

**LANGLADE COUNTY BOARD OF SUPERVISORS
MONTHLY MEETING – NOVEMBER 18, 2014**

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. Chairman David Solin called the meeting to order at 9:00 a.m.

On call of the roll, all Supervisors reported present, except Supervisors Schreiber, Dahms, and Schuh, who had asked to be excused. Motion was made by Supervisor Jansen, seconded by Supervisor Burby, to excuse them. All ayes, the motion carried. The Board recited the Pledge of Allegiance and observed a moment of silence.

Approve or amend the minutes of the October 28, 2014 meeting as printed and published:
Motion was made by Supervisor Pennington, seconded by Supervisor Jansen, to approve the minutes of the October 28, 2014 meeting as printed and published. All ayes, the motion carried.

Approve or amend the agenda as printed:
Motion was made by Supervisor Klimoski to amend the agenda and move up Resolution #54-2014 under New Business, since it was presented for discussion only, seconded by Supervisor Matucheski. All ayes, the motion carried. Motion was made by Supervisor Klimoski, seconded by Supervisor Jansen, to approve the agenda as amended. All ayes, the motion carried. The agenda is approved as amended.

Citizens and Delegations:

Laura Scudiere, Executive Director of the Bridge Community Health Clinic addressed County Board. At this time they only do dental services in Langlade County. They do receive some federal funding and do serve five counties. Bridge Clinic has expanded services for the underserved. They work with the Affordable Care Act and have certified application counselors to give people unbiased education about insurance. North Central Health Care and Bridge Clinic are collaborating along with others to build a residency program for psychiatrists.

Linda Weitz, Executive Director of the Aging and Disability Resource Center of Central Wisconsin presented an update on their available services. Their goal is to promote health and independence in the lives of older adults and adults with disabilities. They provide information on resources and benefits, promote healthy living, serve nutritious meals, and support for caregivers. They received a state innovation grant to upgrade services. Langlade County contributes \$115,070 a year to the ADRC-CW. Questions and discussion followed.

New Business:

RESOLUTION #54-2014

INTRODUCED BY: COMPENSATION MATRIX COMMITTEE

INTENT: ADOPT NEW EMPLOYEE COMPENSATION MATRIX EFFECTIVE JANUARY 1, 2015

WHEREAS, the Compensation Matrix establishes the minimum and maximum compensation for positions and employees to move along the compensation range from one step to the next each year until reaching the maximum compensation (Step 10); and

WHEREAS, the Compensation Matrix is subject to review once every five years by the Compensation Matrix Committee based upon an analysis of external and internal compensation comparables; and

WHEREAS, after the expiration of collective bargaining contracts, the employees subject to the Matrix review process increased from approximately 35 non-union employees to over 140 employees (union and non-union); and

WHEREAS, the current Matrix Review process started back in February, with the Committee identifying the types of data that would be collected and analyzed as part of the review process; and

WHEREAS, during this review process, department heads have provided the following data: updated position descriptions, an analysis of positions based upon seven factors (knowledge, supervision, job responsibility, decision making, problem solving, working conditions and physical demands), and external wage data collected from eighteen Counties having comparable population size; and

WHEREAS, the Committee recently completed its review of the Matrix, and submits the attached Matrix to the County Board for its review and approval. (The matrix is available in the Finance Department.)

NOW THEREFORE, BE IT RESOLVED, by the Langlade County Board of Supervisors to adopt a new Employee Compensation Matrix effective January 1, 2015, and to transfer the needed funding from the Contingency Fund.

COMPENSATION MATRIX COMMITTEE:

David J. Solin
Vernon Cahak
Douglas Nonnenmacher

FISCAL NOTE: The estimated total annual cost to implement the Compensation Matrix will be \$57,341, with funding coming from Highway: \$9,443; Grants: \$8,226; and the Contingency Fund: \$39,672.

Corporation Counsel Robin Stowe and Finance Director Gary Olsen explained the process followed for the Matrix. This resolution is presented for discussion only at this time and will be brought to County Board for potential action on December 16, 2014. It is a collective review of the positions and the compensation ranges. This is an evolving process. If there is a substantial change of job responsibilities, the Oversight Committee and the Department Head can request the Matrix Committee for reconsideration of that compensation range. The Matrix Committee membership will change. The criteria for review of the Matrix will then be set. Questions and discussion followed.

Resolution #54-2014 will be brought to the December 16, 2014 meeting for approval.

The Board took a short break and then returned to open session.

Forest Administrator Erik Rantala introduced Taylor Schenk, the new Recreation Coordinator/Forest Technician. Taylor stated he is from Hartford WI, and graduated from the U.W. Stevens Point with a Forest Management Degree and a minor in GIS in December 2013. He just finished a seasonal job with the U.S. Forest Service. He is excited to get started in this position. His family is originally from the White Lake area, so he is familiar with that part of Langlade County.

