

December 12, 2018

TO THE MEMBERS OF THE CALUMET COUNTY BOARD OF SUPERVISORS:

Dear Supervisors:

The County Board of Supervisors of Calumet County, Wisconsin, will meet pursuant to Section 59 of the Wisconsin Statutes in an adjourned session on Tuesday, December 18, 2018, at 8:30 A.M., at the Courthouse in the County Board Room 019 to transact any and all business as may properly come before said meeting. You, as a member, are requested to be present.

### AGENDA FOR DECEMBER MEETING

1. Roll Call
2. Pledge of Allegiance
3. Approval of Agenda
4. Approval of Minutes of the November 5, 2018 annual meeting
5. Petitions
6. Communications
7. Public Participation
8. **SPECIAL BUSINESS:**
  - A. **Appointment to Supervisory District 13.** Recommend the appointment of Marilyn Schuh, with a term to expire April 21, 2020.
  - B. Marilyn Schuh will take her Oath of Office (if affirmed by County Board).
  - C. Paul Mathewson, Staff Scientist with Clean Wisconsin, will discuss coal-tar based sealers on parking lots.
  - D. Recognition of County Board Supervisors and citizen members of committees, boards and commissions:  
  
**5-year anniversary:**  
Mike Hofberger – Glacierland Resource and Conservation Development Council  
  
Philip Vergowe – New Holstein Library Board  
  
**10-year anniversary:**  
Robert Wilberscheid – County Children with Disabilities Education Board
  - E. **Appointment to the Brillion Library Board.** Recommend the appointment of Marilyn Schuh, with a term to expire July 1, 2021.



- F. **Appointment to the County Children with Disabilities Education Board.** Recommend the appointment of Marilyn Schuh, with a term to expire April 21, 2020.
- G. **Appointment to the Landfill Standing Committee.** Recommend the appointment of Marilyn Schuh, with a term to expire April 21, 2020.
- H. **Appointment to the Protection of Persons and Property Committee.** Recommend the appointment of Marilyn Schuh, with a term to expire April 21, 2020.
- I. **Appointment to the Local Emergency Planning Committee (LEPC).** Recommend the appointment of Red Cross designee to fill the vacancy of Bob Mayer for a term to expire April 21, 2020.
- J. **Appointment to the Local Emergency Planning Committee (LEPC).** Recommend the appointment of the Calumet County Highway Commissioner for a term to expire April 21, 2020.
- K. **Appointment to the Local Emergency Planning Committee (LEPC).** Recommend the appointment of Carl Mohl for a term to expire April 21, 2020.
- L. Review and approve Calumet County Jail Expansion Building Project Decision Making Points.

9. **RESOLUTIONS:**

- A. RESOLUTION 2018-24 RESOLUTION ACKNOWLEDGING COUNTY BOARD SUPERVISORS, AND CITIZEN MEMBERS OF COMMITTEES, BOARDS AND COMMISSIONS
- B. RESOLUTION 2018-25 RESOLUTION IN SUPPORT OF INCREASED PUBLIC DEFENDER ACCESS AND PAY
- C. RESOLUTION 2018-26 RESOLUTION TRANSFERRING AUTHORITY TO PROCESS CHIPS AND TPR CASES FROM THE DISTRICT ATTORNEY TO THE CORPORATION COUNSEL, EFFECTIVE SEPTEMBER 1, 2019
- D. RESOLUTION 2018-27 RESOLUTION CHANGING PAY GRADE OF 1.0 FTE PUBLIC SAFETY ADMINISTRATIVE MANAGER IN THE SHERIFF'S DEPARTMENT FROM PAY GRADE 11 TO PAY GRADE 12 ON THE CALUMET COUNTY COMPENSATION PLAN EFFECTIVE JANUARY 6, 2019
- E. RESOLUTION 2018-28 RESOLUTION RATIFYING THE 2019 – 2021 COLLECTIVE BARGAINING AGREEMENT BETWEEN CALUMET COUNTY AND THE DEPUTY SHERIFF'S ASSOCIATION
- F. RESOLUTION 2018-29 RESOLUTION AMENDING THE 2018 BUDGET FOR THE INSTALLATION OF A WATERLINE AND BUILDING ADDITION AT CALUMET COUNTY PARK AND RESCINDING RESOLUTION 2017-34
- G. RESOLUTION 2018-30 RESOLUTION REQUESTING INCREASED FUNDING AND OVERSIGHT REFORMS FOR WISCONSIN'S CHILD PROTECTIVE SERVICES SYSTEM

10. **SUPERVISOR REPORTS**

- A. Reports of Official Meetings held in the Prior Month

11. **COUNTY ADMINISTRATOR'S REPORT AND APPOINTMENT**

A. Monthly Report

B. **Reappointment to the Manitowoc-Calumet Counties Library Systems Board.**

Recommend the reappointment of Ray Mueller, whose term will expire January 1, 2019. The new term will expire January 1, 2022.

