called back to work on a day in which reporting time pay was already received, he/she shall again be eligible to receive a minimum of two (2) hours pay.
2. Employees in classifications of Mental Health Therapist I or II; CSP Clinical Coordinator; Lead Social Worker; Social Worker I, II or III, AODA Counselor I, II or III, Drug Court Coordinator and Human Services Worker shall be compensated as follows:
  - a. Employees may be on call-out status at the request of the Director. Employees in positions that are not classified as 40-hour per week who are called out during other than working hours shall receive pay at the straight time rate of hours between thirty-five (35) and forty (40) hours per week and pay at time and one-half (1 ½) for hours worked in excess of forty (40) hours per week.
  - b. Employees will be assigned to on-call status as needed on a weekly basis. Employees will be paid one dollar (\$1.00) per hour (\$1.50 per hour on holidays) while assigned to on-call and must have a pager in their possession at all times. They must respond to a page within thirty (30) minutes. The employees and the Union agree that all reasonable overtime assignments must be accepted.

When called out the employee shall be paid for a minimum of two (2) hours. All employees will receive compensatory time for actual time logged for telephone calls taken or made during on-call status.
3. On Call. Home Care RN's and LPN's may be assigned on-call duty. They shall be reimbursed as follows:
  - a. RN's and LPN's shall receive \$10 per day plus pay for time worked on non-holiday Fridays, Mondays, Tuesdays, Wednesdays, and Thursdays after 5:00 p.m. and before 8:00 a.m. for each day with

scheduled visits. When no scheduled visits are made, on-call RN's and LPN's shall not receive the \$10 stipend.

- b. RN's and LPN's will receive one and a half (1.5) hours plus pay for time worked on Saturdays, Sundays, and Pierce County approved holidays for each day with scheduled visits. When no scheduled visits are made, on-call RN's and LPN's will receive one (1) hour pay on Saturdays, Sundays, and Pierce County approved holidays.
- c. Scheduled LPN's and HHA's are not on-call pay eligible.

**C. Additional Compensation**

1. Highway Department.

- 1.a. When filling in for a Highway Foreman, workers shall receive the greater of the hourly wage on Grade J Step 6 of the current pay grid or their current rate of pay for hours worked that day. The employee must serve as the Foreman for the full shift in order to receive the additional compensation for that day.
- 2b. When operating equipment above their current classification, Highway workers will receive the hourly wage one step above their current step on the same grade for hours worked that day. If the worker is at Step 11, they will move to Step 8 one grade above their current grade. The worker must operate the higher classed equipment for at least 4 hours during that work day in order to receive the premium pay.
- 3c. This section is retroactive to January 1, 2015.

2. Sheriff's Department. Dispatchers shall receive an additional \$1.00 per hour for time spent training new employees during their assigned field training hours.



# ***Pierce County Sheriff's Office***

**Sheriff Nancy Hove**  
**Chief Deputy Jason Matthys**



*Sheriff Department Phone: 715-273-5051*  
*Administration Fax: 715-273-3409*  
*Investigation Fax: 715-273-3409*  
*Jail Administration: 715-273-1137*

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555 West Overlook Drive • Ellsworth, WI 54011

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11/20/2018

To: County Board  
From: Sheriff Nancy Hove  
Reference: Field Officer Training pay for our civilian employees

To Whom It May Concern,

We have certain employees who have shown an interest in helping to train the new employees. In each of our groups patrol, jail and dispatch we have a training program that every employee has to attend and pass to stay employed with us.

In the union contract you just agreed to pay them \$1.00 an hour extra for every hour that the union employees are training new officers. We have people that are doing the same training and getting nothing for their efforts. I am asking that we would like to have it where we are able to pay civilian field training officers a \$1.00 an hour also.

Respectfully,

Sheriff Nancy Hove

# **7a.**

## **Ordinances for First Reading:**

**Ordinance No. 18-04 Amend  
Chapter 172, Section 172-15(B) of  
the Pierce County Code – Parks and  
Recreation (ATV Routes)**

**ORDINANCE NO. 18-04**  
**Amend Chapter 172, Section 172-15(B) of the**  
**Pierce County Code – Parks and Recreation**

PIERCE COUNTY BOARD OF SUPERVISORS DOES HEREBY ORDAIN AS  
FOLLOWS:

**SECTION 1: That Chapter 172, Section 172-15(B) of the Pierce County Code is hereby revised as follows:**

§ 172-15      All-terrain vehicles and routes.

B. Designation of all-terrain vehicle routes. The following routes are designated all-terrain vehicle routes in the County.

