



MINUTES

General Government Committee

County Board Room
Balsam Lake, WI 54810

10:00 a.m. Thursday, December 13, 2018

Meeting called to order by Chair Masters @ 10:01 a.m.

Members present:

Attendee Name	Title	Status
Brian Masters	Chair	Present
Russ Arcand	Vice Chair	Present
Dean Johansen	Supervisor	Present
Larry Jepsen	Supervisor	Present
Chris Nelson	Supervisor	Present

Also present: Sharon Jorgenson, County Clerk; Jeff Fuge, Interim County Administrator; Malia Malone, Corporation Counsel; Andrea Jerrick, Deputy County Administrator; Jason Kjeseth, Zoning Administrator; Supervisors Demulling and Bonneprise, and member of the press.

Approval of Agenda

Chair Masters called for a motion to approve the amended agenda as published. **Motion** (Johansen/Jepsen) to approve agenda as amended. Chair Masters called for a voice vote on said motion. **Motion** carried by unanimous voice vote. Interim Administrator Fuge addressed the committee regarding items 7 & 8 (Review of County policy developing hourly rates and cost of services for billing outside agencies and discussion with IT Department regarding recording and sound for County Board room) that were lifted from the original agenda and will be addressed at the next committee meeting.

Approval of Minutes

Chair Masters called for a motion to approve the minutes of the November 8, 2018 meeting as published. **Motion** (Jepsen/Masters) to approve the minutes. Chair Masters called for a voice vote on said motion. **Motion** to approve the minutes of November 8, 2018 meeting carried by unanimous voice vote.

Public Comment - Public comment was received by committee.

Receipt of Information from Supervisors Not Seated as Committee Members – No information was received from Supervisors regarding items on the agenda.

Approval of transfer of appropriations in 2018 departmental budget of land information department for procurement of permit tracking software: Committee received information from Interim Administrator Fuge regarding expenditure for permit tracking software recommending approval of change in character for accounting purposes in the amount of \$20,000 for permit software.

Motion (Johansen/Arcand) to approve change in character for accounting purposes in the amount of \$20,000 for permit tracking software. Chair Masters called for a voice vote on said motion. **Motion** carried by unanimous voice vote.

Supervisor Nelson addressed Corporation Counsel Malone regarding the need for closed session.

Chair Masters called for a motion to go into closed session.

Pursuant to Wisconsin Statute Section 19.85(1)(g), the Committee may convene in closed session to receive a legal opinion concerning litigation strategy that the committee may recommend to the County Board for adoption concerning anticipated litigation involving the development of the proposed Stower Seven Lakes State Trail Master Plan.

Pursuant to Wisconsin Statute Section 19.85(1)(e), the committee may convene in closed session to deliberate the formation of a recommendation on ratification of the noticed side letter, as bargaining reasons require a closed session.

Motion (Johansen/Jepsen) to go into closed session at 10:22 a.m. for item #9 Labor ratification agreement. Chair Masters called for a voice vote on said motion. **Motion** to go into closed session carried by unanimous voice vote.

***Closed Session 10:22 a.m. (Minutes separate and under seal)

Returned to open session at 10:26 a.m.

Recommendation on Ratification of side letter to Agreement of Polk County and WPPA Field Services Local #201 concerning Experience Wage Entry provisions to Article 25, wages:

Motion (Nelson/Jepsen) to accept letter of agreement for Field Service Local #201. Chair Masters called for a voice vote on said motion. **Motion** to accept letter of agreement for Field Service Local #201 carried by unanimous voice vote.

Motion (Johansen/Jepsen) to go into closed session at 10:30 a.m. for consideration of item #8 Consider Recommendation on Demand of Friends of Stower Seven Lakes State Trail for reconsideration of County submission of Trail plan to WI DNR and Recommendation on offer of Public Administration Associates to settle asserted and anticipated claim for compensatory damages. Chair Masters called for a voice vote on said motion. **Motion** to go into closed session carried by unanimous voice vote.

Returned to open session 10:55 a.m.

Supervisor Johansen requested that an announcement and/or signs regarding allowed uses of Stower Seven Lakes trail be posted/issued.