12. **NEXT REGULAR MEETING DATE:** January 15, 2019 at 8:30 A.M.

13. **ADJOURNMENT**

Beth A. Hauser,  
County Clerk

So as not to disturb the meeting, all cell phones should be placed on vibrate, and all calls should be taken outside the meeting room.

Any person wishing to attend who, because of a disability, requires special accommodations, should contact the County Clerk at 920-849-1458 at least 24 hours before the scheduled meeting time so appropriate arrangements can be made.

**RESOLUTION 2018-24**

**RESOLUTION ACKNOWLEDGING COUNTY BOARD SUPERVISORS, AND CITIZEN MEMBERS OF COMMITTEES, BOARDS AND COMMISSIONS**

To the Honorable Chair and Board of Supervisors of Calumet County, Wisconsin:

<b>Motion:</b>	Adopted: <input type="checkbox"/>
1 <sup>st</sup> _____	Lost: <input type="checkbox"/>
2 <sup>nd</sup> _____	Tabled: <input type="checkbox"/>
Yes: _____ No: _____	Absent: _____
Number of votes required:	
<input checked="" type="checkbox"/> Majority	<input type="checkbox"/> Two-thirds
Reviewed by: _____	Kimberly Tenerelli Corp Counsel

**WHEREAS**, The Rules of Order of the Calumet County Board of Supervisors includes Rule XXI: Recognition of County Board Supervisors, and citizen members of committees, boards and commissions; and

**WHEREAS**, The following members have been diligent in their work by giving of their time and effort for the betterment of Calumet County and are eligible for recognition under Rule XXI:

**5 year anniversary:**

Mike Hofberger – Glacierland Resource and Conservation Development Council

Philip Vergowe – New Holstein Library Board

**10 year anniversary:**

Robert Wilberscheid – County Children with Disabilities Education Board

**NOW, THEREFORE, BE IT RESOLVED**, That the Board of Supervisors of Calumet County herein assembled, acknowledge the effort, time and talent given by the above individuals for their years of service on various Calumet County committees, boards and commissions.

**BE IT FURTHER RESOLVED** That a copy of this Resolution be presented to each member.

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

**INTRODUCED BY COMMITTEE ON THE RULES OF ORDER**

	YES	NO	A
1 BARRIBEAU			
2 BUDDE			
3 CONNORS			
4 DEITER			
5 DIETRICH			
6 DRAHEIM			
7 GENTZ			
8 HARTL			
9 HOFBERGER			
10 KARTH			
11 KLECKNER			
12 LA SHAY			
13 LAUGHRIN			
14 MUELLER			
15 SCHUH			
16 SCHWALENBERG			
17 STECKER			
18 STIER			
19 STILLMAN			
20 STOFFEL			
21 WEINBERGER			

\_\_\_\_\_  
Matthew Budde, Chair

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Gary Deiter

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Dave LaShay

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Tom Stoffel

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Kevin Weinberger

**COUNTERSIGNED BY**

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Alice Connors, County Board Chair

**RESOLUTION 2018-25**

**RESOLUTION IN SUPPORT OF INCREASED PUBLIC DEFENDER ACCESS AND PAY**

To the Honorable Chair and Board of Supervisors of Calumet County, Wisconsin:

<b>Motion:</b>	Adopted: <input type="checkbox"/>
1 <sup>st</sup> _____	Lost: <input type="checkbox"/>
2 <sup>nd</sup> _____	Tabled: <input type="checkbox"/>
Yes: _____ No: _____	Absent: <input type="checkbox"/>
Number of votes required:	
<input checked="" type="checkbox"/> Majority	<input type="checkbox"/> Two-thirds
Reviewed by: Kimberly Tenerelli	Corp Counsel

**WHEREAS**, Criminal cases continue to rise due to a variety of factors, including increased drug crimes; and

**WHEREAS**, Both the United States Constitution and the Constitution of the State of Wisconsin provided that persons accused have the right to counsel; and

**WHEREAS**, In Wisconsin, the Office of the Public Defender provides counsel to those persons meeting income eligibility guidelines for services; and

**WHEREAS**, Judges are being forced to appoint counsel at county expenses for persons for whom the public defender cannot find representation due to a lack of available counsel as a result of the low compensation rate; and

**WHEREAS**, This results in costs to counties to appoint counsel, increased costs to jail persons held pre-trial pending appointment of counsel, inefficiency for courts and law enforcement and a delay in obtaining justice for victims; and

**WHEREAS**, The rate of compensation for private bar attorneys has not been increased since 1995 and currently is the lowest hourly rate in the nation; and

**WHEREAS**, This has created a burden on the courts and Wisconsin counties

**NOW, THEREFORE, BE IT RESOLVED**, That the Calumet County Board of Supervisors hereby urge the State of Wisconsin to provide sufficient resources to the Office of the Public Defender to ensure that the criminal justice system operates effectively and efficiently; and, that the rate of reimbursement be increased for assigned counsel attorneys to a market rate that will ensure the prompt appointment of counsel and that cases are handled in a timely and efficient manner.