- (1) In the Town of El Paso, the portion of County Road N from 650<sup>th</sup> Avenue to County Road G to 425<sup>th</sup> Street.
- (2) In the Town of El Paso, from the intersection of County Road N and G to W4277 County Road G.
- (3) In the Town of Spring Lake, CTH B, from 770<sup>th</sup> Avenue and County Road B, east on County Road B to STH 128 and 770<sup>th</sup> Avenue.
- (4) In the Village of Spring Valley, CTH B, from a point 1800 feet west of the intersection of CTH B and Newman Avenue, to the intersection of CTH B and Newman Avenue, south to the intersection of CTH B and Akers Street, east to the intersection of CTH B and McKay Avenue.
- (5) In the Town of Spring Lake, on County Road P from 50<sup>th</sup> Street south to the north Village of Elmwood village limits.
- (6) In the Village of Elmwood, on County Road P from the north village limits to the south village limits.
- (7) In the Town of Rock Elm, on County Road P from the south Village of Elmwood village limits to 70<sup>th</sup> Street.
- (8) In the Town of Rock Elm, on CTH S from 70<sup>th</sup> Street to 430<sup>th</sup> Avenue/CTH X.
- (9) In the Town of Rock Elm, on CTH HH from CTH CC to 450<sup>th</sup> Avenue.
- (10) In the Town of Trenton, on CTH VV from 230<sup>th</sup> Avenue to 185<sup>th</sup> Avenue.
- (11) In the Town of Ellsworth, on CTH N from 610<sup>th</sup> Street to US Highway 63.
- (12) In the Town of Union, on CTH S from 130<sup>th</sup> Street to 330<sup>th</sup> Avenue.
- (13) In the Village of Plum City, on CTH S from Birch Avenue to CTH U.
- (14) In the Town of Salem, on CTH A from 270<sup>th</sup> Avenue to 385<sup>th</sup> Street.

**SECTION 2: That this Ordinance shall become effective upon its adoption and publication as required by law.**

Dated: January 22, 2019.

\_\_\_\_\_  
Jeffrey A. Holst, Chair  
Pierce County Board of Supervisors

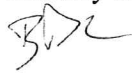
ATTESTED TO BY:

APPROVED AS TO FORM AND LEGALITY BY:

\_\_\_\_\_  
Jamie Feuerhelm, County Clerk

\_\_\_\_\_  
Bradley D. Lawrence, Corp. Counsel

Adopted: \_\_\_\_\_





Pierce County ATV Association  
Route Requests

Request	Sheet	Road	Municipality	12/12/2018	12/18/2018
				Traffic Safety	Highway Committee
a	1	CTH S	Town of Union	Pass	Pass
b	1	CTH S	Village of Plum City	Pass	Pass
c	2	CTH U	Towns of Union and Maiden Rock	Pass	Fail
d	2	CTH UU	Town of Maiden Rock	Pass	Fail
e	2	CTH SS	Town of Maiden Rock	Fail	Fail
f	3	CTH EE	Town of Isabelle and Village of Bay City	Withdrawn	Withdrawn
g	4	CTH A	Town of Salem	Pass	Pass
				130th St. to 330th Ave.	
				Birch Ave. to CTH U	
				210th Ave. to CTH UU	
				CTH U to CTH SS	
				Pepin Co Line to Pepin Co Line	
				170th Ave. to STH 35	
				270th Ave. to 385th St.	