CONSENT AGENDA:

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

CONSENT AGENDA:

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

RESOLUTION # 55-2014

INTRODUCED BY: FINANCE AND LAND SALES COMMITTEE

INTENT: TAKE TAX TITLE TO DELINQUENT TAX LANDS FOR 2011 TAX YEAR

WHEREAS, Tax Deed notices are being sent out to property owners with 2011 delinquent taxes, allowing them three months to pay in full, including interest;

NOW THEREFORE, BE IT RESOLVED, that the Langlade County Board of Supervisors approve that the County Clerk take Tax Title to delinquent tax properties that remain unpaid from the year 2011.

FINANCE AND LAND SALES COMMITTEE

Vernon Cahak
Ronald Nye
William Bostwick
Douglas Nonnenmacher
Don Scupien

FISCAL NOTE: When the County takes tax deed to the properties, there will be costs associated due to the delinquent taxes. The County will bear these costs until such time as the properties are sold.

RESOLUTION # 56 -2014

INTRODUCED BY: Land Conservation Committee

INTENT: TO ADOPT THE FARMLAND PRESERVATION PLAN

WHEREAS, Wisconsin Statutes Section 66.1001(4) and 91.10(30) establish the required procedure for a local government to adopt a Farmland Preservation Plan; and

WHEREAS, the Land Conservation Committee has the authority to recommend that the Langlade County Board of Supervisors adopt the County's Farmland Preservation Plan under Section 66.1001(4) (b); and

WHEREAS, a public hearing held on October 27, 2014, at which time the public had the opportunity to attend and be heard on the Farmland Preservation Plan.

THEREFORE, BE IT RESOLVED that the Land Conservation Committee hereby recommends the adoption of the Langlade County Farmland Preservation Plan.

BE IT FURTHER RESOLVED that this resolution be forwarded to the Langlade County Land and Water Use Planning Committee for incorporation into the Langlade County Comprehensive Plan Ordinance, pursuant to the procedures set forth in Wisconsin Statutes Section 66.1001(4).

BE IT FURTHER RESOLVED that a copy of this resolution be sent to every entity listed in Wisconsin Statutes Section 66.1001(4)(b).

Land Conservation Committee
David J. Solin
William Bostwick
Samuel Hardin
Joseph Novak

Fiscal Note: No fiscal impact.

RESOLUTION # 57 -2014

INTRODUCED BY: Water and Land Use Planning Committee,

INTENT: TO AMEND THE LANGLADE COUNTY COMPREHENSIVE PLAN TO INCLUDE THE FARMLAND PRESERVATION PLAN

WHEREAS, Langlade County's current Farmland Preservation Plan was written in 1982, and

WHEREAS, Section 91.10(3), Wisconsin Statutes, establishes the required procedure for a county to create a farmland preservation plan, and Section 91.10(1) identifies the required parts of a farmland preservation plan; and

WHEREAS, the farmland preservation plan must be adopted under the same procedures required for adopting a comprehensive plan (Section 66.1001(4), Wisconsin Statutes); and

WHEREAS, the Land Conservation Committee and Water and Land Use Planning Committee has been given the authority by the County Board (resolution 71-2013 and resolution 41-2014) to create the farmland preservation plan, and recommend that the Langlade County Board of Supervisors adopt a "Farmland Preservation Plan;" and

WHEREAS, the Farmland Preservation Plan Advisory Group has prepared the Langlade County Farmland Preservation Plan, containing all maps and other descriptive materials, to be the farmland preservation plan for the County under Section 91.10(3), Wisconsin Statutes; and

WHEREAS, the Water and Land Use Planning Committee has the authority to recommend that the Langlade County Board of Supervisors adopt or amend a "comprehensive plan" under Section 66.1001(4), Wisconsin Statutes; and

WHEREAS, the farmland preservation plan must be amended to the comprehensive plan; and

THEREFORE, BE IT RESOLVED, that both the Land Conservation Committee, and the Water and Land Use Planning Committee hereby recommend that, following a public hearing held on October 27, 2014, the Langlade County Board adopt an ordinance to constitute official approval of the Langlade County Farmland Preservation Plan as the County's farmland preservation plan under Section 66.1001(4), Wisconsin Statutes.

BE IT FURTHER RESOLVED, that both the Land Conservation Committee and the Water and Land Use Planning Committee hereby recommend that the County Board adopt an ordinance to amend the Langlade County Farmland Preservation Plan to the Langlade County Comprehensive Plan.

