



GREEN LAKE COUNTY

571 County Road A, Green Lake, WI 54941

Original Post Date: 12/09/2015

Amended Post Date: 12/14/2015**

The following documents are included in the packet for the County Board on December 15, 2015:

- 1) Agenda
- 2) Draft minutes from the November 10, 2015 meeting
- 3) ****Membership paperwork for NACo and WCA**
- 4) Appointment of Gary Podoll – Emergency Management Director supporting documentation
- 5) Appointment of Jon Vandeyacht – Veterans Service Officer supporting documentation
- 6) Organizational Assessment from Schenck, SC
- 7) Draft minutes of the 11/30/2015 Administrative Committee
- 8) Central Wisconsin Health & Economic Development Summit update
- 9) Res. 18-2015 Creating a Green Lake County Fatality Review Team and supporting letter from Amanda Thoma
- 10) Res 19-2015 County Employee 2016 Wages
- 11) Res. 20-2015 Committed Funds for 2016 as Required by GASB #54
- 12) Ord. 1130-2015 Amending the Code of Green Lake County Chapter 103, Animals
- 13) Ord 1131-2015 Rezone in the Town of Berlin: William & Jeanette Krebs
- 14) Out of state travel request for HHS Health Unit
- 15) ***County Ambassador Program report**



Green Lake County Board of Supervisors
Meeting Notice

The Green Lake County Board of Supervisors will convene at the **Government Center** in Room #0902 in the City of Green Lake, Wisconsin on Tuesday, the **15th day of December, 2015 at 6:00 PM** for the regular meeting of the Board. Regular monthly business to be transacted include:

*****AMENDED AGENDA**

County Board of Supervisors

Jack Meyers, Chair
David Richter, Vice-Chair

- Dist. 1 Jack Meyers*
- Dist. 2 Vicki Bernhagen*
- Dist. 3 Rich Slate*
- Dist. 4 Paul Schwandt*
- Dist. 5 Ben Moderow*
- Dist. 6 Joy Waterbury*
- Dist. 7 Michael Starshak*
- Dist. 8 Patricia Garro*
- Dist. 9 David Richter*
- Dist. 10 Sue Wendt*
- Dist. 11 Harley Reabe*
- Dist. 12 Maureen Schweder*
- Dist. 13 Nicholas Toney*
- Dist. 14 Debra Schubert*
- Dist. 15 Michael Stoddard*
- Dist. 16 Joe Gonyo*
- Dist. 17 Joanne Guden*
- Dist. 18 Richard Trochinski*
- Dist. 19 Gene Thom*

SEAL

- 1. Call to Order**
- 2. Roll Call**
- 3. Reading of the Call**
- 4. Pledge of Allegiance**
- 5. Minutes of 11/10/15 meeting**
- 6. Announcements**
- 7. Recognition of Terri Stellmacher – Child Support Administrator**
- 8. Appointment of Gary Podoll – Emergency Management Director**
- 9. Appointment of Jon Vandeyacht – Veterans Service Officer**
- 10. Appearances**
 - Deb Pagel – Shenck SC, Inc. – Organizational Assessment
 - ****Discussion and possible action regarding Organizational Assessment as recommended by Administrative Committee**
 - *Kathy Munsey, Green Lake County Health Officer; Gary Podoll, Emergency Management Director; Mark Podoll, Sheriff – Full Scale Disaster Drill update
 - Kathy Munsey, Green Lake County Health Officer – Central Wisconsin Health & Economic Development Summit update
- 11. Reports**
- 12. Public Comment (3 minute limit)**
- 13. Correspondence**
- 14. Resolutions**
 - Res 18-2015 Creating a Green Lake County Fatality Review Team
 - Res 19-2015 County Employee 2016 Wages
 - Res 20-2015 Committed Funds for 2016 As Required by GASB #54
- 15. Ordinances**
 - Ord 1130-2015 Amending the Code of Green Lake County Chapter 103, Animals
 - Ord 1131-2015 Rezone in the Town of Berlin: William E. & Jeanette M. Krebs
- 16. Out of State Travel – HHS (Health Unit)**
- 17. Committee Reports**
 - *****Michael Starshak – County Ambassador Program**
- 18. Committee Appointments**
- 19. Committees to Report on February 16, 2016**
- 20. Future Agenda Items for Action & Discussion**
- 21. And such other business as may properly come before the Board of Supervisors**
- 22. Adjourn**

The several committees of the Board may also meet for the purpose of discussing or acting upon matters which are the subject matter of the meeting of the County Board of Supervisors.

Given under my hand and official seal at the Government Center in the City of Green Lake, Wisconsin, this 11th day of December, 2015

Margaret R. Bostelmann, Green Lake County Clerk

GREEN LAKE COUNTY

BOARD PROCEEDINGS

REGULAR SESSION

November 10, 2015

The Green Lake County Board of Supervisors met in regular session, Tuesday, November 10, 2015, at 6:00 PM in the County Board Room, Green Lake, Wisconsin.

The Board was called to order by Jack Meyers, Chairman.

Roll Called, Supervisors present – 18, Absent - 1 (Patti Garro – District 8)

<u>Supervisor</u>	<u>Supervisor Districts</u>
Jack Meyers	1
Vicki Bernhagen	2
Rich Slate	3
Paul Schwandt	4
Ben Moderow	5
Joy Waterbury	6
Michael Starshak	7
David Richter	9
Sue Wendt	10
Harley Reabe	11
Maureen Schweder	12
Nick Toney	13
Debra Schubert	14
Michael Stoddard	15
Joe Gonyo	16
Joanne Guden	17
Richard Trochinski	18
Gene Thom	19

READING OF THE CALL

NOTICE: GREEN LAKE COUNTY BOARD OF SUPERVISORS

The Green Lake County Board of Supervisors will convene at the Government Center in the City of Green Lake, Wisconsin on Tuesday the 10th day of November, 2015 at 6:00 PM for the regular meeting of the Board. Regular monthly business to be transacted includes:

DRAFT

To be approved at the December 15, 2015 meeting

CALL TO ORDER

ROLL CALL

READING OF THE CALL

PLEDGE OF ALLEGIANCE

MINUTES 10/20/2015 MEETING

ANNOUNCEMENTS

APPEARANCES

REPORTS

- 2015 County Fair

PUBLIC COMMENTS (3 minute limit)

CORRESPONDENCE

PUBLIC HEARING

- Recess for Public Hearing on 2016 Budget and 2015 Property Tax Levy at 6:30 PM. Regular business will resume at the conclusion of the Public Hearing.