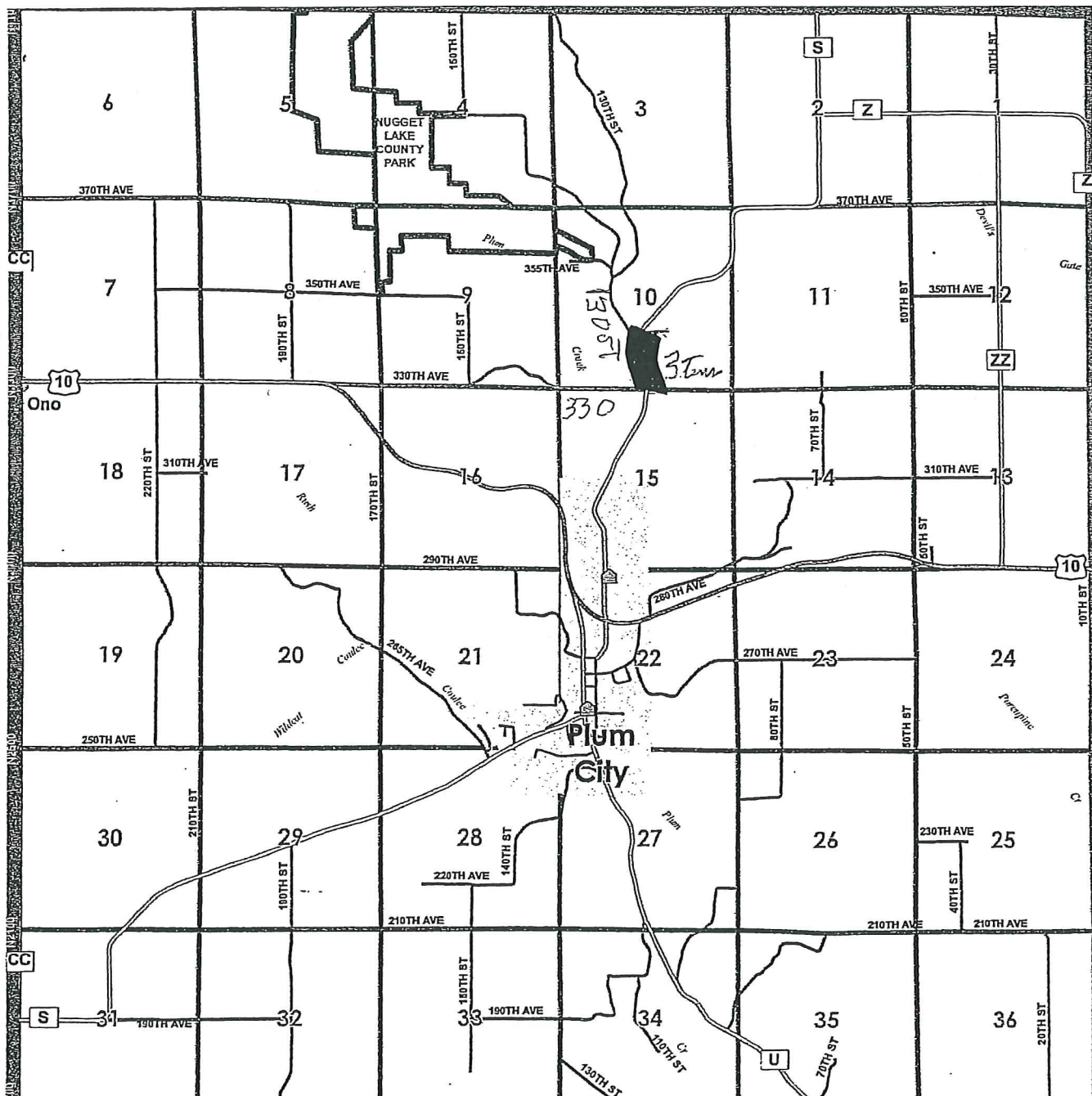
# ATV Route Request

This will give us access to Plum City

Town of Union Designated all town roads ATV routes November 12 2018.

Pierce County ATV Assc, is requesting Pierce County designate **Cty S** from 130st to 330ave.

In Plum City **Cty S** from Birch ave to Pine ave, Pine ave to gas station on U&S main st.



**ATV**

## ATV Route request 2

**CTY U from 210 ave to Cty UU. 2mi**

**UU from Cty U to Cty SS. 2 mi**

**SS From east Pepin County line to west Pepin County line about 4 mi.**

**23.33(8) (a)**

**The Department (DNR) shall encourage and supervise a system of all-Terrain vehicle routes and trails.**

**We believe Pierce County should continue to work with the State of Wisconsin To complete a system of ATV Route's and Trails.**

---

**The reason for 8 mi.ATV Route request, is to connect to ATV Routes in Pepin County.**

**Pepin County ATV UTV club wants access to Plum City. This route will give Pierce County ATV UTV riders access to Village of Pepin.**

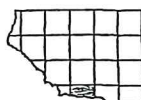
**Town of Maiden Rock is satisfied with their current ATV policy.**