**BE IT FURTHER RESOLVED** That the Calumet County Clerk forward a copy of this resolution to Calumet County's State Legislators, Governor Scott Walker, the Wisconsin Counties Association, the Wisconsin Towns Association, the Wisconsin League of Municipalities, and each Wisconsin County.

	YES	NO	A
1 BARRIBEAU			
2 BUDDE			
3 CONNORS			
4 DEITER			
5 DIETRICH			
6 DRAHEIM			
7 GENTZ			
8 HARTL			
9 HOFBERGER			
10 KARTH			
11 KLECKNER			
12 LA SHAY			
13 LAUGHRIN			
14 MUELLER			
15 SCHUH			
16 SCHWALENBERG			
17 STECKER			
18 STIER			
19 STILLMAN			
20 STOFFEL			
21 WEINBERGER			

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

**INTRODUCED BY THE PROTECTION OF  
PERSONS & PROPERTY COMMITTEE**

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Pete Stier, Chair

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Alice Connors

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Joe Mueller

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James Stecker

**COUNTERSIGNED BY**

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Alice Connors, County Board Chair

**RESOLUTION 2018-26**

**RESOLUTION TRANSFERRING AUTHORITY TO PROCESS CHIPS AND TPR CASES FROM THE DISTRICT ATTORNEY TO THE CORPORATION COUNSEL, EFFECTIVE SEPTEMBER 1, 2019**

To the Honorable Chair and Board of Supervisors of Calumet County, Wisconsin:

<b>Motion:</b>	Adopted: <input type="checkbox"/>
1 <sup>st</sup> _____	Lost: <input type="checkbox"/>
2 <sup>nd</sup> _____	Tabled: <input type="checkbox"/>
Yes: _____ No: _____	Absent: _____
Number of votes required:	
<input checked="" type="checkbox"/> Majority	<input type="checkbox"/> Two-thirds
Reviewed by: _____	Kimberly _____ Tenerelli Corp Counsel

**WHEREAS**, Wis. Stat. 48.09(5) authorizes the Calumet County Board of Supervisors to identify who shall represent the interests of the public in Children in Need of Protection and Services (CHIPS) and Termination of Parental Rights (TPR) cases; and

**WHEREAS**, Wis. Stat. 48.09(5) authorizes the Board to designate the Corporation Counsel to represent the interest of the public in CHIPS and TPR cases; and

**WHEREAS**, If the County Board transfers this authority to or from the District Attorney, the Board may do so only if the action is effective on September 1 of an odd-numbered year and the board notifies the Department of Administration of that change by January 1 of that odd-numbered year.

**NOW, THEREFORE, BE IT RESOLVED** By the Calumet County Board of Supervisors herein assembled, that authority to process the CHIPS and TPR cases is transferred from the District Attorney to the Corporation Counsel, effective September 1, 2019.

Dated this 18th day of December 2018.

**INTRODUCED BY ADMINISTRATIVE SERVICES COMMITTEE**

	YES	NO	A
1 BARRIBEAU			
2 BUDDE			
3 CONNORS			
4 DEITER			
5 DIETRICH			
6 DRAHEIM			
7 GENTZ			
8 HARTL			
9 HOFBERGER			
10 KARTH			
11 KLECKNER			
12 LA SHAY			
13 LAUGHRIN			
14 MUELLER			
15 SCHUH			
16 SCHWALENBERG			
17 STECKER			
18 STIER			
19 STILLMAN			
20 STOFFEL			
21 WEINBERGER			

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Merlin Gentz, Chair

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Bill Barribeau

\_\_\_\_\_  
Ronald Dietrich

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Patrick Laughrin

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Tom Stoffel



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Pete Stier

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Mary Schwalenberg

**COUNTERSIGNED BY**

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Alice Connors, County Board Chair

**RESOLUTION 2018-27**

**RESOLUTION CHANGING PAY GRADE OF 1.0 FTE PUBLIC SAFETY ADMINISTRATIVE MANAGER IN THE SHERIFF'S DEPARTMENT FROM PAY GRADE 11 TO PAY GRADE 12 ON THE CALUMET COUNTY COMPENSATION PLAN EFFECTIVE JANUARY 6, 2019**

