

**LANGLADE COUNTY BOARD OF SUPERVISORS  
MONTHLY MEETING – AUGUST 18, 2015**

These Board proceedings are published as prescribed by Section 59.14(2) of the Wisconsin Statutes at County Government expense.

The Langlade County Board of Supervisors met at the County Board Room in the Safety Building. The meeting was called to order by Chairman David Solin at 9:00 a.m.

On call of the roll, all Supervisors reported present, except Supervisors Dahms, who has mailed in his resignation for Supervisor District #9. District #17 Supervisor position is vacant at this time. 19 Supervisors present.

The Board recited the Pledge of Allegiance and observed a moment of silence.

Approve or amend the minutes of the July 21, 2015, meeting as printed and published:

Motion was made by Supervisor Cahak, seconded by Supervisor Nonnenmacher, to approve the minutes of the July 21, 2015 meeting as printed and published. All ayes, the motion carried. The minutes are approved.

Approve or amend the agenda as printed:

Motion was made by Supervisor Bonacci, seconded by Supervisor Nye, to approve the agenda as printed. All ayes, the motion carried. The agenda is approved.

Old Business:

**AMENDED RESOLUTION # 38-2015**

**INTRODUCED BY: HIGHWAY, PERSONNEL & EXECUTIVE COMMITTEES**

**INTENT: APPROVE STAFFING PLAN FOR HIGHWAY DEPARTMENT**

**WHEREAS**, pursuant to Resolution 56-2013, the County Board approved a minimum staffing plan for the Highway Department which remained in effect until March of 2015; and

**WHEREAS**, previously it has been determined that a crew size of 29 is the minimum necessary to respond to a winter weather event (currently 26 snowplow beats); and

**WHEREAS**, it has also been previously determined that a crew size of 29 is the minimum necessary to perform summer maintenance work including paving, crushing, shouldering, patching, culvert replacements and other routine or special maintenance for the County and State as well as the Townships; and

**WHEREAS**, the Highway Department continues to experience a number of vacancies due to retirements and resignations and additional vacancies are expected in the near future; and

**WHEREAS**, since employees can announce their retirement or resignation with as little as a two week notice, there are concerns that the Highway Department may be left short-handed through both the critical winter season, potentially risking the safety of travelers and adversely affecting the local economy, as well as be unable to honor commitments for summer maintenance work for the County, State and Townships.

**NOW, THEREFORE BE IT RESOLVED** by a majority vote of the Langlade County Board of Supervisors that any Highway Department crew vacancies that occur may be refilled from an Eligibility List at the discretion of the Highway Committee with the understanding that the staffing level of the Highway Department crew at any given time will not exceed 29 employees.

**HIGHWAY COMMITTEE**

Michael P. Klimoski  
Richard H. Hurlbert  
Arlene C. Bonacci  
James R. Jansen  
Pete Pennington

**PERSONNEL COMMITTEE**

Douglas Nonnenmacher  
Richard H. Hurlbert  
Arlene C. Bonacci  
James R. Jansen

**EXECUTIVE COMMITTEE**

David J. Solin  
Ronald M. Nye  
Michael P. Klimoski  
Douglas Nonnenmacher  
Holly Matucheski

**FISCAL NOTE:** When positions become vacant, the money to refill the vacancies will come from the Highway budget.

Motion was made by Supervisor Klimoski, seconded by Supervisor Hurlbert to adopt.

Corporation Counsel Robin Stowe explained this was considered and adopted by County Board last month. This version of the resolution explains that if a vacancy occurs at any time of the year, the Highway Committee may refill vacancies as they occur, to maintain a staffing level that will not exceed 29 employees. This is the version that was approved by these three committees.

Motion was made by Supervisor Hurlbert, seconded by Supervisor Klimoski, to reconsider Resolution #38-2015. By roll call vote all Supervisors present voted aye, except Supervisor Burby voted no. Amended Resolution #38-2015 is on the floor. Motion was made by Supervisor Klimoski, seconded by Supervisor Jansen, to adopt amended Resolution #38-2015 to allow the Highway Committee to refill vacancies at any time of the year. All ayes, the motion carried. Amended Resolution #38-2015 is adopted.