2014 FEDERAL AWARDS AND STATE FINANCIAL ASSISTANCE REPORT

RESOLUTIONS

- Res 15-2015 Creation of Economic Support Worker
- Res 17-2015 2016 Budget and 2015 Property Tax Levy

ORDINANCES

- Ord 1128-2015 Amending the Code of Green Lake County Chapter 80, Fund Balance Policy
- Ord 1129-2015 An Ordinance Amending chapter 160, Article IV, Implements of Husbandry

DISCUSSION ON ELECTRONIC DEVICES AND COUNTY EMAIL ACCESS FOR

SUPERVISORS

COMMITTEE REPORTS

COMMITTEE APPOINTMENTS

COMMITTEES TO REPORT ON December 15, 2015

FUTURE AGENDA ITEMS FOR ACTION AND DISCUSSION

OTHER MATTERS AUTHORIZED BY LAW

AND SUCH OTHER BUSINESS AS MAY PROPERLY COME BEFORE THE BOARD OF

SUPERVISORS.

ADJOURN

The several committees of the Board may also meet for the purpose of discussing or acting upon matters, which are the subject matter of the meeting of the County Board of Supervisors.

Given under my hand and official seal at the Government Center in the City of Green Lake, Wisconsin this 4th day of November, 2015.

Margaret R. Bostelmann
Green Lake County Clerk

PLEDGE OF ALLEGIANCE

1. The Pledge of Allegiance to the Flag was recited.

MINUTES

2. Minutes of October 20, 2015 were reviewed by the Board. **Motion/second (Schubert/Richter)** to approve the minutes from October 20, 2015. All ayes. Motion carried.

DRAFT

To be approved at the December 15, 2015 meeting

ANNOUNCEMENTS

3. The next County Board meeting will take place on December 15, 2015 at 6:00 PM.
4. Chairman Meyers informed the Board that all supervisors are up for re-election on April 5, 2016. Nomination papers can be circulated as of December 1, 2015. All paperwork is available through the County Clerk's office.

APPEARANCES

5. None

REPORTS

1. Kim Zills, Program Specialist in the UW-Extension department, gave an update on the August 2015 Green Lake County Fair. The Fair was a success with revenues consistent with the past few years. Zills thanked all of the volunteers and the Highway Department for the many hours they put into the annual event and reminded Board members how important the Fair is to area youth. Plans are in the works for the 2016 Fair which will have the theme "Go for the Gold" in conjunction with the Summer Olympics.

PUBLIC COMMENTS (3 minute limit)

2. None

CORRESPONDENCE

3. County Clerk Marge Bostelmann read a letter from Ken Johnson, President of the Twin Lakes Association, Inc. He acknowledged the dedication and assistance of the Land Conservation Department and in particular Derek Kavanaugh for their time and efforts in addressing several issues which have provided a valuable service to the County and the public in protecting area lakes.

2014 FEDERAL AWARDS AND STATE FINANCIAL ASSISTANCE REPORT

4. Chairman Meyers stated that there was a motion made and carried at the September 15, 2015 County Board meeting requesting that the County response to the auditor's recommendations be made available to the Board. Discussion held on several points of the County's response.

RESOLUTIONS

5. Resolution No. 15-2015 Creation of Economic Support Worker. *Motion/second (Gonyo/Trochinski)* to adopt Resolution No. 15-2015. Roll Call vote on Motion to adopt – Ayes - 17, Nays – 0, Absent – 1 (Garro), Abstain – 1 (Starshak). Motion carried. Resolution No. 15-2015 passed as adopted.

DRAFT

To be approved at the December 15, 2015 meeting

ORDINANCES

6. Ord. 1128-2015 Amending the Code of Green Lake County Chapter 80, Fund Balance Policy. **Motion/second (Reabe/Schubert)** to enact Ordinance No. 1128-2015. Discussion held. **Motion/second (Richter/Schubert)** to amend the text to read “10% of the minimum unassigned general fund balance to be used as contingency for the following fiscal year”. Roll call vote on motion to amend – Ayes – 18, Nays – 0, Absent – 1 (Garro), Abstain – 0. Motion carried. Roll Call vote on Motion to enact Ordinance 1128-2015 as amended - Ayes – 18, Nays – 0, Absent – 1 (Garro), Abstain – 0. Ordinance No 1128-2015 passed as enacted.

PUBLIC HEARING

7. **Motion/second (Wendt/Thom)** at 6:30 PM to dissolve as a County Board of Supervisors and arise as a Committee of the Whole for the purpose of conducting a Public Hearing on the proposed 2016 budget. All ayes. Motion carried. **Motion/second (Schubert/Toney)** to seat Harley Reabe as the Chairman of the Public Hearing. All ayes. Motion carried.
8. Finance Committee Chairman Harley Reabe conducted the Public Hearing. County Clerk Marge Bostelmann briefly summarized the 2016 Budget. Discussion held.
9. **Motion/second (Thom/Richter)** to dissolve at 6:37 PM as a Committee of the Whole and arise as a County Board of Supervisors for the purpose of continuing the meeting and that Jack Meyers be seated as County Board Chairman. All ayes. Motion carried.

RESOLUTIONS Continued

10. Resolution No. 17-2015 2016 Budget and 2015 Property Tax Levy. **Motion/second (Reabe/Toney)** to adopt Resolution No. 17-2015. Discussion held. Roll Call vote on Motion to adopt – Ayes – 16, Nays – 2 (Slate, Waterbury), Absent – 1 (Garro), Abstain – 0. Motion carried. Resolution No. 17-2015 passed as adopted.

ORDINANCES Continued

11. Chairman Meyers granted Supervisor Slate’s request to be excused at 6:42 PM. Supervisors present – 17, Absent – 2 (Garro, Slate)
12. Ord. 1129-2015 An Ordinance Amending Chapter 160, Article IV, Implements of Husbandry. **Motion/second (Schwandt/Moderow)** to enact Ordinance No. 1129-2015. Corporation Counsel Dawn Klockow stated that typographical errors were corrected at the committee level. Discussion held. Roll call vote on Motion to enact Ordinance 1129-2015 – Ayes – 15, Nays – 2 (Starshak, Guden), Absent – 2 (Garro, Slate), Abstain – 0. Motion carried. Ordinance No. 1129-2015 passed as enacted.

