

PIERCE COUNTY BOARD OF SUPERVISORS

Tuesday, October 22, 2019 – 7:00 p.m.

Courthouse – County Board Room

414 W. Main St., Ellsworth, WI 54011

1.	Call to order
2.	Call of the roll by the Clerk 2a) Establish Quorum 2b) Adopt Agenda
3.	Pledge of Allegiance to the flag
4.	Public Comment: 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.	Resolutions for consideration: First reading: 5a) Resolution 19-12 Authorize Cancellation of Outstanding County Orders 5b) Resolution 19-13 Authorize New Positions for 2020 5c) Resolution 19-14 Establish 2020 Salaries & Benefits for Designated Employees 5d) Resolution 19-15 Approve 2020 Tax Levy & Budget
6.	Resolutions for consideration: Second reading: 6a) Resolution 19-09 Adopting the Pierce County All Hazards Mitigation Plan 6b) Resolution 19-10 Amend Compensation for Deputy Medical Examiners 6c) Resolution 19-11 Amend Personnel Policy for Youth & Families On-call Compensation
7.	Ordinances for consideration: First reading: 7a) None
8.	Ordinances for consideration: Second reading: 8a) None
9.	Appointments: 9a) None
10.	Future agenda items
11.	Next meeting: Nov. 12, 2019; 9 a.m.; County Board Room, Courthouse-DAY MEETING
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 10/11/2019

5a.

Resolutions for First Reading:

**Resolution 19-12 Authorize
Cancellation of Outstanding County
Orders**

**RESOLUTION NO. 19-12
AUTHORIZE CANCELLATION OF
OUTSTANDING COUNTY ORDERS**

WHEREAS, the county treasurer is required by Wis. Stats. § 59.25(3)(c) and (d) to pay all county orders as directed by the board and keep a true and correct account of the expenditure, specifying the person to whom the payment was made and the purpose of each particular payment; and

WHEREAS, pursuant to Wis. Stat. § 59.64(4)(d), the county board shall examine the county orders returned paid by the treasurer by comparing each order with the record of orders in the clerk's office and enter the date when the order was cancelled; and

WHEREAS, the clerk is further required by Wis. Stat. § 59.64(4)(e) to prepare and present to the board at each annual session a detailed list of all county orders which remain uncalled for (hereafter "outstanding") by the payee for two years, including the amount, date and payee; and

WHEREAS, the county board shall cause the list of outstanding orders to be compared to the county orders and, when found to be correct, cancel the orders; and

WHEREAS, attached hereto as Exhibit "A" is a list of all county orders that remain outstanding for the last two years as of January 1, 2019, which has been compared to the county orders and found to be correct; and

WHEREAS, the Finance and Personnel Committee, at its meeting on October 7, 2019 reviewed the list of outstanding county orders attached as Exhibit "A" and recommended that the County Board authorize the cancellation of said orders.

NOW, THEREFORE BE IT RESOLVED, that the Pierce County Board of Supervisors hereby finds the list of outstanding county orders attached hereto as Exhibit "A" to be correct, and authorizes the cancellation of said orders.

Dated this 22nd day of October, 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: _____

BLC

EXHIBIT A

CANCEL WARRANTS (OUTDATED CHECKS)

TO THE HONORABLE BOARD OF SUPERVISORS OF PIERCE COUNTY

I herewith report the following outlawed County order checks are still unpaid
and remaining outstanding on July 31, 2019 and would respectfully ask
you to cancel same as per Section 59.64 (4e) of the Wisconsin State Statutes:

1/15/2016	18539	KLATT, ALEXANDER, BRICE	\$17.02
1/15/2016	18545	MATLACK, CHERYL, M	\$58.52
1/15/2016	18548	MORTH, DANIEL, CHARLES	\$115.70
2/26/2016	19399	MADSEN, MICHELLE	\$1.01
2/26/2016	19408	WILLIAMS, GARRETT	\$4.80
3/4/2016	19576	MCKAY, SHAWN, M	\$33.85
3/4/2016	19577	MICK, GAIL, EDWARD	\$37.42
3/4/2016	19595	WAGNER, JACOB, R	\$27.22
4/1/2016	20071	LARSON, GRAHAM ANN	\$15.25
5/13/2016	21007	ESTATE OF RICHARD L BAIER III	\$200.00
7/15/2016	22208	TRACTOR SUPPLY CREDIT PLAN	\$125.00
7/15/2016	22249	BANG, CHRISTOPHER	\$16.40
7/15/2016	22286	HAUSCHILDT, ANGELA, MARIE	\$17.02
7/15/2016	22295	HUPPERT, CALE, D	\$20.08
7/15/2016	22340	SIMON, LYNN, E	\$29.26
7/15/2016	22352	TIX, SHANNON	\$22.80
8/5/2016	22836	ANDERSON, COURTNEY, ANN	\$30.28
8/5/2016	22852	CODDINGTON, STEVEN, ROY	\$52.40
8/12/2016	23049	KINNEMAN, DEAN, M	\$6.93
8/12/2016	23050	LECHELER, BRUCE	\$80.21
8/12/2016	23051	LECHELER, BRUCE	\$72.92
8/19/2016	23271	GALGOWSKI, JOHN	\$45.00
8/26/2016	23352	HELPING HANDS 4-H CLUB	\$10.00
8/26/2016	23447	KUTNEY, MIKE	\$38.40
9/2/2016	23656	ROSS, AMY, LYNNE	\$33.34
9/2/2016	23663	THOMPSON, CYNTHIA, G	\$36.40
9/16/2016	23916	FROELICH, SEAN	\$91.80
9/23/2016	24039	ANDERSON, MCKENZIE	\$4.75
9/23/2016	24047	BECK, MATTIE	\$5.50

9/23/2016	24056	BLANCH, LUCY	\$12.00
9/23/2016	24057	BLANCH, TREVOR	\$11.00
9/23/2016	24058	BOWEN, EMILY	\$4.50
9/23/2016	24078	COSGROVE, ALICIA	\$10.75
9/23/2016	24153	KNEGENDORF, THOMAS	\$10.00
9/23/2016	24178	MOONEY, SUSAN	\$3.00
9/23/2016	24180	NTHOLE, ANDREA	\$14.00
9/23/2016	24182	PECHACEK, ISABELLE	\$7.75
9/23/2016	24196	ROHL, PAYTON	\$3.00
9/23/2016	24229	WOOD, KARYN	\$2.50
9/30/2016	24969	DUVAL, ARABELLA	\$1.75
10/14/2016	25268	BROOKSHAW, JERMEY	\$14.00
10/28/2016	25623	CLARK, KAILI, SHAY	\$28.20
10/28/2016	25624	CORNELL, JENNIFER L	\$20.80
10/26/2016	25625	GREENGAARD, ASHLEY	\$21.00
11/11/2016	25926	FUGATE, JUSTIN, J	\$38.95
11/11/2016	25946	KOHL, MERRY, MARGARAT	\$23.65
11/11/2016	25973	SCHAEFER, THOMAS, EDWARD	\$31.30
11/11/2016	25974	SCHOEDER, KRISTOPHER, T	\$23.65
12/9/2016	26478	HYBBEN, ERIKA, C	\$1,618.96
TOTAL			\$3,150.04
Kathryn Fuchs			
Pierce County			
Treasurer			
August 24, 2019			



Jamie Feuerhelm <jamie.feuerhelm@co.pierce.wi.us>

New form response

2 messages

Steve Gustafson <demo@fnsmtg.addonsite.com>
To: "Jamie.feuerhelm" <jamie.feuerhelm@co.pierce.wi.us>

Thu, Sep 5, 2019 at 11:09 AM

Request for F & P Action has received a new response:

Meeting Date 2019-10-07

Agenda Item Outlawed County Checks

Requesting Agency Pierce County Treasurer

Background Section 59.64(4)(e) of the Wisconsin State Statutes outlines the procedure for cancellation and reissue of outstanding checks issued by the county so that the warrants can be cancelled and destroyed. The full list of outstanding 2016 checks was published in the local newspaper as required by statute, and subsequently has been available on the Pierce County website. We believe the remaining items, as on the attached list, are ready to be cancelled and destroyed.

Staff Recommendation I recommend approval of cancelling and destroying the outdated Pierce County checks printed during the calendar year of 2016.

Recommended Motion: (Motion by seconded by to approve and authorize) Motion by _____ Second by _____ to accept outlawed check list and to present it to the full board for resolution to authorize cancellation of outstanding county orders at their November 2019 daytime board meeting.

Requestor's email address kathy.fuchs@co.pierce.wi.us

Auto responded by Form Notifications SMTP add-on for Google Forms
Send mass emails from Sheets: Mail Merge SMTP

5b.