Chair Masters called for a motion regarding the recommendation from Corporation Counsel regarding Public Administration Associates. **Motion** (Masters/Jepsen) to accept recommendation of Corporation Counsel regarding Public Administration Associates and recommend to County Board. Chair Masters called for a voice vote on said motion. **Motion** carried by unanimous voice vote.

Develop 2019 Committee Work Plan: work plan session in January

Next agenda:

Review of County Policy Developing Hourly Rates and Cost of Services for Billing Outside Agencies

Discussion with IT Department regarding recording and sound for County Board room

Next meeting: January 10, 2019 @ 10:00 a.m.

Adjourn

Motion (Johansen/Jepsen) to adjourn. Chair Masters called for a voice vote on the motion to adjourn.

Motion carried by unanimous voice vote. Meeting adjourned 11:02 a.m.

Respectfully submitted,

Sharon Jorgenson
County Clerk



POLK COUNTY, WISCONSIN

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Sharon Jorgenson, County Clerk
100 Polk Plaza, Suite 110, Balsam Lake, WI 54810
Phone (715) 485-9226 Email Sharon.Jorgenson@co.polk.wi.us

AMENDED AGENDA AND NOTICE OF MEETING

GENERAL GOVERNMENT COMMITTEE

Government Center, 100 Polk County Plaza, Balsam Lake, WI 54810

County Board Room

Thursday, December 13, 2018, at 10:00 a.m.

A quorum of the County Board may be present

Materials: October 11, 2018 Minutes, Proposed Resolutions

¹ Subject Matters added by Amended Notice of Meeting

1. Call to order –Chairman Masters
2. Approval of Agenda as Amended
3. Approval of Minutes for November 8, 2018
4. Public Comment (3 minutes)
5. Receipt of Information from Supervisors Not Seated as Committee Members
6. Reports and Presentations
7. Approval of Transfer of Appropriations in 2018 Departmental Budget of Land Information Department for Procurement of Permit Tracking Software
8. *County Claims:
Consider Recommendation on Demand of Friends of Stower Seven Lakes State Trail for Reconsideration of County Submission of Trail Plan to WDNR
¹ Recommendation on Offer of Public Administration Associates to Settle Asserted and Anticipated Claim for Compensatory Damages
9. *Recommendation on Ratification of Side Letter to Agreement of Polk County and WPPA Field Services Local #201, concerning Experience Wage Entry provisions to Article 25, Wages

Closed Session on matters noticed in #8 and 9, above:

Pursuant to Wisconsin Statute Section 19.85(1)(g), the Committee may convene in closed session to receive a legal opinion concerning litigation strategy that the committee may recommend to the County Board for adoption concerning anticipated litigation involving the development of the proposed Stower Seven Lakes State Trail Master Plan, and to receive a legal opinion concerning the offer of Public Administration Associates to settle its asserted and anticipated claim against the County that the committee may adopt in making its recommendation to the Board on said offer and on litigation strategy relative to said claim.

Pursuant to Wisconsin Statute Section 19.85(1)(e), the committee may convene in closed session to deliberate the formation of a recommendation on ratification of the noticed side letter, as bargaining reasons require a closed session.

Following the closed session, the committee will convene in open session to take up for consideration and recommendation or action matters noticed for open session or closed session herein.

10. Develop 2019 Committee Work Plan
11. Identification of Subject Matters for Upcoming Meetings
12. Adjourn

This meeting is open to the public according to Wisconsin State Statute 19.83. Persons with disabilities wishing to attend and/or participate are asked to notify the County Clerk's office (715-485-9226) at least 24 hours in advance of the scheduled meeting time so all reasonable accommodations can be made. Requests are confidential.

Amended Agenda and Notice of Meeting Distributed at 8:45 a.m. on December 12, 2018.