**CONSENT AGENDA:**

Motion was made by Supervisor Jansen, seconded by Supervisor Benishek, to approve the Consent Agenda. All ayes, the motion carried. The Consent Agenda is adopted.

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**CONSENT AGENDA:**

1. Elections or Appointments:
2. Letters, Petitions and Communications:
3. RESOLUTIONS:

**RESOLUTION #45 - 2015**

**INTRODUCED BY: PERSONNEL COMMITTEE**

**INTENT: SUPPORTING THE FUNDING OF PAY PROGRESSION FOR PROSECUTORS AND  
CREATION AND FUNDING OF ADDITIONAL ASSISTANT DISTRICT ATTORNEY POSITIONS**

**WHEREAS**, the LaFollette School of Public Affairs published a report in 2011 outlining the significant turnover rate statewide of prosecutors due to low pay and no pay progression. The study showed many prosecutors leaving once experience is gained due to lack of incentive to stay; and

**WHEREAS**, in 2014, the Wisconsin Legislature addressed this issue by adopting a pay progression scale for Assistant District Attorneys, which is codified in Wis. Stat. §230.12. This pay scale progression must be funded biannually in the State budget in order to continue; and

**WHEREAS**, the Wisconsin District Attorneys Association and the Langlade County District Attorney support funding from the state budget for additional prosecutors.

**NOW THEREFORE, BE IT RESOLVED**, that the undersigned members of the Personnel Committee recommend adoption of this resolution.

**BE IT FURTHER RESOLVED**, that the Langlade County Board of Supervisors does support the funding of pay progression for prosecutors, as well as creation and funding of additional Assistant District Attorney positions.

**BE IT FURTHER RESOLVED**, by the Langlade County Board of Supervisors that the Langlade County Clerk is directed to transmit a copy of this Resolution to the Governor of the State of Wisconsin, Langlade County's state legislative delegation, and the Wisconsin Counties Association.

**PERSONNEL COMMITTEE**

Douglas Nonnenmacher  
Richard H. Hurlbert  
Arlene C. Bonacci  
James R. Jansen  
David J. Solin

**FISCAL NOTE:** No fiscal impact to the County.

**RESOLUTION #48-2015**

**INTRODUCED BY: WATER & LAND USE PLANNING COMMITTEE AND  
EXECUTIVE/LEGISLATIVE SAFETY & LOSS CONTROL COMMITTEE**

**INTENT: REPEAL PARAGRAPH 23 OF MOTION #520 TO THE STATE OF WISCONSIN 2015-2017 BUDGET BILL,  
ADOPTED AS 2015 WISCONSIN ACT 55, RELATIVE TO SHORELAND ZONING STANDARDS**

**WHEREAS**, the State of Wisconsin has adopted NR 115 of the Wisconsin Administrative Code relating to Shoreland Zoning Standards, and Langlade County has adopted and administered the minimum requirements of said standards since 1968; and

**WHEREAS**, Langlade County's water resources include both Outstanding and Impaired ratings and existing regulations are in place to protect the Outstanding Resources and restore the Impaired Resources; and

**WHEREAS**, Langlade County's Land Records & Regulations Department, along with other county and state agencies is charged with administering and enforcing State and County regulations to protect water resources and educate the public in best management practices, stormwater and erosion control, land conservation, shoreland and wetland zoning, and long-range planning; and

**WHEREAS**, the Joint Finance Committee for the State's 2015-2017 biennial budget process has passed Paragraph 23 of Motion Number 520 (attached hereto) which significantly changes the standards for regulation of structures in Shoreland areas contrary to the adopted standards of NR 115; and

**WHEREAS**, Langlade County has had a waterways classification system in effect since 1998 and these new rules take away our local control of the county's waterways, with no input from the general public; and

**WHEREAS**, these new rules, as it relates to structures, have caused much confusion for local officials and the general public right in the middle of a construction season with little or no direction from the state, and, therefore, potentially placing a significant burden (financial, development delays, etc.) on Shoreland property owners to be in compliance; and

**WHEREAS**, neighboring property owners and the general public may be negatively impacted, specifically as it relates to property values, erosion and runoff from the site, substandard sanitary impacts, increased flooding issues, aesthetics and overall enjoyment of the County's waterways; and

**WHEREAS**, State organizations including the Wisconsin Counties Association, Wisconsin County Code Administrators, Wisconsin Land and Water Conservation Association, and Wisconsin County Planning and Zoning Directors (attached hereto) have gone on record supporting the repeal of Paragraph 23 of Motion Number 520 of the 2015-2017 budget bill, and request that these issues be addressed through the normal legislative process to allow for important input from the general public regarding managing development activity around our state waterways.