<b>Motion:</b>	Adopted:	<input type="checkbox"/>
1 <sup>st</sup> _____	Lost:	<input type="checkbox"/>
2 <sup>nd</sup> _____	Tabled:	<input type="checkbox"/>
Yes: _____ No: _____	Absent:	<input type="checkbox"/>
Number of votes required:		
<input type="checkbox"/> Majority	<input checked="" type="checkbox"/> Two-thirds	
Reviewed by: Kimberly Tenerelli	Corp Counsel	

To the Honorable Chair and Board of Supervisors of Calumet County, Wisconsin:

**WHEREAS**, Due to a recent retirement in the Sheriff's Department a staffing analysis was completed concerning the public safety software/systems and applications responsibilities in the Sheriff's Department and the Information Technology Department; and

**WHEREAS**, In the interest of providing more streamlined operations, key position responsibilities of the Public Safety Application Administrator classification in the Information Technology Department were reassigned to the Public Safety Administrative Manager position in the Sheriff's Department; and

**WHEREAS**, The position description for Public Safety Administrative Manager is attached and made part hereof; and

**WHEREAS**, It was determined that substantial changes have occurred in the Public Safety Administrative Manager position that warranted a review of the position; and

**WHEREAS**, A job analysis and evaluation were completed to evaluate the job's content including the skills needed, job duties, and working conditions for the classification of Public Safety Administrative Manager; and

**WHEREAS**, Upon completion of the job evaluation review, the County Administrator approved changes to the salary grade from Pay Grade 11 to Pay Grade 12 on the Calumet County Compensation Plan and directed the Human Resources Director to forward the evaluation to the Administrative Services Committee; and

**WHEREAS**, The Administrative Services Committee at their meeting on November 13, 2018 approved the reclassification request for the position of Public Safety Administrative Manager from Pay Grade 11 to Pay Grade 12 on the Calumet County Compensation Plan effective January 6, 2019. The 2019 wage range of Pay Grade 12 is as follows:

	YES	NO	A
1 BARRIBEAU			
2 BUDE			
3 CONNORS			
4 DEITER			
5 DIETRICH			
6 DRAHEIM			
7 GENTZ			
8 HARTL			
9 HOFBERGER			
10 KARTH			
11 KLECKNER			
12 LA SHAY			
13 LAUGHRIN			
14 MUELLER			
15 SCHUH			
16 SCHWALENBERG			
17 STECKER			
18 STIER			
19 STILLMAN			
20 STOFFEL			
21 WEINBERGER			

Step1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
\$31.65	\$32.56	\$33.46	\$34.35	\$35.27	\$36.18	\$37.08	\$37.98	\$38.88	\$39.80	\$40.70

**WHEREAS**, This pay grade change will not result in the increase of the overall staffing of the Sheriff's Department; and

**WHEREAS**, The Human Resources Director and County Administrator have determined that extraordinary and unanticipated circumstances exist which necessitates the reclassification of this position outside of the budget process; and

**WHEREAS**, The Rules of Order of the Calumet County Board of Supervisors state: *"However, when the County Administrator determines that an unbudgeted position is necessary, regardless of the need for additional appropriations, a resolution for the unbudgeted position shall be approved by a majority vote of the Administrative Services Committee, and two-thirds (2/3rds) vote of the full County Board."*

**NOW, THEREFORE, BE IT RESOLVED** That the County Board of Supervisors herein assembled authorize the salary pay grade change of the Public Safety Administrative Manager in the Sheriff's Department from Pay Grade 11 to Pay Grade 12 on the Calumet County Compensation Plan effective January 6, 2019.

**BE IT FURTHER RESOLVED** That the Finance Director is authorized to increase the Sheriff's Department 2019 salary and benefits accounts by \$4,334.

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

**INTRODUCED BY ADMINISTRATIVE SERVICES COMMITTEE**

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Merlin Gentz, Chair

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Bill Barribeau

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Ronald Dietrich

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Patrick Laughrin

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Mary Schwalenberg

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Pete Stier

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Tom Stoffel

**COUNTERSIGNED BY**

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Alice Connors, County Board Chair

## Calumet County Position Description

**Job Title:** Public Safety Administrative Manager  
**Salary Level:** Grade 12  
**FLSA Status:** Exempt  
**Department:** Sheriff's Department  
**Reports To:** Chief Deputy  
**Prepared By:** Michelle L. Wright, Human Resources Director  
**Prepared Date:** October 3, 2018  
**Approved By:** Administrative Services Committee  
**Approved Date:** November 13, 2018

**Summary** Under direction of the Chief Deputy functions as the County's Public Safety Administrative Manager. Ensures resources and tools (people, equipment, computer hardware, software and facilities, etc.) are available and in working order to answer 911 and administrative calls; and dispatch police, fire and emergency medical services to customers 24 hours a day, 7 days a week.