DISCUSSION ON ELECTRONIC DEVICES AND COUNTY EMAIL ACCESS FOR SUPERVISORS

DRAFT

To be approved at the December 15, 2015 meeting

13. Chairman Meyers introduced the topic of electronic devices and County email access for supervisors. Discussion held on the pros and cons of electronic devices and the benefits of County sponsored email. IT Director Bill Hutchison will be addressing the Board at the December meeting in regard to both issues.

COMMITTEE REPORTS

14. None

COMMITTEE APPOINTMENTS

15. Chairman Meyers appointed the following to the Health and Human Services Board:
Candace Smith of Horicon State Bank
Brian Floeter of Community Health Network/ThedaCare
Motion/second (Thom/Toney) to approve the appointments. All ayes. Motion carried.

COMMITTEES TO REPORT ON December 15, 2015

16. To be determined

FUTURE AGENDA ITEMS FOR ACTION & DISCUSSION

17. None

SUCH OTHER BUSINESS AS MAY PROPERLY COME BEFORE THE BOARD OF SUPERVISORS

18. None

ADJOURN

19. *Motion/second (Trochinski/Stoddard)* to adjourn. All ayes. Motion carried. Meeting adjourned at 7:10 PM.

Respectfully Submitted,

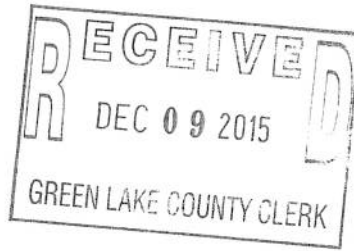
Liz Otto
Deputy County Clerk



National Association of Counties
PO Box 79007
Baltimore, MD 21279-0007
Phone: 888.407.NACo (6226) x291
Direct: 202.942.4291
Fax: 866.467.1825
EIN# 53-0190321

ID: 55047

Ms. Margaret Bostelmann
County Clerk
Green Lake County
PO BOX 3188
Green Lake, WI 54941-3188



Statement

Invoice #: 132639
Invoice Date: 9/20/2015

Description **Dues Amount**

County Membership Dues

01/01/2016 - 12/31/2016

\$450

NACo knows you have a difficult job. Counties are continually asked to do more with less. Federal unfunded mandates and unnecessary regulations make your job harder. But you aren't working on this alone, NACo is here to help.

With our tireless advocacy for county interests in Washington, DC, our essential cost-saving tools to save your county money and data-driven research into county solutions, NACo believes that stronger counties lead to a stronger America.

Membership in NACo connects you with an important support network to help you excel in county government. Please return this statement to renew your membership for 2016 and submit the enclosed Here to Help You card to connect with all of NACo's programs and resources.

If you need additional information, please contact Alex Koroknay-Palicz, Membership Coordinator, at 1-888-407-NACo (6226) x291 or e-mail akpalicz@naco.org.

Amount Paid: \$0

Amount Due: \$450

◆ PLEASE DETACH AND RETURN WITH PAYMENT ◆

ID: 55047
Ms. Margaret Bostelmann
Green Lake County
PO BOX 3188
Green Lake, WI 54941-3188

Invoice #: 132639
Remit Payment To:
National Association of Counties
PO Box 79007
Baltimore, MD 21279-0007

Select the Method of Payment on Reverse Side

We encourage you to submit payments electronically by ACH credit
Bank Routing# (ABA) - 021052053 Account # 93404817



STATEMENT OF BENEFITS AND MEMBERSHIP

December 1, 2015



John (Jack) Meyers
Green Lake County Board Chair
571 County Road A
Green Lake, WI 54941

Green Lake County: Benefits of membership in the Wisconsin Counties Association:

\$4,356.00

Services provided but not limited to:

- Legislative advocacy, training and technical assistance
- Representation by professional advocates in both Wisconsin and Washington, DC
- Training and educational programs and seminars
- Policy analysis (both legal and legislative)
- Access to policy development for WCA lobbying and advocacy efforts
- Participation in gatherings of county officials
- Select specialty legal services for free and/or reduced rates
- Significantly reduced pricing on products and services negotiated by WCA and WCA Services, Inc. using the collective purchasing power of local government
- Unlimited subscriptions for county personnel to WisPolitics.com (\$1,645 value per subscriber);
- Green Lake County currently has 6 subscribers for a benefit valued at \$9,870.00.**
- Unlimited subscriptions for county personnel to The Wheeler Report (\$1,500 value)
- Access to other member county best practices
- County specific updates by WCA staff, including legal staff, regarding issues of current relevance to county government
- Programs and services related to workers compensation and liability insurance through Wisconsin County Mutual Insurance Corporation and employee health benefit solutions through WCA Group Health Trust
- Networking and engagement

Wisconsin Counties magazine Subscriptions: 20 @ \$20.00 each (subscriber list attached):

\$400.00

Contribution requested no later than February 1, 2016.

TOTAL AMOUNT DUE

\$4,756.00

Copy 1 - white-for county board chair

Copy 2 - pink-for county clerk

Copy 3 - yellow-return to WCA, 22 East Mifflin St., Ste. 900, Madison, Wisconsin 53703, phone: 608.663.7188

[Amended 4-19-1994 by Ord. No. 535-94^[1]]

A.

Office created. There is hereby created the office of County-Municipal Emergency Management Director. The County Emergency Management Director shall also hold the office of Emergency Management Director of such municipalities of Green Lake County as may hereafter enact an ordinance parallel to this chapter. In addition to his duties as County Emergency Management Director, he shall have the additional duties and responsibilities of a municipal emergency management director as provided for in Ch. 166, Wis. Stats.

B.

Term, appointment and statutory provision.

(1)

The Green Lake County Emergency Management Director shall be appointed, subject to the approval of the County Board, for a five-year term.^[2]

[2]:

Editor's Note: Amended at time of adoption of Code (see Ch. 1, General Provisions, Art. I).

(2)

Appointment. The Emergency Management Director shall be appointed by the Judicial/Law Enforcement and Emergency Management Committee and shall receive such salary as may be authorized by the County Board of Supervisors. He shall take and file an official oath.

45.80 County veterans service officer. (1) ELECTION OR APPOINTMENT. (a) Except as provided under par. (b), the county board shall elect a county veterans service officer who shall be a Wisconsin resident who served on active duty under honorable conditions in the U.S. armed forces or in forces incorporated as part of the U.S. armed forces and who meets at least one of the conditions listed in s. 45.01 (12) (a) to (d) and at least one of the conditions listed in s. 45.02 (2).

(b) Except as provided under par. (c), the county board may appoint assistant county veterans service officers who shall be Wisconsin residents who served on active duty under honorable conditions in the U.S. armed forces or in forces incorporated as part of the U.S. armed forces and who meet at least one of the conditions listed in s. 45.01 (12) (a) to (d) and at least one of the conditions listed in s. 45.02 (2).