**NOW, THEREFORE, BE IT HEREBY RESOLVED**, by the Langlade County Board of Supervisors that it hereby requests the State of Wisconsin to repeal Paragraph 23 of Motion Number 520 of the 2015-2017 State Budget bill (2015 Wis Act 55), and requests the State of Wisconsin to discuss any changes to NR 115 through the normal legislative process to allow for open public discussion and input on this issue.

**BE IT FURTHER RESOLVED**, that the Langlade County Clerk is directed to send a copy of this Resolution to members of the State's Joint Finance Committee, Governor of the State of Wisconsin, State Senators and Representatives serving Langlade County constituents, the Wisconsin Counties Association, and each County in the State of Wisconsin.

**Water & Land Use Planning Committee**

Michael P. Klimoski  
Richard Schuh  
David J. Solin  
Ronald Nye  
Don Scupien

**Executive / Legislative Committee**

David J. Solin  
Michael P. Klimoski  
Holly Matucheski  
Ronald Nye  
Douglas Nonnenmacher

Fiscal Note: No fiscal impact to Langlade County.

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Committee Reports: A summary of information contained in recent committee minutes on file in the County Clerk's Office.

**NEW BUSINESS:**

Chris Arrowood, TIP Coordinator, and Brigid Hanke presented information on the Timberland Invasives Partnership. They work to combat invasive species, which are non-native species which affect the native ecosystems and disrupt the environment. They explained species of concern include Wild Parsnip, Leafy Spurge, Garlic Mustard, and Japanese Knotweed, and their effects on people and the environment. Chris has recorded over 13,000 invasive species population along State, Federal, and County roadways in Langlade County. Chris will be presenting this information on September 28<sup>th</sup> at the Elcho Town Hall, for all County townships. More information can also be found at the following web sites: [www.timberlandinvasives.org](http://www.timberlandinvasives.org); [www.misin.msu.edu](http://www.misin.msu.edu); and [www.dnr.state.wi.us/topics/invasives](http://www.dnr.state.wi.us/topics/invasives).

Erik Rantala, Forest Administrator, stated the Forestry Department is working with TIP to control the garlic mustard and other invasive species in the county forests and parks.

**RESOLUTIONS:**

**RESOLUTION # 46-2015**

**INTRODUCED BY: EXECUTIVE COMMITTEE**

**INTENT: CREATE COUNTY BOARD RULES AUTHORIZING COMMITTEES TO RESTRICT ATTENDANCE BY COUNTY BOARD MEMBERS AT CLOSED SESSIONS**

**WHEREAS**, consistent with the Wisconsin Open Meetings Law, governmental entities are authorized to convene in closed session for very specific and limited reasons in order to protect against the unauthorized disclosure of confidential information; and

**WHEREAS**, from time to time, committees may need to enter into closed session in order to discuss personnel issues in which there exists a right to privacy and/or in which disclosure of information would likely have an adverse effect upon one's reputation; and

**WHEREAS**, when meeting in closed session to discuss personnel issues, the Committee recommends that discussion of such information be limited to those within Langlade County government on a "need-to-know" basis; and

**WHEREAS**, currently any member of the County Board is able to attend any closed session, regardless of whether the Supervisor is a member of the committee; and

**WHEREAS**, the Committee is concerned about the greater potential for unauthorized release of confidential information by having a number of Supervisors attend closed session when they are not a member of the committee; and

**WHEREAS**, since the County Board does not have a rule limiting County Board members from attending these closed session meetings, to better protect against the unauthorized release of confidential information, the Committee recommends that the County Board adopt the following Rules:

**Rule**

- 3.5 When meeting in closed session to discuss personnel issues (pursuant to Section 19.85(1)(b)(c) or (f), Wis. Stats., the committee shall have the authority to exclude any Board member who is not a member of the committee, with the exception of the Board Chairman or the Chairman's designee (in the absence of the Chairman). No information discussed during a closed session may be released to a Supervisor (except the County Board Chairman) who is not a member of the committee without the approval of the committee or the committee chairman.
- 3.6 When meeting in closed session to discuss the conduct of a County Board member, the County Board (or committee of the Board) shall have the authority to exclude the County Board member who is the subject of the inquiry or discussion.

**NOW, THEREFORE, BE IT RESOLVED**, by a two-thirds (2/3) vote of the Langlade County Board of Supervisors to revise the Rules of the County Board as described above with the intention of authorizing committees of the Board to restrict attendance by County Board members at closed sessions.

**EXECUTIVE COMMITTEE:**

David J. Solin  
Ronald M. Nye  
Michael P. Klimoski  
Douglas Nonnenmacher  
Holly Matucheski

FISCAL NOTE: No fiscal impact.

Motion was made by Supervisor Klimoski, seconded by Supervisor Matucheski, to adopt.

Robin Stowe explained the resolution is regarding closed sessions for discussing personnel issues. Questions and discussion followed.

On call of the roll to adopt Resolution #46-2015, all Supervisors present voted aye, except Supervisors Feller Gottard, Schreiber, Bonacci, Novak, Scupien, Burby, and Jansen voted no. Resolution #46-2015 has failed for lack of 2/3 majority vote.

**RESOLUTION #47-2015**

**INTRODUCED BY: HIGHWAY COMMITTEE**

**INTENT :** The Langlade County Highway Committee requests the commitment of Federal aid bridge replacement funds and County bridge aid to the Township of Vilas.

**WHEREAS**, Federal aid bridge replacement funding is available to Langlade County on an 80% Federal, 20% local matching basis, and

**WHEREAS**, in the interest of safety, convenience and general welfare, it is necessary to replace the bridge carrying South County Line Road over the Pine River in the Township of Vilas, and

**WHEREAS**, Section 82.08 of the Wisconsin Statutes requires that the County and Township share the construction costs of bridge replacement but not the design cost, with the City of Antigo and the Village of White Lake being exempt from taxation for this purpose,

**NOW THEREFORE, BE IT RESOLVED**, by the Langlade County Board of Supervisors that Federal aid bridge allocation funds for Langlade County be used to construct the above mentioned bridge in 2017. Also, Langlade County bridge aid be used to fund Langlade County's share of the local matching funds. The estimated cost for Langlade County's share for 2017 to be \$50,654. (10% of construction costs).

**FISCAL NOTE:** 10 % of construction costs or approximately \$50,654 budgeted in Special Revenue Fund 210 for the year 2017.

**HIGHWAY COMMITTEE**

Michael P. Klimoski  
James R. Jansen  
Arlene C. Bonacci  
Richard H. Hurlbert  
Pete Pennington

Motion was made by Supervisor Burby, seconded by Supervisor Pennington, to adopt.

Supervisor Novak made a motion to excuse Supervisor Schreiber at 10:15 a.m., seconded by Supervisor Hurlbert. All ayes, the motion carried.

Highway Commissioner Brian Braun explained the bridge carrying South County Line Road over the Pine River will qualify for the federal aid program. The \$50,654 is the estimated construction costs for Langlade County, the Township of Vilas is responsible for the engineering costs.

On call of the roll to adopt Resolution #47-2015, all Supervisors present voted aye. Resolution #47-2015 is adopted.