Resolutions for First Reading:

**Resolution 19-13 Authorize New
Positions for 2020**

RESOLUTION NO. 19-13
Authorize New Positions for 2020

WHEREAS, the Finance and Personnel Committee reviewed requests for additional new personnel in 2020, pursuant to the Pierce County Personnel Policy, and recommends that the following positions be approved effective January 1, 2020:

Date	Department / Position	Cost	County Allocation
7/8/19 and 6/3/19	Administration – Operations Data Analyst: 1.0 FTE 40 hrs/wk (2096 hrs for 2020)	\$91,278	100%
7/8/19	Human Services – Social Worker CCS: 1.0 FTE 40 hrs/wk (2096 hrs for 2020)	\$87,346	0%*
7/8/19	Human Services – Social Worker CPS IA: 1.0 FTE 40 hrs/wk (2096 hrs for 2020)	\$87,346	0%**
7/8/19	Human Services – Social Worker CPS Ongoing: 1.0 FTE 40 hrs/wk (2096 hrs for 2020)	\$87,346	0%**
7/8/19	Public Health – Reclassification of 1.0 FTE Office Specialist to 1.0 FTE Service Coordinator Birth to 3: 1.0 FTE 40 hrs/wk (2096 hrs for 2020)	\$20,213	100%
7/8/19	Sheriff – Lead/Sergeant Dispatch: 1.0 FTE 40 hrs/wk (2096 hrs for 2020)	\$3,590	100%
7/8/19	Sheriff – Sergeant Patrol: 1.0 FTE 40 hrs/wk (2190 hrs for 2020)	\$4,200	100%

* 100% State/Fed through MA reimbursement. Interim MA payment covers the wage of the position. Total cost is paid at state reconciliation in December of the following year.

** 100% State funding through county allocation for children and family services.

NOW, THEREFORE BE IT RESOLVED, that the Pierce County Board of Supervisors does accept the recommendation of the Finance and Personnel Committee to create positions or increase hours for the above listed positions and approves the funding for the above listed positions to be included in the 2020 budget.

BE IT FURTHER RESOLVED that the above approved positions will sunset if the projected revenue and income is not generated to offset the costs.

Dated this 22nd day of October, 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: _____

2020 New Positions

The new positions for 2020 listed on Resolution 19-XX have been previously discussed and approved by the Finance and Personnel Committee at the July 8, 2019 meeting. Since that time, Administration has conducted budget discussions with Department Heads including the newly appointed Register in Probate. The newly appointed Register in Probate had agreed that the previously requested increase in hours from 24hrs/wk to 32hrs/wk for the Deputy Register in Probate at a cost of \$10,156 was no longer necessary to pursue at this time but instead budgeted that amount for temporary salaries for scanning projects that will need to be completed. The need of additional hours for the Deputy Register in Probate will be evaluated over the course of the 2020 budget cycle. Below are those position reclassifications that have been approved by the Finance and Personnel Committee during 2019.

Approved Position Reclassifications in 2019 by F&P

<i>Department</i>	<i>Position</i>	<i>Date of Approval</i>
Public Health	Re-Classification of Public Health Nurse to Public Health Specialist Planning and Preparedness. No change to pay grade J Effective April 2019.	April 1, 2019
Public Health	Re-Classification of Office Assistant to Programs Associate. No Change to pay grade G. Effective June 2019	June 3, 2019
Highway	Classification of Operator 1 and Operator 2. Changes to job descriptions and pay grades for highway workers. No new levy required. Effective 1/1/2020	August 5, 2019
Finance / Administration	Reclassification of Highway Accounting Manager and Payroll Clerks to Accountants. Effective 1/1/2020	July 8, 2019
Human Services / Economic Support	Reclassification of 1 Office Assistant to Economic Support Program Specialist. Effective September 2019.	September 9, 2019

5c.

Resolutions for First Reading:

**Resolution 19-14 Establish 2020
Salaries & Benefits for Designated
Employees**

RESOLUTION NO. 19-14
ESTABLISH 2020 SALARIES AND BENEFITS
FOR DESIGNATED EMPLOYEES

WHEREAS, the Finance and Personnel Committee has duly considered the existing salaries for employees of Pierce County, excluding:

- a. the Administrative Coordinator (who was removed from the salary matrix November 18, 2003 pursuant to Resolution 03-34 and whose pay is addressed annually), and
- b. the employees in the Sheriff's Department unions (patrol / investigators / jailers) whose pay has been established by the respective collective bargaining agreement; and

WHEREAS, part and parcel of said analysis has been consideration of the 2015 Carlson Dettmann Salary Matrix and subsequent matrix adjustments, position reviews and reclassifications; and

WHEREAS, the Finance and Personnel Committee did meet on October 7, 2019, and recommends salary increases in the amount of 1.5% across the board to the Carlson Dettmann Salary Matrix system, as and for employees identified on the current Carlson Dettmann Salary Matrix, for the 2020 calendar year, effective January 1, 2020.