POLK COUNTY, WISCONSIN

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Sharon Jorgenson, County Clerk
100 Polk Plaza, Suite 110, Balsam Lake, WI 54810
Phone (715) 485-9226 Email Sharon.Jorgenson@co.polk.wi.us

AGENDA AND NOTICE OF MEETING

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6. Reports and Presentations
7. Review of County Policy Developing Hourly Rates and Cost of Services for Billing Outside Agencies
8. Discussion with IT Department Regarding Recording and Sound for County Board Room
9. Approval of Transfer of Appropriations in 2018 Departmental Budget of Land Information Department for Procurement of Permit Tracking Software
10. *County Claims:
Consider Recommendation on Demand of Friends of Stower Seven Lakes State Trail for Reconsideration of County Submission of Trail Plan to WDNR
11. *Recommendation on Ratification of Side Letter to Agreement of Polk County and WPPA Field Services Local #201, concerning Experience Wage Entry provisions to Article 25, Wages

Closed Session on matters noticed in #8 and 9, above:

Pursuant to Wisconsin Statute Section 19.85(1)(g), the Committee may convene in closed session to receive a legal opinion concerning litigation strategy that the committee may recommend to the County Board for adoption concerning anticipated litigation involving the development of the proposed Stower Seven Lakes State Trail Master Plan.

Pursuant to Wisconsin Statute Section 19.85(1)(e), the committee may convene in closed session to deliberate the formation of a recommendation on ratification of the noticed side letter, as bargaining reasons require a closed session.

Following the closed session, the committee will convene in open session to take up for consideration and recommendation or action matters noticed for open session or closed session herein.

12. Develop 2019 Committee Work Plan
13. Identification of Subject Matters for Upcoming Meetings
14. Adjourn

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MINUTES

General Government Committee

County Board Room
Balsam Lake, WI 54810

10:00 a.m. Thursday, November 8, 2018

Meeting called to order by Chair Masters @ 10:14 a.m.

Members present:

Attendee Name	Title	Status
Brian Masters	Chair	Present
Russ Arcand	Vice Chair	Absent
Dean Johansen	Supervisor	Present
Larry Jepsen	Supervisor	Present
Chris Nelson	Supervisor	Present

Also present: Sharon Jorgenson, County Clerk; Jeff Fuge, Interim County Administrator; Malia Malone, Assistant Corporation Counsel; Andrea Jerrick, Deputy County Administrator; Maggie Wickre, Finance Director; Emil Norby, Highway Commissioner; Supervisors Prichard, Bonneprise, and Larsen, members of the public and member of the press.

Approval of Agenda

Chair Masters called for a motion to approve the agenda as published and with said change in agenda order. **Motion** (Jepsen/Johansen) to approve agenda. Motion carried by unanimous voice vote.

Approval of Minutes

Chair Masters called for a motion to approve the minutes of the October 11, 2018 meeting as published. **Motion** (Masters/Johansen) to approve the minutes. **Motion** to approve the minutes of October 11, 2018 meeting carried by unanimous voice vote.

Public Comment - Public comment was received by committee.

Receipt of Information from Supervisors Not Seated as Committee Members – No information was received from Supervisors regarding items on the agenda.

Reports and Presentations

Committee received information regarding increased 2019 utility cost information and the 2018 Tourism Budget from Colleen Gifford, Tourism Director for review and consideration of requests for additional funding. Committee received information from Colleen Gifford regarding Polk County Tourism and details regarding additional funding request for utility costs. Committee received copy of 2019 budget additional funding request of \$6,000 for Tourism from Finance Director Wickre.

Motion (Johansen/no second) to move funding request of \$6,000 for tourism to County Board. After further discussion, Supervisor Johansen withdrew the motion.

Committee received information from Interim Administrator Fuge and Luck Village President Dave Rasmussen regarding the Village of Luck proposal for an Intergovernmental Agreement for cost sharing

of reconstruction of South Shore Drive and Big Butternut Dam. DNR records show Polk County as the owner of the dam, but ownership is not clearly established. Luck Village President Rasmussen presented options estimated at \$190,000 for replacing dam and cost sharing options for the project. Agreement would establish joint ownership of the dam between the Village of Luck and Polk County. **Motion** (Nelson/Jepsen) that Polk County sign the DNR permit to allow the Big Butternut dam replacement project and reconstruction of South Shore Drive to move forward.

Chairman Masters called for a voice vote on said motion. **Motion** for Polk County to sign the DNR permit for reconstruction of South Shore Drive and the Big Butternut Dam carried by unanimous voice vote.