**Pierce County ATV Assc. and Pepin County ATV UTV Club want designated and signed routes to make this connection.**

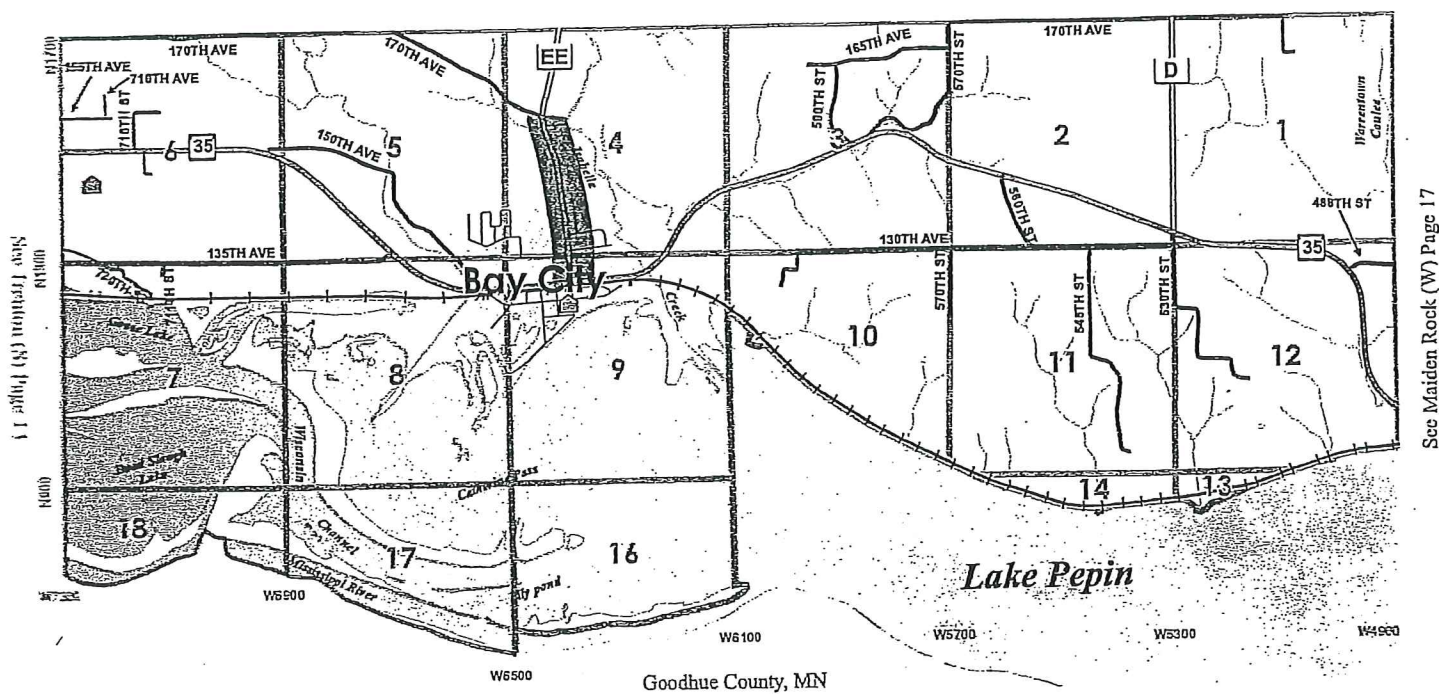


## EE from 170ave to STH 35

T.24N.-R.17W.



See Hartland Page 25



See Maiden Rock (W) Page 17

Pierce County ATV Association  
Route Requests

Request	Sheet	Road	Municipality	12/12/2018		12/18/2018	
				Traffic Safety	Highway	Committee	
a	1	CTH S	Town of Union	Pass	130th St. to 330th Ave.	Pass	
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d	2	CTH UU	Town of Maiden Rock	Pass	CTH U to CTH SS	Fail	
e	2	CTH SS	Town of Maiden Rock	Fail	Pepin Co Line to Pepin Co Line	Fail	
f	3	CTH EE	Town of Isabelle and Village of Bay City	Withdrawn	170th Ave. to STH 35	Withdrawn	
g	4	CTH A	Town of Salem	Pass	270th Ave. to 385th St.	Pass	

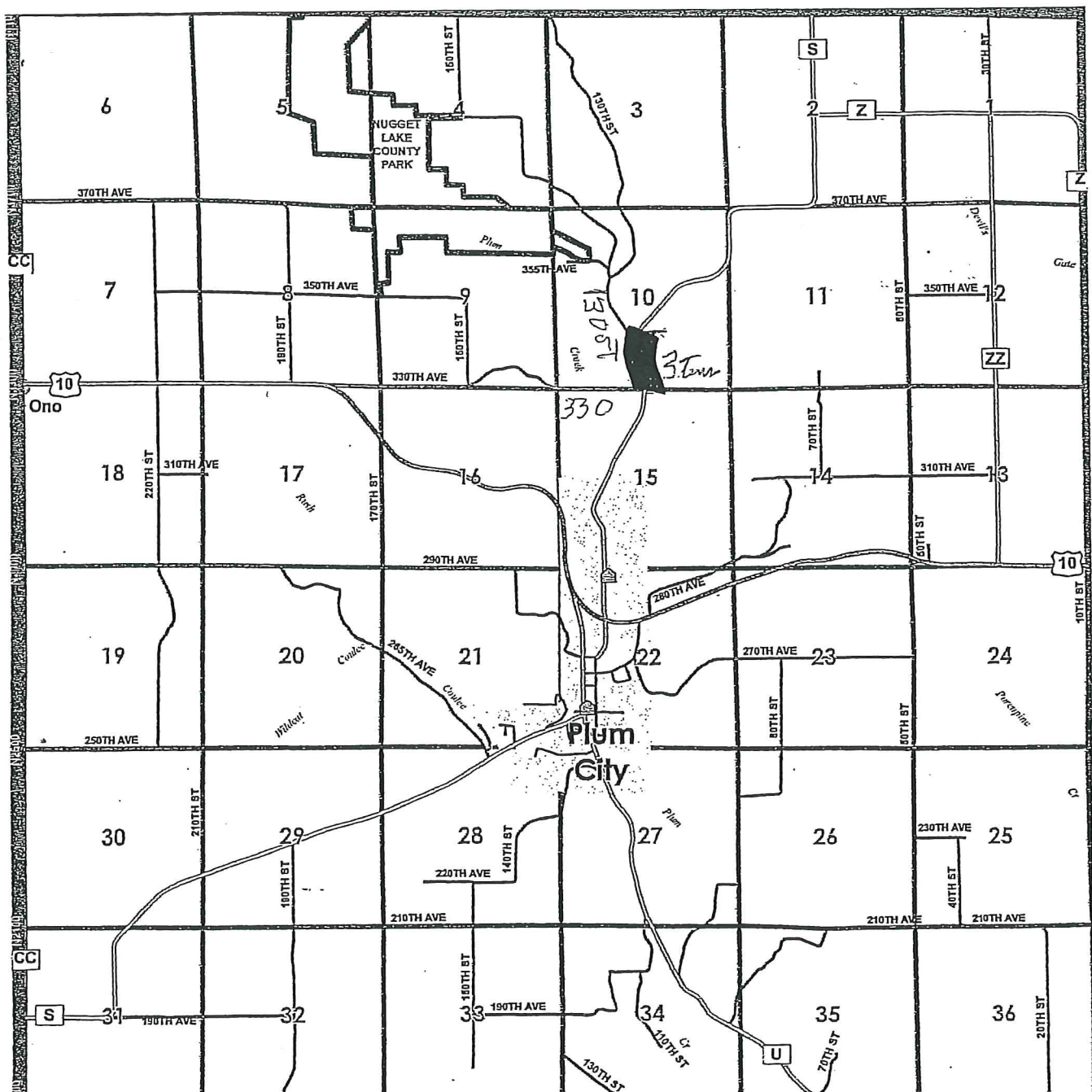
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This will give us access to Plum City