(c) In counties with a county executive or county administrator, the county executive or county administrator shall appoint and supervise a county veterans service officer who shall have the qualifications prescribed under par. (a). The appointment is subject to confirmation by the county board unless the county board, by ordinance, elects to waive confirmation or unless the appointment is made under a civil service system competitive examination procedure established under s. 59.52 (8) or ch. 63.

(2) TERM. A county veterans service officer elected under sub. (1) (a) shall serve until the first Monday in January of the 2nd year subsequent to the year of his or her election, and, if reelected, shall continue to serve unless removed under s. 17.10 (2).



November 23, 2015

Jack Meyers- Board Chair
Green Lake County
571 County Road A
PO Box 3188
Green Lake, WI 54941

Dear Jack,

Schenck SC appreciated the opportunity to provide professional services to Green Lake County. The objective of our engagement was to perform an Organizational Assessment for your County. The purpose of the assessment was to gain an understanding of your current Human Resources practices within each of the departments in the County. Utilizing that information, we will assist the County in determining the most effective way to handle the Human Resources functions.

Approach and Scope

Organizational Assessment

Our services were to closely and objectively examine how the organization is currently handling the human resources function within all the departments of Green Lake County. To accomplish this we conducted on-site assessments of your current processes within each of the departments in the County and to gather information from them on their current practices. We interviewed all of the department heads, several unit managers, division administrators and staff during the course of our assessment.

We looked for inconsistent procedures and practices in the administration of the departments human resources practices.

We prepared the following report with our findings and recommendations. Please note that these recommendations are not meant to be all inclusive due to the limited amount time spent with staff.

Debra Pagel
Director of Human Resource Consulting
311 Financial Way, STE 100
Wausau, WI 54401-2624
715-261-4701 (direct)
debra.pagel@schencksc.com



COMMENTS AND OBSERVATIONS FROM INTERVIEWS

Health and Human Services Department

The first group that I met with was the Health and Human Services (HHS) Department. In discussion with the unit managers they followed the same protocols when replacing staff. They would notify the Director and the Deputy Director to let them know of the opening and would then begin the process of reviewing the job description to ensure it was current and up-to-date. The information would then be passed on to the HHS hiring committee for their approval. The information would then be given to Human Resources (HR) to be posted internally prior to being posted externally. Resumes received were forwarded to the Director and he decided who was going to be interviewed. In some cases the unit manager was part of the interview but this was not consistent with all unit managers. The Director would make the final determination on who was being interviewed and would then arrange the interviews with the candidates. From there the candidate pool would be narrowed down and an interview would be conducted by the Director, the hiring committee or representative and the unit manager. It was clear in discussion with the unit managers that they did not have the final say in who was hired. In most cases that decision was made by the hiring committee. While they were part of the initial screening and interviewing process, they were not part of the final decision making process. This was frustrating for them because often times they did not get the most qualified candidate because the ultimate decision was made by the committee. They also indicated that the process can take several months to complete and in the meantime, they are left with not enough staff to do the work required within the department.

The same issue surfaced when it came to disciplinary action for staff. Often times the unit manager needed to bring the issue to the Director before they could take action. There were times that several weeks would pass before action could be taken which made it difficult to sit down with the employee after so much time had passed.

All of the unit managers felt that when the current Director was the Deputy Director they filled that role well. They were available to them, they dealt with discipline issues, and human resources related issues were handled. When promoted into the role of Director and a new Deputy Director was hired, things changed significantly. Many of the unit managers don't feel that the Deputy Director understands the dynamics of what is happening in their departments. They also felt the Deputy Director is choosing not to gain an understanding of what they do. When the unit managers have gone to the Deputy Director with issues things rarely get done. As a result, many have stopped going to the Deputy Director for human resources related issues and are handling them as best they can, working together as unit managers along with Human Resources. They feel that the Deputy Director focuses the majority of his time trying to develop new programs and little if any time on personnel matters as described in the job description.

Overall the morale in the department from the unit managers' perspective is very low. They feel that they and the staff were voiceless in what happened over the last year leading up to the unit manager of Clinical Services being placed on leave. There is a lack of clarity on what the Directors role is and what

the Deputy Directors role is. Prior to the Deputy Director assuming the role as Director, they felt as though the roles of both positions were clearly defined and the department ran very well. Once the change occurred things started to change significantly.

The unit managers would involve the Administrative Coordinator in personnel related matters however, because that position didn't have the authority over the Director, the Administrative Coordinator could only provide guidance and make recommendations on what should be done and could not require action to be taken. There is a lack of clarity with the unit managers on exactly what the role of the Administrative Coordinator is and what level of authority that position has.

The one thing that all of the unit managers did say is that as a result of them having to assume more of the day-to-day employee relations issues, they have become closer as a group and feel that they work well together. They would like to see this continue as they feel it has made them stronger and more effective leaders.

Other Departments

In my discussion with department heads outside of HHS, the process for recruiting is similar. They go through the process of updating the job description, getting the position approved through the personnel committee and getting it posted both internally and externally. They receive the resumes to review and select the candidates they want to interview. They typically arranged the interviews and many involved Human Resources in the interview process along with either a committee member or the committee depending on the department. Who has the final decision making authority was again a bit unclear and varied by department. In some cases, the committee made the final decision and in others, the leader of the department had the authority to make that decision. There were also inconsistencies in the next steps of the process from checking references, to making the offer and sending out the offer letter to the candidate; it doesn't appear that there is a standard offer letter that goes out as part of the process. In some cases the department head is responsible for writing the offer and sending it out and in others they rely on the HR Department to put the offer letter together.

Protocols for onboarding a new person are pretty well established. There is a process for the new employee to meet with the Human Resources Department to cover all of the new hire information. Each of the departments then has their procedures in place for continued onboarding of a new employee.

Change with ACT 10

The passing of Act 10 also had an impact on County employees. Most individuals I spoke with mentioned dissatisfaction with the impact the changes had. Historically the Labor Unions addressed many of the employee issues and with the decertification there is confusion on who to go to, to get their concerns addressed. The Administrative Coordinator can facilitate discussions to resolve issues and make recommendations to Department Managers but does not have the authority to require action be taken to find a resolution. All of these changes have had an impact on morale within the County. There is also a lack of trust felt by employees. Part of that is driven by the changes that have happened over the last several years and part is driven by the perceived lack of participation of some County Board Supervisors.