**RESOLUTION #49-2015**

**INTRODUCED BY: PERSONNEL, EXECUTIVE AND FINANCE COMMITTEES**

**INTENT: AUTHORIZE FUNDING FROM THE GENERAL FUND TO FILL VACANT HUMAN RESOURCES DIRECTOR POSITION IN 2015**

**WHEREAS**, ten years ago the County Board created the full-time position of Human Resources Director (Resolution No. 74-2005) however, the position has remained vacant to date; and

**WHEREAS**, ten years ago, the County Board determined that the size of County Government operations (i.e., number of employees) and the resources needed to attend to the rules and regulations that pertain to public employees had grown to the point that the County needed a full-time Human Resource Director; and

**WHEREAS**, the changes to the rules and regulations for public employees over the past four years, including but not limited to the Budget Repair Bill (2011 WI Act 10), have increased the County’s need to fill the vacant Human Resource Director position; and

**WHEREAS**, a recent workplace audit conducted by an outside consultant included the recommendation that the County fill the vacant Human Resources position; and

**WHEREAS**, the County is in the process of redesigning its procedures for identifying and addressing personnel issues, and the services provided by a Human Resource Director will be essential to this new process; and

**WHEREAS**, the responsibilities of the Human Resources Director include: ensures compliance with employment and labor management regulations; provides resources to departments regarding the administration of personnel matters; administers employee benefit programs; serves as the County’s Workplace Safety Coordinator; and investigates and assists in the resolution of employee complaints (see attached job description).

**WHEREAS**, the Compensation Matrix Committee has established a compensation range for this position from \$45,000 - \$65,000 depending upon qualifications; and

**WHEREAS**, in the absence of a Human Resources Director position, over the past two years, human resource duties (such as, centralized personnel files) have been assigned to the Payroll & Benefits Specialist Position and this position will become vacant on or about August 14<sup>th</sup>; and

**WHEREAS**, the Committees recommend transferring the funds necessary to refill the vacant Human Resources Director position this year and including the costs of this position in future budgets.

**NOW THEREFORE BE IT RESOLVED**, by a two-thirds (2/3<sup>rd</sup>s) vote of the Langlade County Board of Supervisors to transfer up to \$24,000 from the General Fund to cover the costs of filling the vacant Human Resources Position this year, with any savings from the vacant position in the Finance Department being used to reimburse the General Fund at the end of the year.

**PERSONNEL COMMITTEE:**

Douglas Nonnenmacher  
Richard H. Hurlbert  
Arlene C. Bonacci  
James R. Jansen  
David J. Solin

**EXECUTIVE COMMITTEE:**

David J. Solin  
Ronald M. Nye  
Michael P. Klimoski  
Douglas Nonnenmacher  
Holly Matucheski

**FINANCE COMMITTEE:**

Vernon Cahak  
Ronald M. Nye  
Douglas Nonnenmacher  
Don Scupien  
Pete Pennington

**FISCAL NOTE:** The cost to fill the Human Resource position for 2015 would be up to \$24,000 based on the rate of pay given to the position. The Finance Committee approved transferring up to \$24,000 from the General Fund to pay for the position in 2015. The Committee also directed that any savings from the vacant position in the Finance Department in 2015 be used to reimburse the General Fund at the end of the year.

Motion was made by Supervisor Pennington, seconded by Supervisor Jansen, to adopt.

Robin Stowe explained details of this resolution. The plan is for an external recruitment process.

On call of the roll to adopt Resolution #49-2015, all Supervisors present voted aye, except Supervisor Feller Gottard voted no. Resolution #49-2015 is adopted.

**Committee Referrals:** Referral of any matters to committees having proper jurisdiction with no discussion or action taken on the referral.

Supervisor Klimoski requested that Resolution #46-2015 be referred back to Executive Committee.

**Administrative Coordinator’s Report:**

No report at this time.

Finance Director Gary Olsen explained he had distributed the current Equalized Value Comparisons.

The County Board acknowledged Kathy Jacob’s years as County Clerk and that this is her last County Board meeting, and gave a round of applause.

Motion was made by Supervisor Poltrock to adjourn the meeting at 10:30 a.m., seconded by Supervisor Bonacci. All ayes, the motion carried.

County Board Proceedings – August 18, 2015

I, Kathryn Jacob, Langlade County Clerk, Antigo, Wisconsin, do hereby certify that the foregoing is a true and correct copy of the proceedings of the Langlade County Board of Supervisors Monthly Meeting of August 18, 2015.

Dated this 20<sup>th</sup> day of August, 2015.

Kathryn Jacob  
Langlade County Clerk

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