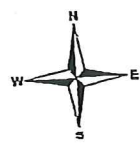
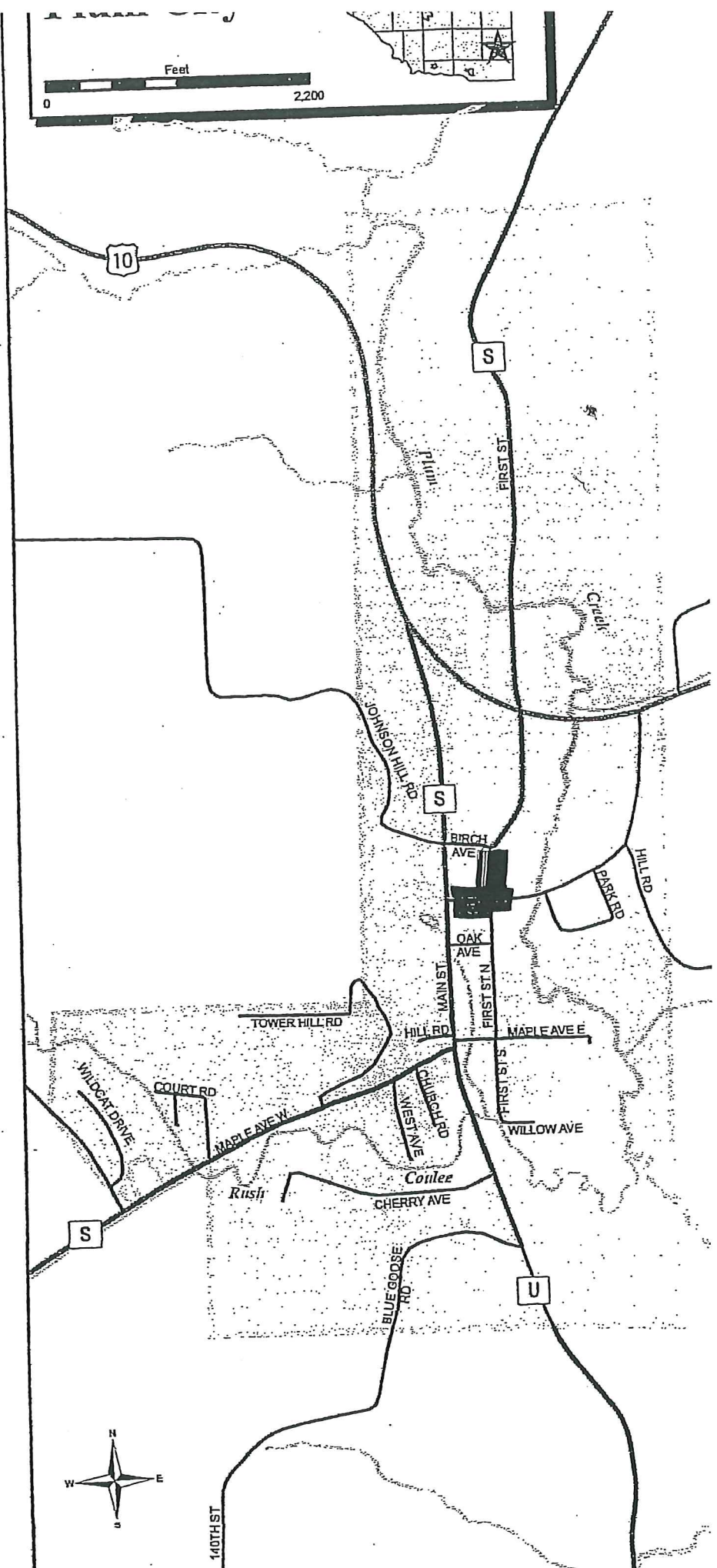
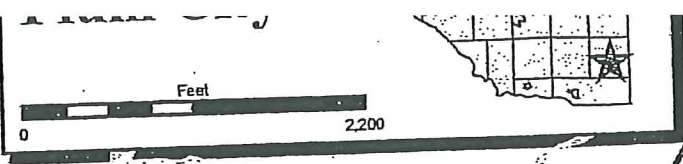
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**ATV**