I heard things such as “there are members on the committee that are making policy, hiring and budget decisions that affect us that have never been in our department and don’t even know who we are and what we do”. They were not suggesting that the County Board Supervisor’s on their committee become more involved in the day-to-day operations, merely that they gain a better understanding of what people do and who people are so they can make better informed decisions. Now most of the information about the department and staff is occurring only through the interaction with the department heads.

Lack of Consistency among Departments

I also heard that some departments are very policy driven and follow the established procedures in the policies and procedures manual and other departments are less structured so there is inconsistent administration of those policies. The perception by some is that some staff is allowed to behave in a manner that is not consistent with established policies. The area many talked about was under the “Respectful Workplace” where it indicates that Green Lake County prohibits any behavior that is discourteous or demeaning to other employees. One bullet point in this section reads “Repeated negative comments about others, either verbally or in writing and gossiping about another individual” is identified as disrespectful behavior. However, this behavior appears to be common in some of the department’s within the County and is tolerated with no action being taken to enforce the established policy. I also heard that in some department’s people are allowed to come in late or leave early without consequence and in other departments that are more policy driven and require compliance they are not allowed to do either. People feel there is a lot of inconsistency in the administration of HR related policies and procedures. They don’t feel as though there is a lot of collaboration between the departments. While there are regular department head meetings they are not always attended by everyone and may not be as effective as they could be.

Many individuals felt that when there was a designated HR professional on staff several years ago there was more consistency in the administration of human resources policies and procedures. While that position was only part time the individual in that role worked closely with the department heads to assist them.

During my discussions with staff there were also some things discussed that were not directly related to the effectiveness of how human resources functions within all the departments are being handled they warrant acknowledgement to help the County continue to improve on their overall effectiveness.

Summary Comments and Observations

Concern was expressed that there is no strategic plan in place for the County. Each of the Departments and their committees function independent of one another; their main focus is on the immediate needs of that department. This silo type of approach doesn’t typically foster the process of looking outside of the department to assess how decisions being made impact the county as a whole current state as well as future state. The lack of clear direction on where the County wants to be in the future and the current silo approach to managing the departments creates a risk for the future success of the county. It was obvious that each of the Department Heads takes pride in what they do and the services their

department provides for the residents of the County. There isn't currently a position in the County that creates that bridging strategy to create interdependency of the departments. This creates a lack of accountability of the Department Heads. While the Department Heads report to their committee, information provided to that committee is through the Department Head, and they share what they feel appropriate. Committee's may not always have all of the information they need to make the best decision not only for that department but for the County. Currently the Department heads focus tends to be more tactical with a focus on the day-to-day operations. There is a risk that continued focus on day-to-day operations will prevent the County from long range strategic goals and objectives.

The current role of the County Clerk includes the role of Administrative Coordinator as well as responsibility for the Accounting/Deputy Clerk which was created to oversee the financial management of the County. Going forward it may not be in the best interest of the County for the new County Clerk to have those additional responsibilities.

There is also duplication of services throughout the County. Decentralization of HR as well as Finance creates inefficiencies. Although the County presently has an Accountant/Deputy Clerk on staff in the County Clerk's office, the county's departmental organizational structure does not clearly indicate the accountant's responsibilities and authority pertaining to departmental accounting matters. As a result, at the present time management has less assurance that departmental accounting decisions and changes are being implemented in an effective manner, partly because many employees involved in the accounting process generally do not have formal accounting backgrounds and are only focused on systems and procedures as they affect their department.

RECOMMENDATIONS

Overall our recommendations are not intended to be all inclusive and are based on a limited amount of time meeting with staff in Green Lake County.

1. Clear and Shared Vision for Green Lake County

First and foremost we recommend the County consider creating a Strategic Plan. This plan will help validate the current mission and develop a future vision for Green Lake County. The plan will provide the road map to establish long term goals and objectives for the County and its employees. As with any elected positions there is turnover at the Board level as well as with elected officials. That longer term strategy helps ensure that even with that transition the County is successful in the future.

It was clear in discussion with everyone we spoke with that there is a need for a position with overall decision making authority within the County. The current structure of County Clerk having the title of Administrative Coordinator, does not give the authority required to be effective. With the Administrative Coordinator's upcoming retirement all of the responsibilities performed that are outside the scope of what is done as an elected official will need to be evaluated closely. Several of the counties we currently work with are moving or have moved towards creating a County Administrator position with the appropriate infrastructure to support that position. We highly recommend Green Lake County

consider evaluating this as an option. This position would Coordinate and direct all administrative and management functions of the County. This person would work closely with the County Board of Supervisors to establish and execute the goals and objectives of the County.

Approaches to consider when evaluating the County Administrator position will be dependent on the County Board of Supervisors desired outcomes. Ideally the individual that would fill this role would have a financial and operations background to provide oversight for all of the administrative functions in the County in addition to the various departments.

2. Roles and Responsibilities

Additionally with some of the changes that have occurred in the Health and Human Services Department we recommend evaluating the roles and responsibilities of the Director and Deputy Director positions. Historically the role of the Deputy Director was on the day-to-day operations of the department and working closely with the Unit Managers on their human resources related issues. In discussion with staff and Unit Managers many of those responsibilities have transitioned to the Unit Managers over the last year. As expressed earlier the Unit Managers feel as though it has made them much stronger leaders. The current role of the Deputy Director is unclear.

The position should be defined and evaluated to assess whether or not the human resources oversight it provided formerly to HHS could be done for all of the departments to create consistency in the administration of policies and procedures. Considering this as an option would not add to the overall head-count of the County and would create leadership and oversight for human resources throughout the organization.

Having a position that worked with all of the departments to establish protocols of what should be done by the department and what should be done by human resources would create efficiencies within the departments especially as it relates to recruitments and selections and administration of policies and procedures. Part of establishing the protocol is defining Board involvement. The role of the Board is critical in providing oversight to the departments within the county but in a recruitment I would question whether making the hiring decision for open positions is too involved in the day-to-day operations instead of providing oversight. We are not suggesting that the committees aren't involved but recommending that the final decision making authority be given to the hiring leader. While this does happen with some of the departments we recommend it be consistent throughout the county. Like the County Administrator, this position would be looking at HR related things from a County perspective. It will also be critical that if this position is created the individual in the role have the necessary knowledge skills and abilities to perform the essential job duties. This position would assume many of the duties currently being performed by the Administrative Coordinator.