NOW, THEREFORE BE IT RESOLVED, by the Pierce County Board of Supervisors that the Carson Dettmann Salary Matrix and salaries of all employees identified on the matrix be adjusted by 1.5% across the board, calculated upon the basis of the Salary Matrix, for the 2020 calendar year, effective January 1, 2020.

BE IT FURTHER RESOLVED that effective January 1, 2020, employees on the self-funded plan will continue to contribute 10% toward the health insurance premiums if wellness initiatives are met and 15/18/20% if wellness initiatives are not met.

Dated this 22nd day of October, 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: _____

PIERCE COUNTY WISCONSIN
ADMINISTRATION DEPARTMENT
414 W. MAIN STREET PO BOX 119
ELLSWORTH, WISCONSIN 54011
Phone: 715-273-6851
Fax: 715-273-6853
www.co.pierce.wi.us



October 7, 2019
TO: Finance and Personnel Committee
FROM: Administrative Coordinator – Matthys
Re: Salaries for non-represented, designated employees

Pierce County has historically budgeted for a cost of living adjustment (COLA) for the non-represented, designated employees of 1.25%. This has been in addition to an annual step increase granted from a favorable performance review.

In May of this year, Human Resource Manager Allison Preble has been in contact with other Wisconsin Counties to poll what if any COLA has been applied to their County Budgets and to determine if this COLA was “in addition to” an annual step increase. Several responses were obtained but since it was May, many did not know what final determinations would be made for 2020. (Responses attached)

When we reviewed the responses, it appeared that the average COLA applied from other Wisconsin Counties in 2019 and planned for 2020 was 2%. Those that received a COLA ranged from 1% to 3.5%. Only a small fraction did not implement a COLA as they were operating under a “pay for performance” plan that ranged from a 2% to 4% increase based on review.

Since 2015, Pierce County has been operating under the Carlson Dettmann wage grid that was developed after a rigorous review of submitted job description questionnaires (JDQ) collected by Carlson Dettmann Consultants and Administration. The grid consists of 11 steps from bottom to top. Employees are afforded a step increase based on a favorable review from their supervisor/manager performed annually on their anniversary date. Several employees were placed on the grid on a certain step but not necessarily at step 1. This grid has functioned appropriately since the time of inception; however, it is recommended that wage grids be reviewed every 5-7 years.

Currently, Pierce County has about 85 employees that are either at the top of their scale or redlined above the current scale. This number does not include those employees who are union members (41) or elected (5). Employees that are redlined are not afforded the step increase or the annual COLA until such time that wage grid catches up to their redlined wage regardless of a favorable review.

The current, proposed budget includes a COLA of 1.25% for non-represented, designated employees but it would be important for this committee to determine if an elevated adjustment beyond 1.25% is appropriate.

Respectfully,


Jason Matthys
Administrative Coordinator

5/2/2019

County	2020 Proposed increase
Dunn	2% COLA for 2020 employees do receive step increases
Wood	1.5% COLA for 2020 plus step increasing totalling 4%
Jackson	Follows Wisconsin Employment Relations Commission (WERC) http://werc.wi.gov/doaroot/cpi-u_chart.htm . 2019 they received 2.25%. They will get 2.2% COLA in 2020 No step increases
Kewaunee	2.17 COLA per WERC guidelines plus step increase
Lincoln	1%
Dane	Won't have that information till September of 2019 but had a 3.5% increase for 2019.
Fond du Lac	Going to try for a 2% or more.
Rhineland	They haven't decided yet but received 2.25% in 2019
Sauk	2%
Langlade	Haven't discussed yet but received 2% in 2019
Waushara	1.5% for 2020. For 2021, 2.0% in January, additional .75% in July. They also receive yearly step increases
Oneida	Haven't discussed 2020 wage yet.
Waukesha	2% COLA plus step increases
Lafayette	Does not determine a cost of living increase until the budget season in Oct/November. Received 2.25% in 2019
Portage	1% for 2020 plus annual step increases percentage based on years of service
Vernon	1.5% COLA for 2019 and 2020
Clark	2.07% COLA for 2020 plus step increases
Florence	2% No Step increase
St. Croix	No COLA just step increases as follows... 2.5% is for the lower steps, then the 2.0% for the middle steps, and then the 1.5% for the higher steps. Most steps are at the 2.0%.
Trempealeau	Have not started discussions for 2020 but received 1% in 2019
Price	1.5% COLA for 2020 Plus Step increases
Dodge	3% COLA for 2020 plus step increases
Jefferson	1.5% Cola for 2020 plus step increases totaling 4%
Eau Claire	1% COLA for 2020 plus employees receive an annual step increase around 2%
Winnebago	Projecting 1.5%
Ozaukee	3% COLA for 2020 plus each employee receives annual step increases