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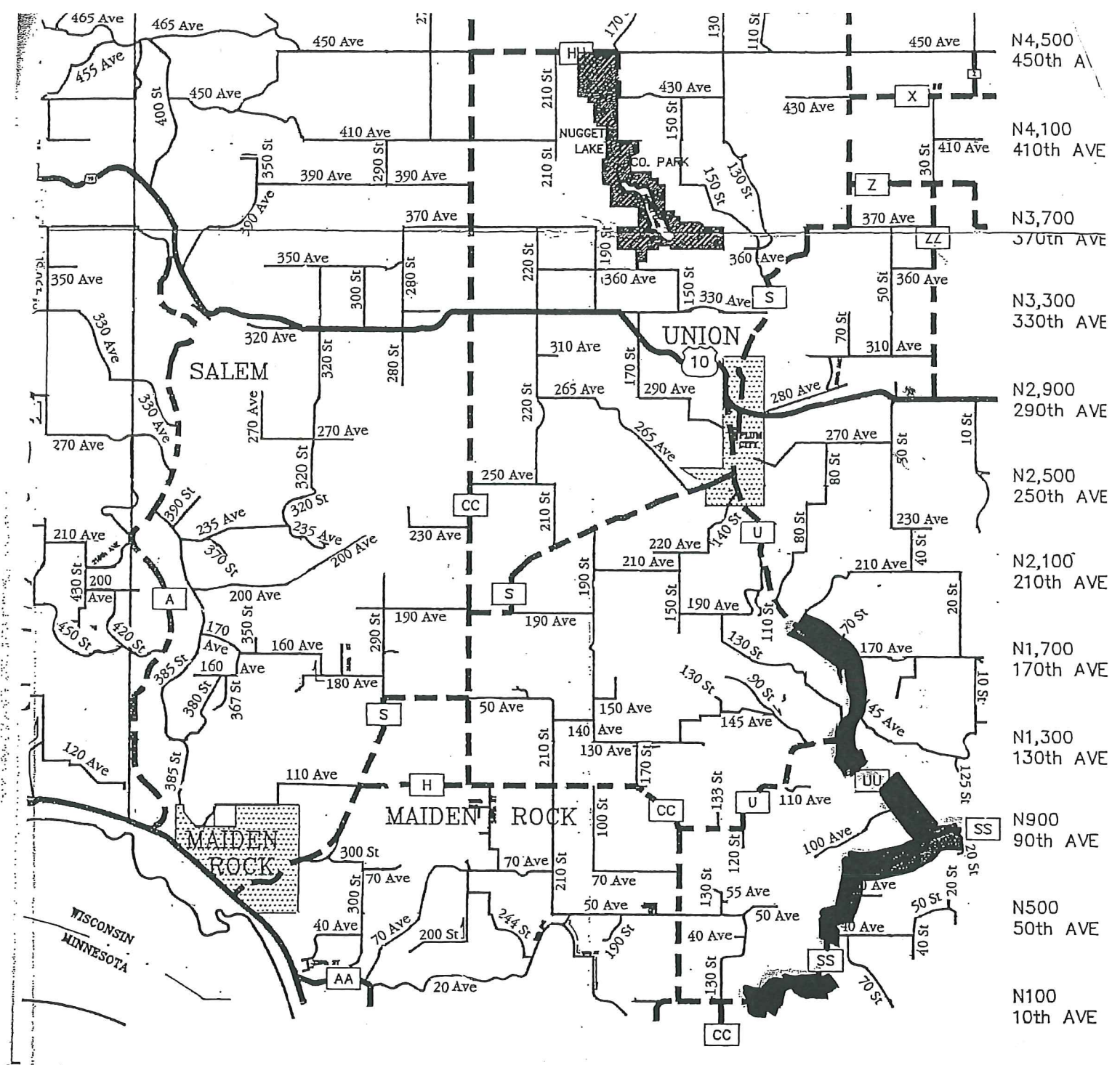
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# ATV Route Request 3