3. Organizational Structure

As the County has turn over at the leadership level within the various offices and departments we recommend an evaluation be done to assess the opportunity to create efficiencies and possibly consolidate and move reporting relationships to different departments. There are departments that

have an administrator or lead position that only has a few positions reporting to them. An example of this would be the Child Support Agency. We are not suggesting necessarily that the administrator position be eliminated but if vacated the structure and reporting relationships should be evaluated to assess overall operating efficiencies for the County. For efficiency purposes, opportunities to combine departments should be continually explored.

4. Consider a Centralized Accounting Function

We believe the County could be better served in the future by evaluating the current structure and considering a centralized accounting function similar to what we are recommending with Human Resources. By creating a specific department with responsibility for the entire County's financial and accounting functions you gain efficiencies and have more internal controls in place. A centralized finance department should be given clear authority over the accounting and information processing duties performed by County departments. To be effective, that department requires an accountant with formal accounting training and the ability to supervise and delegate responsibility to other employees involved with the County's accounting process. At the present time management has less assurance that departmental accounting decisions and changes are being implemented in an effective manner, partly because many employees involved in the accounting process generally do not have formal accounting backgrounds and are only focused on systems and procedures as they affect their department. To accomplish maximum efficiency, it is our belief that a centralized finance department should directly supervise all accounting and information processing duties being completed by employees in County departments. The centralized finance department would also be responsible to implement all systems changes, as well as assist in the design of new automated data processing applications and necessary internal accounting controls.

This may be difficult to accomplish since it would involve determining management responsibility for employees involved in the accounting process and the possible change of utilizing an employee in various departments of the County. We are aware of several Wisconsin Counties that have made or are considering significant changes in their organizational structures to accomplish this change.

If the individual filling the position of County Administrator has a strong financial background there may not be a need to hire a finance director because that person could provide financial oversight. If the person filling the role has a stronger operations background you may need to bring on a finance director to provide more direct oversight on the day to day operations and guidance to the Administrator.

The establishment of a centralized finance department does not necessarily require the moving of existing accounting staff to a different location. Since the accounting staff presently shares office space with the County clerk's office, there may be some benefits by remaining in the same location through cross-utilization of staff. In the future, the County may want to consider a separate location for the accounting staff if deemed beneficial.

5. Pending Legislation

With the upcoming proposed changes to the overtime rules we highly recommend that an evaluation be conducted on positions currently classified as exempt to assure that they comply with the current exemption criteria and what if any change will need to be made with the proposed changes. This is an area that the Department of Workforce Development here in Wisconsin is focusing on. Misclassification of positions in the County can create exposure and have significant financial impact.

We appreciate the opportunity to work with Green Lake County in presenting our findings and recommendations. They are not meant to be all inclusive due to our limited time on site. We would be happy to assist you with the evaluation and implementation of our recommendations.

ADMINISTRATIVE COMMITTEE

November 30, 2015

The meeting of the Administrative Committee was called to order by Chair Jack Meyers at 5:30 PM on November 30, 2015 in the County Board Room, Government Center, 571 County Road A, Green Lake, WI. The requirements of the open meeting law were certified as being met. The Pledge of Allegiance was recited.

Present: Jack Meyers
Dave Richter
Harley Reabe
Paul Schwandt
Michael Starshak

Also Present: Marge Bostelmann, County Clerk
Joy Waterbury, Supervisor
Amy Brooks, Highway
Mark Putzke, Chief Deputy
Jeanne Theune, Child Support
Dawn Klockow, Corporation Counsel
Deb Pagel via Phone
Al Shute, LUPZ
Sheriff Podoll
Tony Daley

AGENDA

Motion/second (Richter/Reabe) to approve the amended agenda. Motion carried.

PUBLIC COMMENTS – None

CORRESPONDENCE – None

DISCUSSION AND ACTION ON OPRGANIZATIONAL ASSESSMENT – DEB PAGEL, SCHENCK

Pagel appeared by phone to discussed the organizational assessment. The Committee asked for clarification on some points. Pagel answered questions and provided background into the report. Pagel will clarify the report based on the questions asked and then send a final report for the County Board meeting on December 15th. The structure of how a county administrator would function within the entire organization was discussed. The need for a strategic plan was discussed. Pagel explained what a strategic plan is and the process to develop a plan. Discussion held.

Richter suggested the Committee make a recommendation to the County Board as to how to implement the plan.

Motion/second(Richter/Reabe) to recommend to the County Board to separate the administrative coordinator position from the county clerk position; establish a county administrator position rather than an administrative coordinator position, create a job description for the county administrator position and pursue hiring a county administrator.
Discussion held.

Motion carried, 3 ayes, 2 nays (Schwandt and Starshak).

REQUEST FROM SCHENCK FOR ADDITIONAL FUNDING FOR ORGANIZATIONAL ASSESSMENT DUE TO ADDITIONAL ACCOMMODATING GREEN LAKE COUNTY EMPLOYEE SCHEDULES

Pagel explained that travel expenses of additional trips caused the cost of the project to go over budget. The 25% for travel and expenses was removed from the original proposal when the project was adopted. Discussion was held.

Motion/second(Reabe/Starshak) to recommend approval to the County Board for Pagel's request to provide the additional funds of \$3,000 for expenses. Motion failed, 0 ayes, 5 nays.

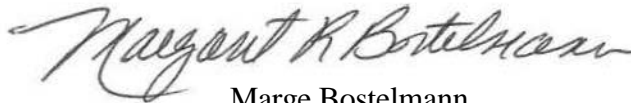
COMMITTEE DISCUSSION

Future Meeting Date: February 1, 2016
Future Agenda Items for action and discussion:

ADJOURNMENT

Motion/second (Starshak/Richter) to adjourn at 6:48 PM. Motion carried.

Submitted by,



Marge Bostelmann
County Clerk

Central Wisconsin Health & Economic Development Summit

Summary Report



Submitted by Forward Community Investments to
the Central Wisconsin Health Partnership

October 2015



2045 Atwood Ave, Ste 101A
Madison, WI 53704

608.257.3863

www.forwardci.org



Central Wisconsin Health & Economic Development Summit Overview

In 2015, the Central Wisconsin Health Partnership (CWHP) convened partners to plan and host a Health and Economic Development Summit for the six counties of the Central Sands agricultural region of Wisconsin: Adams, Green Lake, Juneau, Marquette, Waupaca, and Waushara. The purpose of this Summit was to catalyze collaboration towards the development of regional strategies to improve the health and vitality of rural communities in Central Wisconsin (WI).