Committee received information from Deputy Administrator Jerrick regarding the capital improvement needs of Golden Age Manor.

Recommendation on Proposed Resolutions

Recommendation on proposed Resolution No. 68-18: Resolution to Lease “Little Red Schoolhouse” on County Fairgrounds to the St Croix Falls Historical Society was discussed.

Motion (Johansen/Nelson) to approve Resolution No. 68-18 and recommend for passage to the County Board. Chair Masters called for a voice vote on said motion. **Motion** to approve Resolution No. 68-18 and recommend for passage to the County Board carried by unanimous voice vote.

Recommendation on proposed Resolution No. 89-18: Resolution to Renegotiate Fairground Management Agreement with Polk County Fair Society was discussed. Committee received information from Interim Administrator Fuge regarding the resolution. **Motion** (Nelson/Johansen) to approve Resolution No. 89-18 and recommend for passage to County Board. Chair Masters called for a voice vote on said motion. **Motion** to approve Resolution No. 89-18 and recommend for passage to the County Board carried by unanimous voice vote.

Recommendation on proposed Ordinance No. 79-18: Ordinance Repealing Designation and Service Contract for Humane Society and Revising Limits on Claims Made Against Dog License Fund was discussed. Committee received information from Interim Administrator Fuge regarding the proposed ordinance who advised the committee that the Environmental Services Committee did not make a recommendation regarding the Ordinance at the October 24, 2018 meeting due to lack of a second on a motion. Town of Milltown and Town of Black Brook sent correspondence indicating they were against the ordinance. **Motion** (Johansen/Nelson) to send Ordinance No. 79-18 to County Board recommending **against** adoption of the Ordinance. Chair Masters called for a voice vote on said motion. Motion to send Ordinance No. 79-18 to County Board recommending **against** adoption carried by unanimous voice vote.

Recommendation on proposed Resolution No. 81-18: Resolution Concerning Act 150 Payment to Polk County Libraries. **Motion** (Masters/Johansen) to amend Resolution No. 81-18 to add lines 39 through 45 from Resolution 44-14 to Resolution 81-18 as follows:

“BE IT FURTHER RESOLVED that, pursuant to Section 43.12 (4), the Polk County Board of Supervisors directs Administration and the County Clerk to conduct a financial analysis of the increase of

reimbursement rate authorized herein; that such analysis shall request public libraries to provide county access to all books and records used to determine amounts paid on the computed reimbursement rates as authorized in herein; and provide the County Board a report of said financial analysis prior to the time the County Board may set such reimbursement rates and levy appropriate taxes for each calendar year subsequent to passage of this resolution.”

Chair Masters called for a voice vote on said motion. Motion to amend Resolution 81-18 carried by majority voice vote with one opposed.

Motion (Nelson/Masters) to approve Resolution No. 81-18 as amended for passage to the County Board with no recommendation regarding the reimbursement rate percentage to the County Board.

Chair Masters called for a voice vote to approve Resolution No. 81-18 per said motion. **Motion** to approve Resolution No. 81-18 as amended for passage to the County Board with no recommendation regarding the reimbursement rate percentage to the County Board carried by unanimous voice vote.

Committee received information from Finance Director Wickre regarding technical amendments, recommendations, and additional budget requests regarding the proposed 2019 Operating and Capital Improvements Budget. Committee received information from Deputy Administrator Jerrick regarding Capital Improvement Projects, noting that capital planning amounts are currently not in place for Information Technology needs and infrastructure plans.

Committee received information from Interim Administrator Fuge and Finance Director Wickre regarding the following proposed technical amendments to the 2019 Budget:

Register of Deeds 2019 Budget - Technical Amendment #9: Increase supplies and expenses by \$1,620 due to an oversight in the budget process.

Golden Age Manor 2019 Budget – Technical Amendment #10: Golden Age Manor’s general ledger was completely redeveloped based on actual history of operation revenue and expenses. This technical amendment was a result of a complete reorganization of the County’s general ledger with the intention of creating a more efficient process of linking these two financial systems.