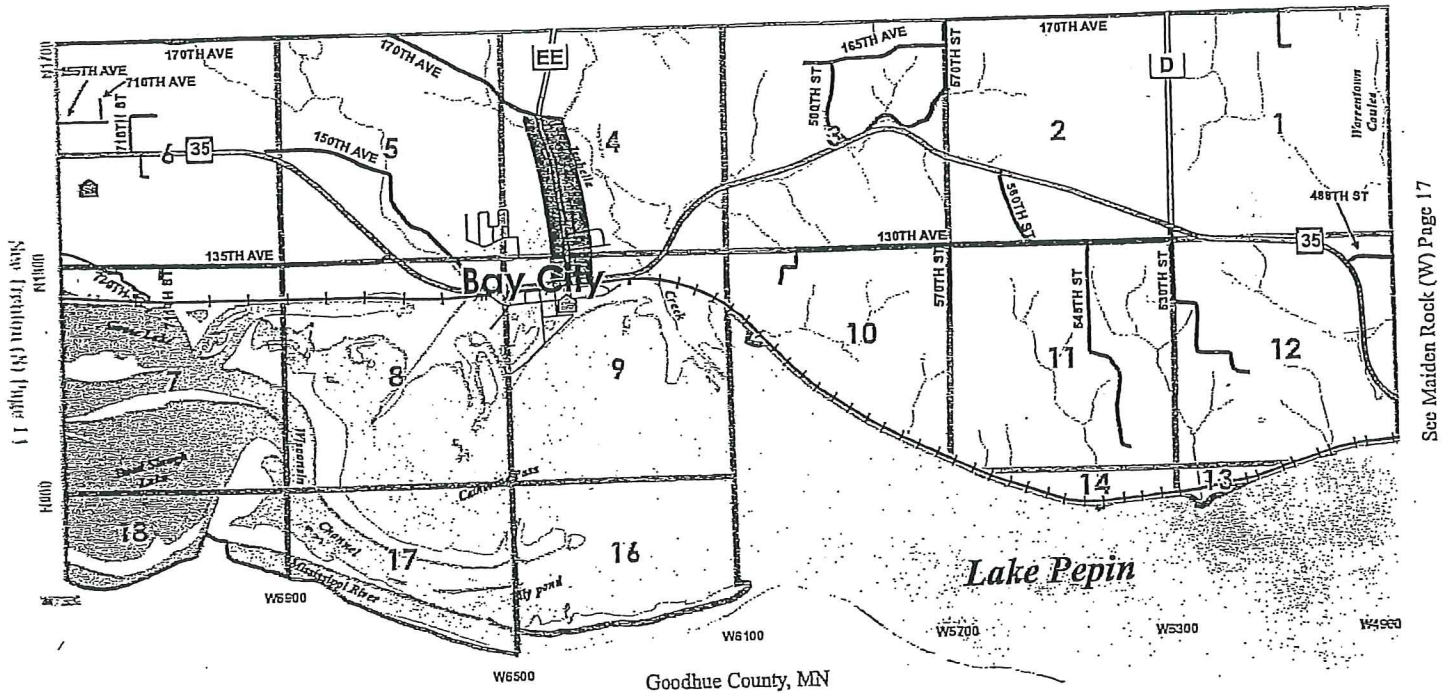
EE from 170ave to STH 35

ISABELLE



T.24N.-R.17W.