Crawford	2.5% COLA Employees do not receive step increases
Marquette	2% COLA for 2020 plus step increase of 2.5% if below market and 1.25% if above market
Grant	2% COLA for 2020 plus 2% annual step Increase
Juneau	3% COLA for 2020 plus each employee receives annual step increases
Oconto	1.75% COLA for 2020 plus annual step increases
Barron	2% COLA and then employees receive a step increase on 7/1 (varies between 2.5%, 2% or 1.5% increase depending on placement on the pay plan)
Viroqua	1.5% COLA for 2020 plus annual step increases
Monroe	No COLA only on pay for performance which is set at a 4% increase
Marathan	No COLA only on pay for performance which is set at a 2% increase
Shawano	2% COLA for 2020 plus 2.5% Step increase
Calumet	2% COLA for 2020 plus step increases

5d.

Resolutions for First Reading:

**Resolution 19-15 Approve 2020 Tax
Levy & Budget**

RESOLUTION NO. 19-15

APPROVE 2020 TAX LEVY AND BUDGET

BE IT RESOLVED, that there be a tax levied upon all taxable property in Pierce County for operation and maintenance for the 2020 budget in the amount of: County Operating Levy \$16,155,611, Debt Service \$3,240,988, County Library \$476,707, and County Aid Bridges \$200,000, for a total of \$20,073,306.

BE IT FURTHER RESOLVED, that in accordance with the tax levied in the total of \$20,073,306 the Pierce County Board of Supervisors hereby approves and authorizes the 2020 budget as set forth in the summary document attached hereto as Exhibit "A".

Dated this 22nd day of October, 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

BDL

Adopted: _____

EXHIBIT A

PIERCE COUNTY WISCONSIN

10/1/19 1:43 PM

2020 BUDGET

SUMMARY OF 2020 INITIAL BUDGET WITH COMPARISON TO PRIOR YEAR BUDGETS

	2018 ADOPTED BUDGET	2019 ADOPTED BUDGET	2020 RECOMMENDED BUDGET	Percentage Change
SUMMARY OF BUDGET:				
Total Gov't'l Funds Expenditures	39,934,589	46,821,381	46,405,734	-0.89%
Less Program Revenues/Carryovers	13,016,999	19,265,850	17,884,572	-7.17%
Net Gov't'l Funds Budgeted Expenditures	26,917,590	27,555,531	28,521,162	3.50%
Less Anticipated General Revenues	5,019,087	5,413,709	5,797,856	7.10%
Gross Levy	21,898,503	22,141,822	22,723,306	2.63%
Less County Sales Tax Applied	2,289,291	2,403,042	2,650,000	10.28%
Less Applied	-	-	-	#DIV/0!
Net County Levy	19,609,212	19,738,780	20,073,306	1.695%
COUNTY TAX LEVY:				
Operating Levy	15,705,938	15,836,367	16,155,611	2.02% formula
Debt Service Levy	3,220,525	3,227,164	3,240,988	0.43%
Special Purpose Levies:				
County Library	482,749	475,249	476,707	0.31%
County Aid Bridges	200,000	200,000	200,000	0.00%
	19,609,212	19,738,780	20,073,306	1.695%
Subject to Levy Limit-Operating	15,705,938	15,836,367	16,155,611	2.016% from above
Not Subject to Levy Limit-Library	482,749	475,249	476,707	from above
Not Subject to Levy Limit-Bridges	200,000	200,000	200,000	from above
Subject to Levy Limit-Debt Service	3,220,525	3,227,164	3,240,988	from above
	19,609,212	19,738,780	20,073,306	1.695%
COUNTY MILL RATE:				
Operating Levy	4.975422	4.781626	4.600257	
Debt Service Levy	1.020217	0.974409	0.922861	
Special Purpose Levies:				
County Library	0.152928	0.143496	0.135741	
County Aid Bridges	0.063357	0.060388	0.056949	
	6.211924	5.959919	5.715808	
CHANGE FROM PRIOR YEAR:				
Dollars:				
Amount	2,012,743	129,568	334,526	
Percent	11.44%	0.66%	1.69%	
Mill Rate:				
Mills	0.341929	-0.252005	-0.244111	
Percent	5.83%	-4.06%	-4.10%	
COUNTY EQUALIZED VALUATION				
(Reduced by TID Increments):				
Total Value	3,156,704,600	3,311,921,000	3,511,892,800	
Percentage Change from Prior Year	5.304311%	4.917039%	6.037940%	
% Change Due to Net New Construction and TID Terminations	1.120%	1.330%	1.930%	
STATE LIMIT ON OPERATING TAX LEVY:				
Amount Under (Over) Tax Levy Limit	15,705,938	15,836,367	16,155,611	-

6a.