Highway Department 2019 Budget – Technical Amendment #11: The State of Wisconsin Department of Transportation notified Polk County that the 2019 Transportation Aids would increase \$46,634. This amount will be used for an increase in construction materials in 2019 including asphalt.

Motion (Jepsen/Johansen) to approve technical amendments 9, 10, and 11 as presented to the Committee.

Chair Masters called for a voice vote on said motion. **Motion** to approve technical amendments as presented to the committee carried by unanimous vote.

Committee received information from Finance Director Wickre regarding the following proposed budget amendments:

Information Technology Department – Amendment #5: \$25,000 to purchase a new County-wide back up system replacing out of date equipment and increase confidence that data could be retrieved in the event of a disaster.

Motion (Jepsen/Johansen) to approve proposed Amendment #5 for \$25,000 for the 2019 Information Technology Department Budget.

Chair Masters called for a voice vote on said motion. **Motion** to approve Amendment #5 for \$25,000 for the Information Technology Department Budget carried by unanimous voice vote.

Land Information 2019 Budget – Amendment #6: State Aids for 2019 have increased by \$19,500 due to the proposed installation and conversion of Land Use Permit Management Software and Sanitary Permit Management Software of \$19,500. An additional \$5,500.00 is required to cover the maintenance agreement of this software.

Motion (Jepsen/Masters) to approve proposed Amendment #6 for \$5,500 for the Land Information 2019 Budget.

Chair Masters called for a voice vote on said motion. **Motion** to approve proposed Amendment #6 for \$5,500 for the Land Information 2019 Budget carried by majority voice vote with one opposed.

Lime Quarry 2019 Budget – Amendment #7: Reduce the capital project of purchasing a Soft-start Control Panel in 2019 which costs \$25,000.

Motion (Nelson/Masters) to approve proposed Amendment #7 to reduce the capital project of purchasing a Soft-start Control Panel for the Lime Quarry Budget in 2019 by \$25,000.

Chair Masters called for a voice vote on said motion. **Motion** to reduce the capital project of purchasing a Soft-start Control Panel by \$25,000 for the Lime Quarry Budget in 2019 carried by majority voice vote with one opposed.

Buildings, Parks, Recycling – Amendment #8: This amendment rescinds or postpones the Kennedy Dam parking lot project for \$25,000 adopted at the October 16, 2018 County Board meeting. This project can take place in 2020. Instead this \$25,000 can be used towards the Kennedy Dam Embankment Project expected to cost up to \$70,000 in 2019. This embankment project can be funded through the Lakes Improvement, Park Dedication Funds. There is a fund balance in these funds of \$32,700. Also the approved project of Trade Lake concrete boat land approved at the October 16, 2018 County Board meeting would remain a project to be completed in 2019 in these funds. Polk County will receive a grant for \$2,500 that requires the matching fund of \$5,000 to complete the Trade Lake boat landing project.

These two projects could cost \$32,700. However should at the end of 2019 they cost over this amount, it would require a Contingency Fund transfer to cover the additional costs.

Motion (Jepsen/Johansen) to approve proposed Amendment #8 as stated.

Chair Masters called for a voice vote on approval of Amendment #8. **Motion** carried by majority voice vote with one opposed.

Recommendation regarding additional funding request for 2019 Tourism Budget of \$6,000 for utility costs and sign replacement.

Motion (Jepsen/Johansen) to approve \$6,000 additional funding for Tourism to cover utility costs and sign replacement.

Chair Masters called for a voice vote on said motion. **Motion** does not move forward due to voice vote of 2 for and 2 against.

Recommendation regarding County Clerk's request for additional staffing from a .65 FTE position to 1.0 FTE position was discussed. Committee received information from County Clerk Jorgenson regarding hours worked to date by both employees totaling 1.8 FTE. The increase in hours would help with workload and more closely match what employees are working versus current budgeted hours of 1.45 FTE. Elimination of optional services offered in the Clerk's office was discussed.

Motion (Nelson/Masters) to eliminate DMV services beginning in 2019 from County Clerk's office.

Chair Masters called for a voice vote on said motion. **Motion** to eliminate DMV services in the Clerk's office beginning in 2019 carried by unanimous voice vote.