From the onset, the Summit presented an opportunity for regional partnership. The Central Wisconsin Health Partnership (CWHP) engaged partners from all six counties, with over 55 individuals contributing to the Summit's development and implementation. Acknowledgments and a full list of Summit Planning Committee member organizations are included as Appendices A and B, respectively.

As a result of these planning efforts, 155 people registered to attend the day long Summit on August 11, 2015 in Green Lake, WI. Participants from across the six counties represented a broad cross-section of stakeholder groups from the public, private, and community sectors. There were opportunities for networking and dialog with other attendees in breakout sessions organized by county and by issue area (community development, transportation, workforce development, business development, behavioral/mental health, and sustainability).

This report provides an overview of the Summit, key discussion highlights and regional themes, and concludes with recommended next steps.



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Key Highlights

- 155 stakeholders registered to attend the Summit, with representatives from all six counties and a breadth of public, private, and community sectors.
- Across all sessions, the most common regional theme was workforce development, with a focus on linkages from education and skill building to jobs, regional economic development, and attention to early childhood support and lifelong learning.
- The main regional themes also included family and community development, and transportation and communication connectivity.
- While collaboration was identified as an asset for the region, there was a recognized need for better engagement, communication, aligned vision, and regional partnership.



Summit Sectors

There were 155 Summit registrants, including representatives from government (e.g., local, state, and federal elected officials) and other public administration agencies (e.g., public health, courts, planning, and economic development) (41 percent), health care and social assistance services (e.g., hospitals, clinics, Community Action Programs, food banks) (26 percent), and educational services (e.g., early childhood, K through 12, post-secondary education systems, UW-extension) (14 percent), among other sectors (Table 1).^{1,2,3} In many cases, participants attended both as a sector representative and as a community member. Seven percent of registrants attended as a community member only or as an observer, without representing an industry sector.

Sectoral participation was broad, and can continue to expand.

Identifying industry sectors with lower or no Summit representation will be useful to further outreach efforts and partnership. These sectors include utilities (3 percent); finance and insurance (3 percent); agriculture, forestry, fishing, and hunting (1 percent); manufacturing (1 percent); as well as mining; construction; wholesale trade; retail trade; transportation and warehousing; information; real estate rental and leasing; professional, scientific, and technical services; management of companies and enterprises; administrative and support and waste management and remediation services; arts, entertainment, and recreation; and accommodation and food services.

Table 1. Industry Sectors Represented Among Summit Registrants (n=155)

Percent of Summit Registrants	Industry Sector	
41 %	Public Administration (includes elected officials)	
26 %	Health Care and Social Assistance	
14 %	Educational Services	
7 %	No Sector ⁴	
Expand outreach to these and other sectors	< 5 %	Other Services (except Public Administration)
	< 5 %	Utilities
	< 5 %	Finance and Insurance
	< 5 %	Agriculture, Forestry, Fishing, and Hunting
	< 5 %	Manufacturing
	< 5 %	Multisector

1 North American Industry Classification System (NAICS).

History of the NAICS Code. <http://www.naics.com/history-naics-code/> Accessed October 2015.

2 United States Census Bureau. North American Industry Classification System.

<http://www.census.gov/eos/www/naics/> Accessed October 2015.

3 Note that some individuals may have registered but not attended.

4 “No Sector” refers to those who attended only as a community member or as an observer, without sectoral representation.



Summit Counties

Among Summit registrants, there was broad representation across all counties (Figure 1), with each county represented by at least a quarter of participants. Summit registration data reveal that regional work is already taking place. Nearly forty percent of registrants were from agencies serving more than one county in the region (39 percent), including many already working region-wide (14 percent) (n=140). A map of the six counties of the Central Sands region is shown in Figure 2.

Nearly 40%
of Summit registrant
agencies serve more
than one county

Figure 1. County Representation among Summit Registrants (n=140)^{5,6}

Each county was represented by at least a quarter of participants.

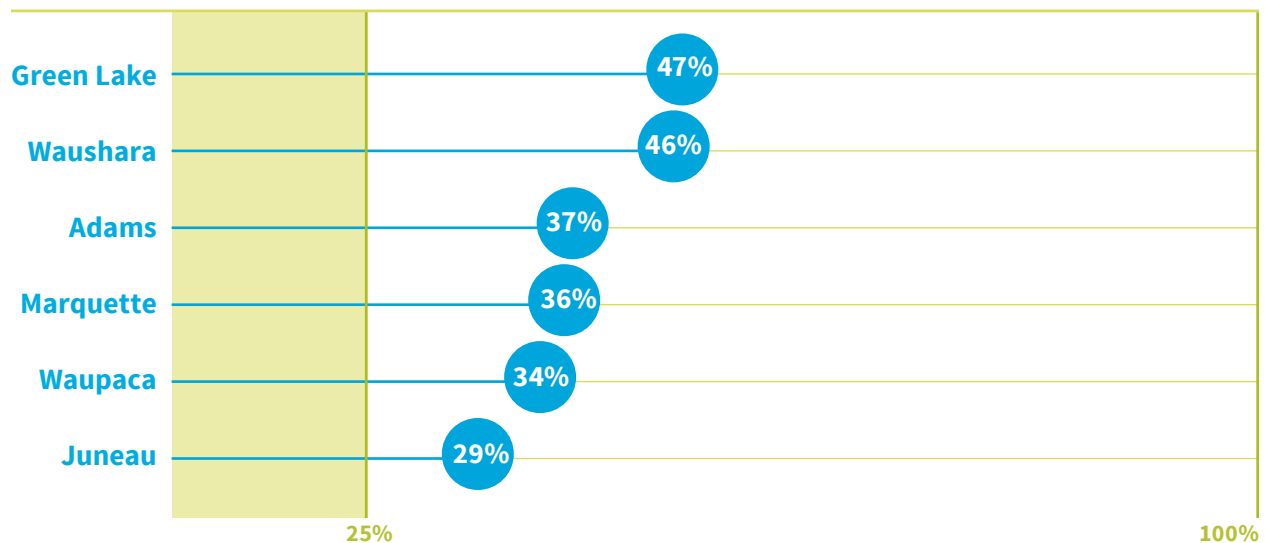
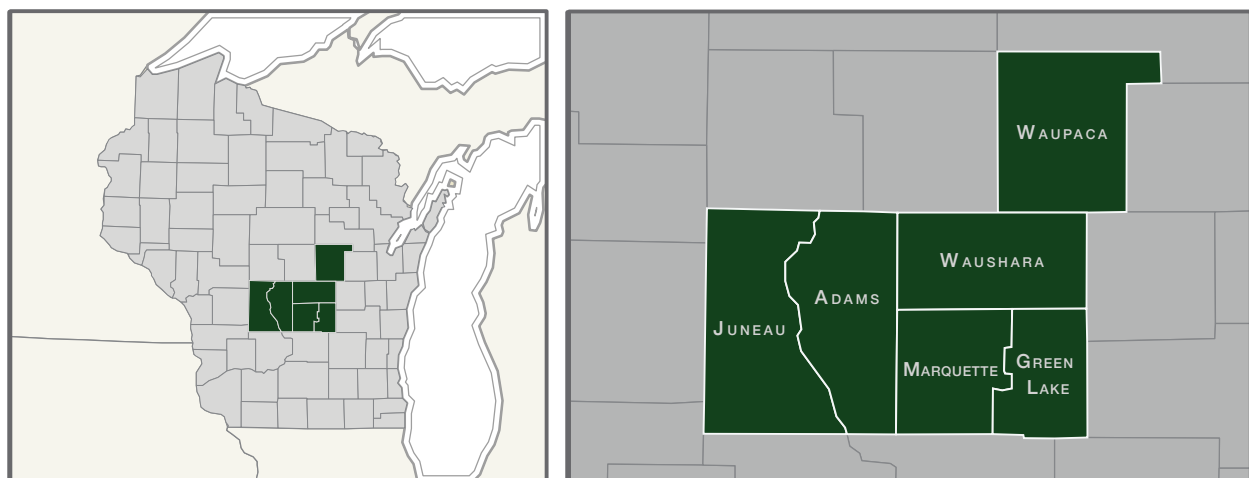