Water and Land Use Planning Committee

Michael P. Klimoski

David J. Solin

Ronald Nye

Don Scupien

Fiscal Note: No fiscal impact.

RESOLUTION # 58 -2014

INTRODUCED BY: Land Conservation Committee

INTENT: Approval of Langlade County Land and Water Resource Management Plan

WHEREAS, the State of Wisconsin requires its 72 counties (Wisconsin Act 27 Chapter 92) to prepare and submit for state approval, and adopt a Land and Water Resource Management (LWRM) Plan, that identifies a citizen driven initiative to conserve and protect the quality of related natural resources, enhance water quality and focus on soil erosion problems within individual counties; and

WHEREAS, the Langlade County LWRM Plan was written with the assistance of partner agencies such as the Wisconsin Department of Agriculture, Trade and Consumer Protection, the Wisconsin Department of Natural Resources, USDA Natural Resources Conservation Service, and Langlade County University of Wisconsin Cooperative Extension; and

WHEREAS, input on the plan also came from an advisory committee, comprised of individuals representing a wide array of interest including: agricultural producers, lake districts, state/federal government and county government. A public hearing was held on October 27, 2014, at which time the public had the opportunity to attend and be heard. The plan is to be presented to the Wisconsin Land and Water Conservation Board in December 2014 for final approval; and

WHEREAS, the Land and Water Resource Management plan identifies seven goals, the goals are:

- Protect and improve surface and ground water
- Promote Working Forests and Farms
- Control Invasive Species
- Protect public health from unwanted chemical waste
- Develop online presence for public education
- Improve forest Silviculture for multiple uses
- Manage wildlife conflicts

WHEREAS, adoption of the LWRM plan will provide a five-year period of eligibility for Langlade County to obtain state funding that could provide local residents with education, cost sharing for conservation efforts that will result in the protection and enhancement of the natural resources of Langlade County.

THEREFORE, BE IT RESOLVED that the Langlade County Board of Supervisors approves and hereby adopts the December 2014 edition of the Langlade County Land and Water Resource Management Plan as prepared and approved by the Langlade County Land Conservation Committee.

Land Conservation Committee

David J. Solin
William Bostwick
Samuel Hardin
Joseph Novak

Fiscal Note: No fiscal impact.

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

ORDINANCE:

ORDINANCE NO. 1– 2014

Intent: Approve the Langlade County Farmland Preservation Plan and amend the Comprehensive Plan to include the Farmland Preservation Plan

WHEREAS, The Wisconsin Department of Agriculture, Trade and Consumer Protection (DATCP) is an agency responsible for administering Wisconsin's farmland preservation law pursuant to Wis Stat. ch. 91; and

WHEREAS, in order for a county and its residents to participate in the farmland preservation program, a county must have a state-certified farmland preservation plan pursuant to Wis. Stat. Chapter 91.10 which clearly identifies farmland preservation goals, objectives and policies and areas that the county intends to preserve for agricultural use; and

WHEREAS, the development of the Langlade County Farmland Preservation Plan has had considerable input from persons representing various aspects of the agriculture community; and

WHEREAS, agriculture is a significant economic driver in Langlade County with over 113,000 acres under production or reserved for future production and results in the sale of farm products and valued-added production of over \$103 million annually; and

WHEREAS, adoption of the Langlade County Farmland Preservation Plan by the Langlade County Board of Supervisors and subsequent certification by DATCP will allow Langlade County farms and agricultural property owners in towns zoned Exclusive Agriculture or part of an Agriculture Enterprise Area, to continue to qualify for farmland preservation tax credits; and

WHEREAS, pursuant to Wis. Stat. Chapter 91.10(2) the Langlade County Farmland Preservation Plan must be included, and be made part of the Langlade County Comprehensive Plan.

THEREFORE, BE IT ORDAINED, by the Langlade County Board of Supervisors that the Langlade County Farmland Preservation Plan, be made part of the Langlade County Comprehensive Plan, is hereby formally and officially adopted as required by Wis. Stat. Chapter 91.10 and 66.1001.

Water & Land Use Planning Committee

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

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

On call of the roll to adopt Ordinance #1-2014, all Supervisors present voted aye. Ordinance #1-2014 is adopted.