Motion (Nelson/Masters) to recommend against additional staffing hours requested to move from a .65 FTE to a 1.0 FTE for County Clerk's office. Chair Masters called for a voice vote on said motion. **Motion** carried to recommend against additional staffing hours requested to move from a .65 FTE to a 1.0 FTE for County Clerk's office carried by majority voice vote with one opposed.

Recommendation on proposed Resolution No. 82-18: Resolution to Adopt the Polk County Operating and Capital Budget for the Calendar Year 2019 and to Set the 2019 Tax Levy was discussed. Committee received information from Interim Administrator Fuge regarding the resolution.

Motion (Jepsen/Masters) to approve Resolution No. 82-18 and recommend passage to County Board with those amendments as recommended by the General Government Committee. Chair Masters called for a voice vote on said motion. **Motion** to approve Resolution No. 82-18 as amended and recommend for passage to the County Board carried by unanimous voice vote.

Next agenda:

2019 Work Plan

Next meeting: December 13, 2018 @ 10:00 a.m.

Adjourn

Motion (Nelson/Jepsen) to adjourn. Chair Masters called for a voice vote on the motion to adjourn.

Motion carried by unanimous voice vote. Meeting adjourned 12:39 p.m.

Respectfully submitted,

Sharon Jorgenson
County Clerk

Resolution No. 96-18

Resolution to Ratify Side Letter to Agreement of Polk County and WPPA Field Services Local #201, concerning Experience Wage Entry provisions to Article 25, Wages.

TO THE HONORABLE CHAIRPERSON AND SUPERVISORS OF THE COUNTY BOARD OF THE COUNTY OF POLK:

Ladies and Gentlemen:

WHEREAS, at its meeting held on December 13, 2018, the General Government Committee considered the terms of tentative agreement reached by representatives of the County and WPPA Field Local # 201 to amend the January 1, 2018 – December 31, 2019 contract and adopted a recommendation that the County Board ratify said letter of agreement by direct action as provided in Rule 3. 1. a. of the Polk County Board of Supervisors Rules of Order Ordinance.

NOW, THEREFORE, BE IT RESOLVED, that the Polk County Board of Supervisors ratifies the amendment of the WPPA Field Services Local #201 contract for January 1, 2018 – December 31, 2019 as provided in the Letter of Agreement, attached hereto and incorporated herein.

BE IT FURTHER RESOLVED that such amendment be effective November 8, 2018, consistent to the terms of said Letter of Agreement.

Offered on the 18th day of December, 2018.

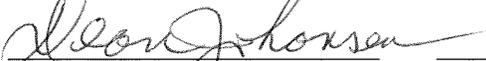
BY:

Brad Olson, Supervisor, District #1

James Edgell, Supervisor, District #8

Doug Route, Supervisor, District #2

Kim O'Connell, Supervisor, District #9


Dean Johansen, Chair,
Supervisor, District #3,

Larry Jepsen, Supervisor, District #10

Chris Nelson, Supervisor, District #4

Jay Luke, 1st Vice Chair,
Supervisor, District #11

Tracy LaBlanc, Supervisor, District #5

Michael Larsen, Supervisor, District #12

Brian Masters, Supervisor, District #6

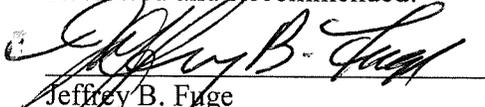
Russell Arcand, Supervisor, District #13

Michael Prichard, Supervisor,
District #7

John Bonneprise, 2nd Vice Chair,
Supervisor, District #14

Joe DeMulling, Supervisor, District #15

Reviewed and Recommended:


Jeffrey B. Fuge
Interim County Administrator

Fiscal Impact: The resolution has no fiscal impact.

Approved as to Form and Execution:


Malia T. Malone, Corporation Counsel

Legal Impact Note: The resolution ratifies an amendment to the referenced labor agreement consistent with the terms of the amendment.