**Essential Duties and Responsibilities** *include the following. Other duties may be assigned*

Directly supervises and is responsible for the overall direction, coordination and evaluation of Communications and Administrative Staff, in accordance with the County's policies, procedures and applicable laws.

Administers and troubleshoots public safety and sheriff applications. Major applications may include: Computer-Aided Dispatch and Mobile, 911 Phone System and Recorder, Law RMS, Jail RMS and related subsystems, Radio, In-Squad Video, In-Squad Ticketing, Courthouse Security and Alarm Systems, maintains license counts for all public safety applications. Responsible for making sure maintenance contracts are current for all public safety systems. Verify quotes are accurate and forwards quotes to Information Technology Department for approval and payment.

Provides support for County public safety software/systems and applications, and responds to emergency situations related to the systems (e.g., troubleshoots problems, contacts appropriate individuals to ensure programs are operational, provides 24/7 support for Computer Aided Dispatch software). Retrieve data and create reports from databases for internal and external customers. Completes monthly, quarterly, annual statistical reports or as needed.

Provides oversight of TIME access through coordination with Sheriff's department leadership ensuring new employees are given appropriate access to the system and ensure maintenance of certifications for all Sheriff's department employees. Maintains PSNs, acts as primary contact for CIB audits, and troubleshoots user login problems.

Researches, evaluates, proposes and manages hardware/software projects (e.g., applications and upgrades) ensuring system compatibility with other software within Calumet County and municipalities. Function as primary point of contact with vendors. Provide direction for establishing long-range public safety systems, department planning and budgeting.

Maintains law enforcement records required to meet state, federal, and local government requirements and that meets or exceeds the needs of law enforcement customers within Calumet County.

Receives, investigates and addresses concerns from the customers (internal and external) regarding performance of communications center and administrative staff.

Develops, recommends and implements policies and procedures (911 Center and records management).

Provides oversight in department's response to open records requests and database audits all while ensuring the integrity of law enforcement records.

Maintain public safety backups and verify integrity. Develop disaster recovery plan for public safety applications.

Develops technical materials for County applications (e.g. user guides and training resources); coordinate and conduct internal and/or external training for system users. Maintains network records, diagrams, documentation and configurations for all applications associated with the systems. Develop communications and relationships with other Public Safety Agencies and State of Wisconsin Agencies to aid in the technical support of Calumet County's public safety systems. Works with State and Federal agencies to make sure Calumet County is compliant with all required technical regulations and security measures. Meet with State of Wisconsin staff as needed.

It is unlikely an employee will perform all the duties listed on a regular basis, nor is the list exhaustive in the sense it covers all the duties an employee may be required to perform. The examples are merely indicative, not restrictive.

### **Supervisory Responsibilities**

Directly supervises and is responsible for the overall direction, coordination and evaluation of Communications and Administrative Staff, in accordance with the County's policies, procedures and applicable laws. Responsibilities include interviewing, hiring, and training employees; staff development; planning, assigning, and directing work; maintaining minimum staffing levels; supervising work schedules, reports, and daily activities; appraising performance; rewarding and disciplining employees; and addressing complaints or grievances and resolving problems. Observes employee's appearance and conduct of personnel to ensure it meets the department's policy manual requirements.

**Qualifications** *To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

### **Education and/or Experience**

Associate's Degree in Information Systems Management, Computer Science, Industrial Engineering, Business Administration, or a related field, plus four to five year's progressively responsible management experience. Experience with computer assisted dispatch and enhanced 911 systems preferred. Experience in the Public Safety field is desired; or any equivalent combination of education, and experience.

### **Language Skills**

Ability to read, analyze, and interpret technical data, information and procedures; general business periodicals; professional journals; system manuals; or governmental regulations

Ability to write reports, business correspondence and procedure manuals

Ability to effectively present information and respond to questions from groups of managers, employees, or the general public

Ability to establish and maintain effective working relationships with staff from the various agencies, community professionals, officials and the public

Ability to effectively explain complex, technical programs and applications in simple, easy-to-understand terminology

Ability to use and interpret computer terminology

### **Mathematical Skills**

Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals; calculate percentages, fractions and decimals; may require the ability to perform mathematical operations. Ability to apply concepts of basic algebra; and to classify, compare, compute, tabulate, categorize, differentiate, measure and/or sort data.

### **Reasoning Ability**

Ability to solve practical problems, exercise independent judgment, and deal with a variety of concrete variables in situations where only limited standardization exists, in accordance with department policies, procedures and local, state and federal regulations. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form; and analyze and interpret complex data needs.