Resolutions for Second Reading:

**Resolution 19-09 Adopting the Pierce
County All Hazards Mitigation Plan**

RESOLUTION NO. 19-09
ADOPTING THE PIERCE COUNTY ALL HAZARDS
MITIGATION PLAN

WHEREAS, Pierce County recognizes the threat that natural hazards pose to people and property; and

WHEREAS, undertaking hazard mitigation actions before disasters occur will reduce the potential for harm to people and property and save taxpayer dollars; and

WHEREAS, an adopted all hazards mitigation plan is required as a condition of future grant funding for mitigation projects; and

WHEREAS, Pierce County participated jointly in the planning process with the other local units of government within the County to prepare an All Hazards Mitigation Plan; and

WHEREAS, the Finance and Personnel Committee, at its meeting on September 9, 2019, reviewed the Pierce County Hazard Mitigation Plan, and recommended that the County Board authorize the adoption of that plan.

NOW, THEREFORE BE IT RESOLVED, that the Pierce County Board of Supervisors hereby adopts the Pierce County Hazard Mitigation Plan as an official plan.

BE IT FURTHER RESOLVED, that the Pierce County Emergency Management Department will submit, on behalf of the participating municipalities, the adopted All Hazards Mitigation Plan to Wisconsin Emergency Management and Federal Emergency Management Agency officials for final review and approval. Minor changes made upon advice from Wisconsin Emergency Management and Federal Emergency Management Agency will not require re-adopting this resolution.

Dated this 24th day of September, 2019.

Jeffrey A. Holst, County Board 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 _____



Jamie Feuerhelm <jamie.feuerhelm@co.pierce.wi.us>

New form response

1 message

Steve Gustafson <demo@fnsmtg.addonsite.com>
To: "Jamie.feuerhelm" <jamie.feuerhelm@co.pierce.wi.us>

Tue, Sep 3, 2019 at 4:29 PM

Request for F & P Action has received a new response:

Meeting Date 2019-09-09

Agenda Item Discuss and take action on resolution Adopting the Pierce County All Hazards Mitigation Plan

Requesting Agency Emergency Management

Background Pierce County has reviewed and updated the Pierce County All Hazards Mitigation Plan. This is required by the State of WI and FEMA to qualify for Federal Funding during disasters. All political entities now need to adopt by resolution this updated plan to be qualified for this funding. A copy of the plan is available in the Emergency Management office for review.

Staff Recommendation Approve Adopting Pierce County All Hazards Mitigation Plan

Recommended Motion: (Motion by seconded by to approve and authorize) Motion by _____ Seconded by _____
to approve resolution Adopting Pierce County All Hazards Mitigation Plan

Requestor's email address gbrown@co.pierce.wi.us

Auto responded by Form Notifications SMTP add-on for Google Forms
Send mass emails from Sheets: Mail Merge SMTP

6b.

Resolutions for Second Reading:

**Resolution 19-10 Amend
Compensation for Deputy Medical
Examiners**

RESOLUTION NO. 19-10
AMEND COMPENSATION FOR DEPUTY MEDICAL EXAMINERS

WHEREAS, Sec. 59.22(1)(a) Wis. Stats. provides that the county board shall establish the total annual compensation, exclusive of reimbursement for out of pocket expenses, for Deputy Medical Examiners; and

WHEREAS, compensation for Deputy Medical Examiners was last addressed in Resolution 06-34 and compensation needs to be revised from time to time to keep the compensation in sync with, and competitive in, the labor market; and

WHEREAS the Medical Examiner has proposed that the following fees be amended for the Deputy Medical Examiner:

Category	Current Compensation	2020 Compensation effective 1/1/2020	2021 Compensation effective 1/1/2021
Phone	\$ 15.00	\$ 30.00	\$ 50.00
Cremation	\$ 50.00 & mileage	\$ 60.00 & mileage	\$ 70.00 & mileage
Scene < 5 hours	\$ 100.00 & mileage	N/A	N/A
Scene >5 hrs. or autopsy	\$ 150.00 & mileage	N/A	N/A
Scene	N/A	\$ 165.00 & mileage	\$ 225.00 & mileage
Autopsy	N/A	\$75.00 & mileage	\$ 145.00 & mileage
Trial Prep	\$10 & mileage	\$ 21.00/hr. & mileage	\$ 32.00/hr. & mileage
Court Testimony	\$ 15.00/hour & mileage	\$ 21.00/hr. & mileage	\$ 32.00/hr. & mileage
Training	\$10.90	\$ 21.00/hr. & mileage	\$ 32.00/hr. & mileage
On Call	Per County Policy	Per County Policy	Per County Policy
Mileage	Per County Policy	Per County Policy	Per County Policy

WHEREAS, the Law Enforcement Committee considered this matter at its meeting on August 14, 2019 and the Finance and Personnel Committee considered this matter at its meeting on September 9, 2019, and both Committees recommend approval of the fee schedule set forth above.