Excerpt of Minutes

22 At its regular business meeting on the 18th day of December 2018, the Polk County Board of
23 Supervisors acted upon Resolution No. 96-18: Resolution to Ratify Side Letter to Agreement of
24 Polk County and WPPA Field Services Local #201, concerning Experience Wage Entry
25 provisions to Article 25, Wages, as follows:

- Adopted by a majority of the members present by a vote of _____ in favor and _____ against.
- Adopted by voice vote.
- Adopted as amended. See Below.
- Defeated
- Other: _____

Insert amendment to resolution according to minutes:

SIGNED BY:

ATTEST:

Dean Johansen, County Board Chairperson

Sharon Jorgenson, County Clerk

LETTER OF AGREEMENT

POLK COUNTY AND WPPA FIELD SERVICES LOCAL #201

Polk County and WPPA Field Services Local #201 do hereby agree that effective November 8, 2018, this side letter of agreement is entered into as an amendment to the existing contract between Polk County and WPPA Field Services Local #201, January 1, 2018 – December 31, 2019. It is understood and agreed that the specific provisions contained in this letter shall supersede any previous agreements, whether formal or informal, regarding the matters specified herein and that any prior or existing understanding that contradicts this agreement are hereby superseded or terminated in their entirety.

The County and WPPA have met and conferred in good faith concerning the terms and conditions of this letter and its implementation and now therefore agree as follows:

Article 25 – Wages

Section 1. Wage Schedule

The employer agrees to pay the employees covered under this contract in accordance with the wage schedules outlined in Appendix A. The hourly rates of pay as delineated in Appendix A shall be defined as an hourly representation of a total amount of pay consisting of amounts contributed by the employer to the Life Insurance and Health Plan as defined in Article 14 and 17, amounts contributed by the employer to the Flexible Benefits Plan as defined in Article 24, and cash compensation.

Section 2. Experienced Lateral Wage Entry

Law enforcement officers hired after November 8, 2018, may be eligible to be considered for placement in the Appendix A Wage Schedule at a rate other than Start. Eligibility will be dependent upon meeting the following minimum qualifications:

- A. Currently employed as a full-time law enforcement officer and have a minimum of three (3) years continuous service as a full-time law enforcement officer excluding academy time.
- B. Employment must be with an agency of similar or greater jurisdictional responsibility or agency size, unless an exception is made at the discretion of the Sheriff.
- C. A work history free of discipline and conduct issues.
- D. Certified as a Wisconsin Peace Officer or the ability to obtain certification as a Wisconsin Peace Officer through the Reciprocity Certification Requirements as set forth by the Wisconsin Training and Standards Bureau.

An officer deemed by the Sheriff to meet the qualifications for consideration as an experienced lateral entry officer shall be entitled to progress to a wage commensurate with the officer's full-time experience, up to a maximum credit of six years or greater, based on the following schedule:

- A. All experienced lateral entry officers will enter at the (Start step or One (1) Year step) of the Appendix A until successful completion of the field training process. Upon satisfactory completion of field training, the officer shall be placed into the step commensurate with:
 - i. Three (3) to five (5) years of full-time experience, the officer shall enter at step two (2) of the Appendix A Wage Schedule.

- ii. Six (6) years or greater of full-time experience, the officer shall enter at step three (3) of the Appendix A Wage Schedule.

This agreement is executed this ____ day of November, 2018, by the following authorized representatives.

For the County:

For the Union:

Jeffrey B. Fuge, Interim County Administrator

Don Burrows, WPPA Local 201 President

Andrea Jerrick, Deputy Administrator/
Employee Relations Director

Jeryl Vonderheid, WPPA Business Agent

GENERAL GOVERNMENT COMMITTEE
2017 WORK PLAN

2018

Date	Scheduled Agenda Items	Program Evaluation and Upcoming Issues
January	Finalize 2017 work plan	
February		
March		
April	<i>Financial Analysis - Lime Quarry</i>	
May	<i>Financial Analysis - Recycling Center</i>	
June		
July	Annual reports 2016 Audit results <i>2017</i>	
August	Review and recommendations on fee schedule	
September	Annual budget review County Board budget development/recommendation	
October	Annual budget and budget amendment recommendations	
November		
December	Develop 2018 work plan <i>2019</i>	