### **Computer Skills**

To perform this job successfully, an individual should have thorough knowledge of and experience with computerized management information systems and public safety radio systems. Knowledge of computer-aided dispatch communications systems including multiple screen computer consoles with interactive mapping display; touch screen telephone and radio controllers; and TTY Communications Equipment; good knowledge of the operations of the County computer systems, data processing, peripheral devices, and the principles, practices and current technology; ability to work with users and managers with varying levels of knowledge and experience in the use of the computer system.

### **Preferred Certificates, Licenses, Registrations**

Valid WI driver's license

### **Other Skills and Abilities**

Knowledge of public safety procedures

Knowledge of radio, telephone and computer-aided dispatch communications systems and the related system hardware and software

Knowledge of and experience with computerized management information systems

Knowledge of and experience with public safety radio systems

Knowledge of FCC rules and regulations

Knowledge of quality control, quality assurance and quality improvement plans

Knowledge of project management concepts

Knowledge of and ability to utilize a computer and the required software

Ability to plan, organize, assign, direct and supervise the activities of various staff members on projects

Ability to manage conflict effectively

Ability to develop training programs and effectively train staff

Ability to oversee the installation and customization of purchased public safety systems for various public safety communications agencies

Ability to work in a self-directed manner with minimal supervision

Ability to problem solve, exercise independent judgment and make decisions independently in accordance with department policies, procedures and local, state and federal regulations

Ability to work with users and managers with varying levels of knowledge and experience in the use of the computer system

Ability to analyze and interpret complex data needs

Ability to understand the business needs of the participating entities and translate them to technical needs and corresponding solutions

Ability to establish and maintain effective working relationships with staff from the various agencies, community professionals, officials and the public

Ability to communicate effectively both orally and in writing

Ability to maintain accurate records

Ability to maintain financial accountability

Ability to maintain emotional stability and competence during emergency/stressful situations

Ability to prioritize work and complete assignments on schedule

Ability to work the required hours of the position

**Physical Demands** *The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

While performing the duties of this job, the employee is regularly required to sit; use hands to finger, handle, or feel objects, tools, keyboards; and pushing, pulling and operating controls; and talk or hear. The employee is frequently required to stoop, lift, and move computer equipment. The employee is occasionally required to bend, twist, kneel, climb, crouch, reach and grapple. The employee must frequently lift and/or move up to 40 pounds and occasionally lift and/or move over 40 pounds. Intermittently stand and walk. Specific vision abilities required by this job include close vision, color vision, depth perception, and ability to adjust focus at varied distances under a variety of light conditions. The employee must distinguish sounds at various frequencies and volumes.

**Work Environment** *The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

The noise level in the work environment is usually quiet. Tasks may risk exposure to adverse environmental conditions, such as confined spaces, dirt, dust and electrical currents.



**RESOLUTION 2018-28**

**RESOLUTION RATIFYING THE 2019 – 2021 COLLECTIVE BARGAINING AGREEMENT  
BETWEEN CALUMET COUNTY AND THE DEPUTY SHERIFF’S ASSOCIATION**

<b>Motion:</b>	Adopted: <input type="checkbox"/>
1 <sup>st</sup> _____	Lost: <input type="checkbox"/>
2 <sup>nd</sup> _____	Tabled: <input type="checkbox"/>
Yes: _____ No: _____	Absent: _____
Number of votes required:	
<input checked="" type="checkbox"/> Majority	<input type="checkbox"/> Two-thirds
Reviewed by: _____	Kimberly Tenerelli Corp Counsel

To the Honorable Chair and Board of Supervisors of Calumet County, Wisconsin:

**WHEREAS**, The collective bargaining agreement between Calumet County and the Calumet County Deputy Sheriff’s Association, represented by LEER Division of the Wisconsin Professional Police Association, hereinafter referred to as the “Association”, expires on December 31, 2018; and

**WHEREAS**, The County’s bargaining team, acting under the authority of the Administrative Services Committee, has negotiated a tentative agreement with the Association (summary attached hereto), for the terms of a successor agreement for calendar years 2019, 2020 and 2021; and

**WHEREAS**, The across-the-board wage increases include:

1. Two percent (2.0%) effective January 6, 2019
2. Two percent (2.0%) effective April 12, 2020
3. One percent (1.0%) effective October 11, 2020
4. Two percent (2.0%) effective January 3, 2021
5. One percent (1.0%) effective October 10, 2021

**WHEREAS**, Other language changes to the 2019 – 2021 collective bargaining agreement have been negotiated as part of this agreement and are found in the summary attached hereto; and

**WHEREAS**, The proposed tentative agreement was approved by a majority of the Association membership; and

**WHEREAS**, The Administrative Services Committee recommends adoption of the provisions of the tentative agreement.

**NOW, THEREFORE, BE IT RESOLVED**, By the County Board of Supervisors herein assembled authorize and direct the County Administrator to sign a collective bargaining agreement on behalf of Calumet County incorporating the provisions of the above-described tentative agreement. A detailed copy of the collective bargaining agreement is available for inspection in the Department of Administration.