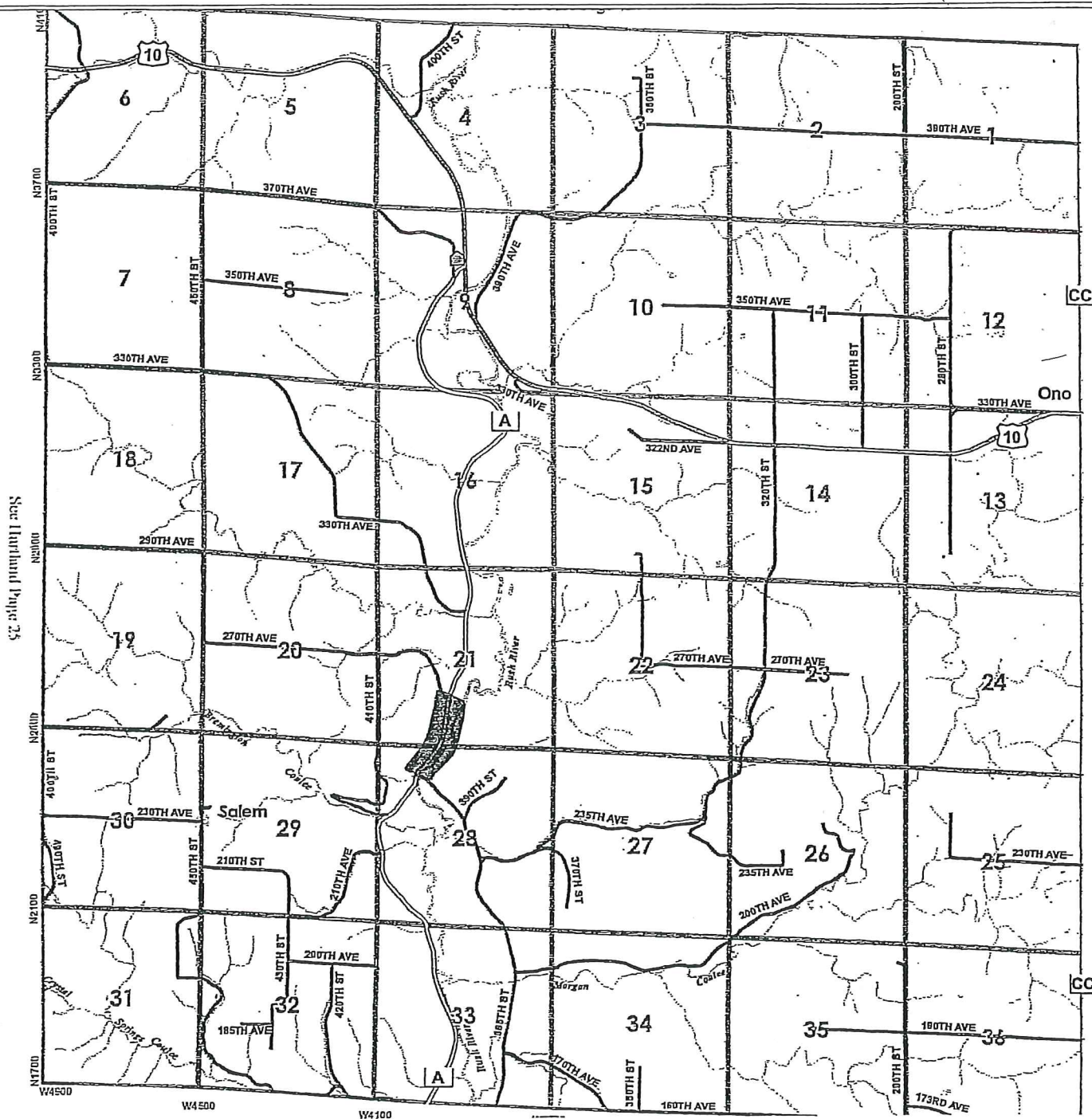
See Harland Page 25



See Maiden Rock (W) Page 17

## ATV Route Request 4

**Cty A from 270 ave to 385 ST**



See Further Up: 25

See Union Page 29

**9a.**

**Appointments:**

**Indianhead Federated Library**

**Representative: Robert Mercord**

**Term Jan. 1, 2019 – Dec. 31,  
2021**





## IFLS Library System

1538 Truax Blvd., Eau Claire, WI 54703-1569  
715-839-5082 \* Toll Free 800-321-5427 \* Fax 715-839-5151  
[tellus@ifls.lib.wi.us](mailto:tellus@ifls.lib.wi.us) \* [www.ifls.lib.wi.us](http://www.ifls.lib.wi.us)

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December 4, 2018

Jeff Holst, Chair  
Pierce County Board  
414 W. Main Street  
Ellsworth, WI 54011

Dear Mr. Holst:

Robert Mercord's term to the IFLS Board of Trustees expires at the end of the year. There are no limits to the number of terms anyone can serve on the IFLS Board.

According to state statutes, terms for IFLS Board Members are for 3 years (January 1, 2019 through December 31, 2021) and the people serving on the IFLS Board may not be employed by a member public library. One of the county's appointees may be a member of the county board and Robert currently serves as that appointee. The appointee may be a member of one of the public library boards or a citizen member.

While the IFLS Board may change this, it has been meeting on the fourth Wednesday in January, March, May, July, September, and the third Wednesday in November. The meetings have been scheduled for 12:30 pm and held at the IFLS office in Eau Claire. This appointment shall be approved by county board action.

Please contact me if you have any questions about this appointment or the system.

Sincerely,

A handwritten signature in black ink, appearing to read 'J. Thompson', with a long, sweeping horizontal line extending to the right.

John Thompson  
Director

C: Mike Norman, President – IFLS Board of Trustees  
Robert Mercord