NOW THEREFORE BE IT RESOLVED that the Pierce County Board of Supervisors adopt the Deputy Medical Examiner fees and effective dates as outlined in this resolution.

BE IT FURTHER RESOLVED that each month, the Pierce County Medical Examiner shall submit to the Administration Department for payment and auditable accounting of services provided by the Deputy Medical Examiners within the County to issue payment for the same.


Dated this 24th day of September, 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: _____



Jamie Feuerhelm <jamie.feuerhelm@co.pierce.wi.us>

New form response

Steve Gustafson <demo@fnsmtpl.addonsite.com>

Wed, Sep 4, 2019 at 11:36 AM

To: "Jamie.feuerhelm" <jamie.feuerhelm@co.pierce.wi.us>

Request for F & P Action has received a new response:

Meeting Date 2019-09-09

Agenda Item Establish Compensation for Deputy Medical Examiners

Requesting Agency Office of the Medical Examiner

Background Proposal reviewed and approved by Law Enforcement Committee

Staff Recommendation Recommend approval of Draft referendum.

Recommended Motion: (Motion by seconded by to approve and authorize) Recommend approval of draft referendum and move to full County Board for approval on first reading.

Requestor's email address john.worsing@co.pierce.wi.us

Auto responded by Form Notifications SMTP add-on for Google Forms
Send mass emails from Sheets: Mail Merge SMTP

Scene Type	Transit Time Round trip	Time on Scene	Medical Records Requests/ Reviews	Data Entry Files	Total Time (includes transit)
Phone (hospice)	N/A	N/A	.05 to 1 hours	.75 hours	1.25 to 1.75 hours
Phone (non-hospice)	N/A	N/A	0.5 to 2 hours	.75 hours	1.25 to 2.75 hours
Cremation Permit	0.33 to 1.75 hours	0.33 to 0.5 hours	0.5 to 1 hours	0.75 hours	1.91 to 2.41 hours
Unexpected/Accidental Death Scene	0.1 to 1.75 hours	1 to 5 hours	0.5 to 3 hours	.75 to 3 hours	2.35 to 12.75 hours
Autopsy <i>Note: Performed at Ramsey County Medical Examiner's Office</i>	2 hours	1.5 hours	N/A	1 hour	4.5 hours

	Rate as of 2001	Rate as of 2006	Proposed Rate
Phone case	\$ 15.00	\$ 15.00	\$ 50.00
Cremation Permit	\$ 25.00	\$ 50.00	\$ 70.00
Scene	\$ 75.00	\$ 100.00	\$ 225.00
Autopsy or scene > 4 hrs.	\$ 100.00	\$ 150.00	N/A
Autopsy	N/A	N/A	\$ 145.00
On Call Time*	\$ 1.00	\$ 1.00	\$ 1.00
Court Testimony per hour	\$ 15.00	\$ 15.00	\$ 32.00
Trial Work/Mentoring per hour	N/A	\$ 10.00	\$ 32.00
Training and mileage	<i>per County policy</i>		

*** NOTE: On Call pay structure is a county wide issue. Any changes to "On Call" pay structure should be initiated at same time as new Law Enforcement contract goes into effect.**

For Reference Hennepin County Medical Examiner's Office Pay structure 2018

Position	Annual Salaries Low	Hourly Rate Low	to	Annual Salaries High	Hourly Rate High
ME Investigator	\$ 49,878.00	\$ 23.98	to	\$ 75,383.00	\$ 36.24
ME Sr. Investigator	\$ 55,101.00	\$ 26.49	to	\$ 83,414.00	\$ 40.10
ME Investigator Supervisor	\$ 70,291.00	\$ 33.79	to	\$ 105,736.00	\$ 50.83

	@ \$32/hr hourly rate (ranges from \$19.50 to \$60.10 with average of \$32/hr for experienced investigators)		
Average hours and Comments	low hours	high hours	Average Hours
1.6	\$ 40.00	\$ 56.00	\$ 50.00
<i>Note: Based on information obtained, may subsequently become an investigated scene</i>	\$ 40.00	\$ 88.00	\$ 64.00
2.2	\$ 61.12	\$ 77.12	\$ 70.00
7	\$ 75.20	\$ 408.00	\$ 225.00
4.5	\$ 145.00	\$ 145.00	\$ 145.00

6c.