	YES	NO	A
1 BARRIBEAU			
2 BUDDÉ			
3 CONNORS			
4 DEITER			
5 DIETRICH			
6 DRAHEIM			
7 GENTZ			
8 HARTL			
9 HOFBERGER			
10 KARTH			
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13 LAUGHRIN			
14 MUELLER			
15 SCHUH			
16 SCHWALENBERG			
17 STECKER			
18 STIER			
19 STILLMAN			
20 STOFFEL			
21 WEINBERGER			

Dated this 18th day of December, 2018.

**INTRODUCED BY ADMINISTRATIVE SERVICES COMMITTEE**

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Merlin Gentz, Chair

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Bill Barribeau

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Ronald Dietrich

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Patrick Laughrin

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Mary Schwalenberg

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Pete Stier

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Tom Stoffel

**COUNTERSIGNED BY**

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Alice Connors, County Board Chair

T E N T A T I V E   A G R E E M E N T

OF

CALUMET COUNTY



"EMPLOYER"

TO

CALUMET COUNTY DEPUTY SHERIFF'S ASSOCIATION

WISCONSIN PROFESSIONAL POLICE ASSOCIATION / LEER DIVISION



"ASSOCIATION"

Calumet County reserves the right to add to, delete from and/or otherwise modify any of these proposals during the course of negotiations without prejudice and without precedent. Unless specifically reduced to writing and ratified by the parties, no settlement discussions or proposal(s) made by the County, whether incorporated into the final agreement or not, shall waive or alter any rights previously enjoyed, reserved, or retained by the County. Further, only the chief spokesperson for the County is empowered to voice official acceptance or rejection, or to offer counterproposals during negotiation sessions. Finally, each elected official reserves the right to vote as they deem appropriate in consideration of the ratification of any tentative agreement brought to the County Board for a successor agreement.

DATED: OCTOBER 3, 2018

The following is a settlement proposal by Calumet County for a successor agreement:

1. Revise all applicable dates to align with the agreed upon duration of the new agreement.
2. Incorporate the Association's language, including the proposed revision to Article 4.06 (replacing "Fair-Share provision" with "application"). Further, the form initially provided to the County shall be modified to be relevant to the County. Said form shall be distributed and returned to the County by 4:30 p.m. on Friday, October 19.
3. Three year agreement (January 1, 2019 to December 31, 2021) with wage increases as indicated below. Each wage increase shall be effective with the start of the 6:00 a.m. shift on the first day of the first full payroll of each of the following months.
  - a. January 2019 = 2.00%
  - b. April 2020 = 2.00%
  - c. October 2020 = 1.00%
  - d. January 2021 = 2.00%
  - e. October 2021 = 1.00%
4. Incorporate K9 language changes as presented by the County.

**RESOLUTION 2018-29**

**RESOLUTION AMENDING THE 2018 BUDGET FOR THE INSTALLATION OF A WATERLINE AND BUILDING ADDITION AT CALUMET COUNTY PARK AND RESCINDING RESOLUTION 2017-34**

To the Honorable Chair and Board of Supervisors of Calumet County, Wisconsin:

<b>Motion:</b>	Adopted: <input type="checkbox"/>
1 <sup>st</sup> _____	Lost: <input type="checkbox"/>
2 <sup>nd</sup> _____	Tabled: <input type="checkbox"/>
Yes: _____ No: _____	Absent: _____
Number of votes required:	
<input type="checkbox"/> Majority	<input checked="" type="checkbox"/> Two-thirds
Reviewed by: _____	Kimberly Tenerelli Corp Counsel

	YES	NO	A
1 BARRIBEAU			
2 BUDDE			
3 CONNORS			
4 DEITER			
5 DIETRICH			
6 DRAHEIM			
7 GENTZ			
8 HARTL			
9 HOFBERGER			
10 KARTH			
11 KLECKNER			
12 LA SHAY			
13 LAUGHRIN			
14 MUELLER			
15 SCHUH			
16 SCHWALENBERG			
17 STECKER			
18 STIER			
19 STILLMAN			
20 STOFFEL			
21 WEINBERGER			

**WHEREAS**, On January 3, 2018 the well that provides potable water to the maintenance buildings, R.V. dump station, upper park campsite and west end campsites had stopped producing water; and

**WHEREAS**, Over the past 30 plus years the Parks Department has searched for high quality and quantity of potable water in the upper limestone aquafer without success; and