RESOLUTIONS:

RESOLUTION # 52-2014

INTRODUCED BY: PERSONNEL COMMITTEE

INTENT: ENTER INTO COLLECTIVE BARGAINING AGREEMENT WITH LANGLADE COUNTY LAW ENFORCEMENT ASSOCIATION FOR ONE YEAR (2015)

WHEREAS, the Personnel Committee recommends entering into a Collective Bargaining Agreement with the Langlade County Law Enforcement Association for one year (2015);

WHEREAS, a summary of the revisions to the existing contract with the Law Enforcement Association (copy on file) is as follows:

- (a) **1.57% Cost of Living Adjustment effective January 1, 2015.**
- (b) **Agreement to the changes made to the Langlade County Group Health Insurance Plan which includes the new design for two health plan options effective 2015 (Traditional PPO Plan and High Deductible Health Plan HSA option) and the payment of premiums applicable to the plan selected.**
- (c) **Change Vacation Benefit Schedule to 240 Hours after 20 Years.**
- (d) **Add "aunt and uncle" to funeral leave provision.**
- (e) **Increase the uniform allowance by \$50.00 per year to the members of the Special Response Team (SRT).**

WHEREAS, the funds to cover the estimated total cost of the one year Agreement in the amount of \$15,421 must be transferred from the Contingency Fund.

NOW THEREFORE, BE IT RESOLVED, by the Langlade County Board of Supervisors that, on behalf of Langlade County, the Chairman of the County Board, the Chairman of the Personnel Committee and the

Langlade County Clerk be authorized to sign the Collective Bargaining Agreement for calendar year 2015 between Langlade County and the Langlade County Law Enforcement Association, beginning on January 1, 2015 and terminating on December 31, 2015.

BE IT FURTHER RESOLVED, by a majority vote of the Langlade County Board of Supervisors that the estimated total cost of the one year Agreement in the amount of \$15,421 shall be transferred from the Contingency Fund.

PERSONNEL COMMITTEE

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

FISCAL NOTE: The estimated total annual cost for the Agreement will be \$15,421 for the 1.57% COLA increase and \$350 for the additional uniform allowance.

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

Robin Stowe explained the 14 Deputy Sheriffs are subject to Collective Bargaining, the same as it was before. He reviewed the summary of revisions to the existing contract.

On call of the roll to adopt Resolution #52-2014, all Supervisors present voted aye. Resolution #52-2014 is adopted.

RESOLUTION # 53-2014

INTRODUCED BY: PERSONNEL COMMITTEE

INTENT: APPROVE 2015 TOTAL BASE WAGE AGREEMENTS

WHEREAS, the Committee recommends entering into Total Base Wage Agreements with the Courthouse and Professional, Highway, and Corrections and Dispatch Unions (copies on file), pursuant to Section 111.70(4)(mb)(1), Wis. Stats.; and

WHEREAS, the Committee presented a total base wage offer to the aforementioned unions as follows: a 1.57% increase to the hourly base wage or salary of each unit member employed by the County on the date of this Agreement, with said increase to take effect on January 1, 2015; and

WHEREAS, the County's total base wage offer represents the maximum cost-of-living adjustment allowable by statute and the offer represents the same cost-of-living adjustment for non-union employees and for members of the Law Enforcement Association; and

WHEREAS, the funds to cover the estimated total cost of \$79,294 of the 2015 Total Base Wage Agreements are available in the 2015 County Budget.

NOW THEREFORE, BE IT RESOLVED, by the Langlade County Board of Supervisors to enter into Total Base Wage Agreements with the Courthouse and Professional, Highway, and Corrections and Dispatch Unions, for a wage increase of 1.57% for 2015 and to transfer the funds from the Contingency Fund.

BE IT FURTHER RESOLVED, that the Chairman of the County Board, the Chairman of the Personnel Committee and the Langlade County Clerk are authorized to sign the Total Base Wage Agreements for calendar year 2015.

PERSONNEL COMMITTEE:

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

FISCAL NOTE: The estimated total annual cost for the Agreements will be \$79,294. Courthouse/Professional: \$40,913; Highway: \$21,523; and Corrections/Dispatch: \$16,858.

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

Supervisor Novak stated he will abstain from voting on this resolution.

Robin Stowe explained the background on this resolution.

On call of the roll to adopt Resolution #53-2014, all Supervisors present voted aye, and Supervisor Novak abstained from voting. Resolution #53-2014 is adopted.

Administrative Coordinator's Report:

There is no report for this month.

Policy Report:

Robin Stowe updated County Board regarding revisions to the Policy for Sale of Tax Deed Property. The Finance and Land Sales Committee revised the Tax Deed Land Sale Policy. County Board will continue to approve by resolution to authorize the County Clerk to take tax deeds to delinquent tax lands. But once we have an acceptable high bid the Finance and Land Sales Committee will approve the sales, which will eliminate the delay in closing and recording the land sale. The Policy is on file in the County Clerk's Office.

Motion was made by Supervisor Gottard to adjourn the meeting at 10:47 a.m., seconded by Supervisor Jansen. All ayes, the motion carried.

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 November 18, 2014.

Dated this 20th day of November, 2014.

Kathryn Jacob
Langlade County Clerk