Resolutions for Second Reading:

**Resolution 19-11 Amend Personnel
Polity for Youth & Families On-call
Compensation**

**RESOLUTION NO. 19-11
AMEND PERSONNEL POLICY
YOUTH AND FAMILIES ON-CALL PAY**

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 adequate additional compensation to on-call Human Services workers; and

WHEREAS, the Finance and Personnel Committee, at its meeting on September 9, 2019, 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 24th day of September 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: _____

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)~~ two dollars (\$2.00) per regular week hour (\$1.50 \$2.25 per weekend hour and \$3.75 per holiday hour on holidays) while assigned to on-call and must have a pager or cell phone 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.



Jamie Feuerhelm <jamie.feuerhelm@co.pierce.wi.us>

New form response

1 message

Steve Gustafson <demo@fnsmtg.addonsite.com>

Fri, Aug 23, 2019 at 12:07 PM

To: "Jamie.feuerhelm" <jamie.feuerhelm@co.pierce.wi.us>

Request for F & P Action has received a new response:

Meeting Date 2019-09-09

Agenda Item Discuss and/or take action to approve proposed 2020 Children Youth and Family on-call compensation changes, amend applicable personnel policy and forward to County Board for further consideration.

Requesting Agency Human Services

Background In February 2019, data on county on-call compensation was compared. Pierce's current system has been unchanged for more than 20 years. Comparison indicated Pierce is non-competitive and change is recommended. This item was previously reviewed with Admin and Finance at the Human Services 2020 budget meeting conducted 7/31/2019. At its 8/15/2019, meeting the Human Services Board discussed and took action to approve and forward the current request to Finance and Personnel and send draft personnel policy changes to Corp Counsel for review and resolution creation, if needed. The comparison chart and proposed applicable personnel policy changes are forwarded with this action request.

Staff Recommendation Approve proposed on-call compensation changes, amend applicable personnel policy and forward to county board.

Recommended Motion: (Motion by seconded by to approve and authorize) Moved by _____, seconded by _____, to approve Children Youth and Family on-call compensation changes to \$2.00 per weekday hour covered and \$2.25 per weekend hour covered and \$3.75 per holiday hour covered, and amend applicable personnel policy and forward to county board.

Requestor's email address ronald.schmidt@co.pierce.wi.us

Auto responded by Form Notifications SMTP add-on for Google Forms

Send mass emails from Sheets: Mail Merge SMTP

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

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

... 2. b. Employees will be assigned to on-call status as needed on a weekly basis. Employees will be paid one dollar ~~(\$1.00)~~ \$2.00 per regular week hour ~~(\$1.50)~~ \$2.25 per weekend hour and \$3.75 per holiday hour ~~on holidays~~ while assigned to on-call and must have a pager or cell phone 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.

CPS/Juvenile Justice On-call Comparison - 2/1/2019

	2794	2886	160	5840
County	Regular Hourly	Weekend Hourly	Holiday Hourly	Total Cost
Pierce	\$ 1.00	\$ 1.00	\$ 1.50	\$ 5,920.00
				\$ -
Chippewa	\$ 1.29	\$ 2.08	\$ 4.17	\$ 10,274.34
Clark	\$ 5.60	\$ 3.02	\$ 6.05	\$ 25,330.12
Dunn	\$ 1.60	\$ 1.60	\$ 1.60	\$ 9,344.00
Eau Claire	\$ 1.94	\$ 2.00	\$ 3.75	\$ 11,792.36
Pepin	\$ 2.08	\$ 2.08	\$ 2.08	\$ 12,147.20
Polk	\$ 2.00	\$ 2.00	\$ 3.75	\$ 11,960.00
Rusk	\$ 0.88	\$ 1.75	\$ 3.50	\$ 8,069.22
St. Croix	\$ 2.25	\$ 2.25	\$ 2.25	\$ 13,140.00
Trempealeau	\$ 2.00	\$ 2.50	\$ 2.50	\$ 13,203.00
Wood	\$ 1.61	\$ 1.89	\$ 1.89	\$ 10,255.28
Pierce Proposed	\$ 2.00	\$ 2.25	\$ 3.75	\$ 12,681.50
<u>Increase Needed</u>				\$ 6,761.50

Assumptions

Annual hours = (16 hours * 365) - weekend - holiday; 5840-2886-160 = 2794

Weekend = 55.5 hours * 52 weeks; Fri 4:30p to 12a - 7.5, Sat & Sun - 48; 2886 Annually

Holiday = 160 hours; 10 paid holidays per year * *may be different in other counties.*