**WHEREAS**, In January 1992, a well was drilled 440' into the highly concentrated mineral aquafer in search for high quantities of water for the newly constructed bathhouse. Mineral quantities in the water were so high that a Reverse Osmosis Treatment System (R.O. System) had to be installed; and

**WHEREAS**, In 2017, the R.O. System was replaced in the bathhouse at Calumet Park. The design of the new R.O. System was to have the ability to fill additional water storage tanks located throughout the park; and

**WHEREAS**, A waterline will be installed from the bathhouse to the maintenance shop, along with an addition to the maintenance shop where large bulk water tanks and distribution pumps will be located; and

**WHEREAS**, This project had been identified in the 5 year Parks Department's Capital Improvement Plan; and

**WHEREAS**, The current estimated cost of this project is \$200,000; and

**WHEREAS**, The County has enacted the ½% County Sales tax to finance capital improvement projects and that the projected sales tax collections for 2018 are sufficient to finance this project.

**NOW, THEREFORE, BE IT RESOLVED** By the Calumet County Board of Supervisors herein assembled, that the Finance Director be authorized to amend the 2018 budget to reflect the County Park water supply project in the amount of \$200,000 and that funding for this project be appropriated from the County Sales Tax Fund.

**BE IT FURTHER RESOLVED** That Resolution 2017-34 dated March 20, 2018 be rescinded.

Dated this 18th day of December 2018.

**INTRODUCED BY ADMINISTRATIVE SERVICES COMMITTEE**

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Merlin Gentz, Chair

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Bill Barribeau

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Ronald Dietrich

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Patrick Laughrin

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Tom Stoffel

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Pete Stier

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Mary Schwalenberg

**COUNTERSIGNED BY**

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Alice Connors, County Board Chair

**RESOLUTION 2018-30**

**RESOLUTION REQUESTING INCREASED FUNDING AND OVERSIGHT REFORMS FOR WISCONSIN'S CHILD PROTECTIVE SERVICES SYSTEM**

To the Honorable Chair and Board of Supervisors of Calumet County, Wisconsin:

<b>Motion:</b>	Adopted: <input type="checkbox"/>
1 <sup>st</sup> _____	Lost: <input type="checkbox"/>
2 <sup>nd</sup> _____	Tabled: <input type="checkbox"/>
Yes: _____ No: _____	Absent: _____
Number of votes required:	
<input checked="" type="checkbox"/> Majority	<input type="checkbox"/> Two-thirds
Reviewed by: Kimberly Tenerelli	Corp Counsel

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

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

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

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

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

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

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

	YES	NO	A
1 <u>BARRIBEAU</u>			
2 <u>BUDDE</u>			
3 <u>CONNORS</u>			
4 <u>DEITER</u>			
5 <u>DIETRICH</u>			
6 <u>DRAHEIM</u>			
7 <u>GENTZ</u>			
8 <u>HARTL</u>			
9 <u>HOFBERGER</u>			
10 <u>KARTH</u>			
11 <u>KLECKNER</u>			
12 <u>LA SHAY</u>			
13 <u>LAUGHRIN</u>			
14 <u>MUELLER</u>			
15 <u>SCHUH</u>			
16 <u>SCHWALENBERG</u>			
17 <u>STECKER</u>			
18 <u>STIER</u>			
19 <u>STILLMAN</u>			
20 <u>STOFFEL</u>			
21 <u>WEINBERGER</u>			

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

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

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

**NOW, THEREFORE, BE IT RESOLVED** That the Calumet County Board of Supervisors does hereby request that the state of Wisconsin increase the Children and Family Aids Allocation to counties in the 2019-21 state biennial budget by \$30 million annually in order to cover a greater share of the Child Protective Services System, including out-of-home care costs and staffing based on a workload model to be developed by the Wisconsin County Human Services Association (WCHSA) and the State Department of Children and Families so Wisconsin's CPS system can meet its obligations.

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

**BE IT FURTHER RESOLVED** That a copy of this resolution be sent to Governor-elect Tony Evers, Department of Children and Families Secretary Eloise Anderson, Department of Administration Secretary Ellen Nowak, State Senator Andre Jacques, State Senator Devin LeMahieu, State Senator Duey Stroebel, State Assemblyman Ron Tusler, State Assemblyman Paul Tittl, State Assemblyman Tyler Vorpapel, State Assemblyman Jesse Kremer and the Wisconsin Counties Association.

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

**INTRODUCED BY THE HEALTH &  
HUMAN SERVICES BOARD**

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Mary Schwalenberg, Chair

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Merlin Gentz



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Ronald Dietrich

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James Stecker

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Kevin Weinberger

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Judith Hartl

**COUNTERSIGNED BY**

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Alice Connors, County Board Chair