Figure 2. Six Counties of the Central Sands Region in Wisconsin



5 In many cases, Summit registrants represented more than one county so percentages across counties will not sum to 100.

6 Not all registrants indicated their county. These data were missing data for 15 registrants.



Summit Format

The Summit breakout sessions used a World Café format, where a table host facilitated small group conversations with the aim of eliciting genuine input and broad perspectives.⁷ The final take-aways, referred to as “aha’s,” were shared together as a large group. At the Summit, these breakout sessions were organized by county and by issue area.

County Breakout Sessions

In the morning, attendees met by county to discuss the greatest needs in their communities and strategies to address those needs.

Issue Area Conversations

The afternoon focus was regional with participants selecting one of six issue area conversations to consider: “*How can we build communities that better support stable and resilient families and a vibrant economy?*” The issue areas included:

- Community and Family Development;
- Connectivity: Transportation and Communication;
- Workforce Development and Education;
- Industry and Business Development;
- Behavioral Health, Mental Health, and Substance Use; and
- Funding and Sustainability.

These sessions aimed to identify and document shared concerns in the region. The themes from these conversations are detailed in the next section and will lay the foundation for building a collective impact approach to address issues of interest in Central Wisconsin. The collective impact framework may prove particularly useful given limited resources in the region and its focus on leveraging assets and aligning efforts to maximize impact.

What are the key elements of Collective Impact?⁸

- *Common agenda*
 - *Shared measurement*
 - *Mutually reinforcing activities*
 - *Backbone support*
 - *Continuous communication*
-

7 The World Café. “The World Café Method” <http://www.theworldcafe.com/key-concepts-resources/world-cafe-method/> (Accessed September 2015).

8 Kania, John and Mark Kramer. “Collective Impact” Stanford Social Innovation Review. Winter 2011. http://ssir.org/articles/entry/collective_impact/ (Accessed September 2015).



Summit Themes

The key themes that emerged from Summit conversations and were echoed across all counties include workforce development, family and community development, transportation and communication connectivity, and the overarching theme of collaboration.⁹ This section provides an overview of the findings and detailed discussions of each theme. *Additional Themes* – ideas of note but not prioritized across counties – concludes the section. Alignment in the region will center on further integration and partnership around each of these themes moving forward to leverage assets for collective impact.

Summit Theme Overview

Workforce Development

There is momentum to support workforce development with better linkages from education and skill building to living wage jobs, regional economic development, and attention to early childhood support and lifelong learning.

Family and Community Development

Summit stakeholders can move toward the development of shared goals that support families, engage community partners, provide a means of social connectedness, create opportunities to stay in the community across generations, and build a sense of both place and purpose.

Transportation and Communication Connectivity

To better connect rural residents, regional workgroups can identify and develop inclusive, non-restrictive transportation options, document and market the transportation options that do exist, and increase broadband and cellular access.

Collaboration

The collaborative nature of the region was identified as an asset, alongside the need for better engagement, communication, aligned vision, and regional partnership.

⁹ Note that to some extent there is overlap across and between themes. For example, employment options for many are limited by child care and transportation accessibility (including both affordability and availability). As such, the overarching theme of collaboration provides a framework to support linkages of these issues.



Workforce Development

The regional economy and related education and employment opportunities are of utmost concern to Summit stakeholders. In a survey completed before the Summit, the greatest number of respondents identified economic development (including jobs and increased wages) as the issue needing the most attention moving forward. To put this in context, these six contiguous central Wisconsin counties are among the poorest in the state, with an average per-capita income of \$23,500. Workforce development was confirmed as a priority during the Summit, where it emerged as the most common theme across all county and issue area sessions.

Link education, skill development, and employment

Throughout the day, there was a strong emphasis on aligning education, skill development, and employment for the region. Many suggested connecting high schools to local industry, technology, trades, and business, as well as to Community Action Program (CAP) agencies. Through these relationships, youth may learn about options available to them before graduation and gain relevant experience, and employers can learn more about what youth need and want as they enter the workforce. By providing opportunities for mentorship, learning, and entrepreneurship for youth, these partnerships can help youth build a sense of connectedness, purpose, self-esteem, and an awareness of local employment options. Summit attendees noted the importance of training for the jobs that are available and graduating employable youth, while also recognizing the dynamic nature of the job market and the ongoing need to retrain as the jobs available in the community shift over time.

Rural Poverty Initiative

The Wisconsin Department of Children and Families recently identified rural poverty as a priority goal. The Rural Poverty Initiative, led by the Department will develop a transitional jobs program through public/private partnerships to assist those unemployed long-term and those with the greatest barriers to employment in the 16 counties, including Juneau and Adams, with the highest percent of rural residents in poverty.

Consider options for regional economic development

Session participants described the importance of strengthening the regional economy and supporting economic stability. In particular attendees described the need to grow jobs within the community, attract businesses, ensure workers were paid a living wage, support local entrepreneurs, keep investments local, and again provide educational opportunities so that those living in the region are trained for available jobs. The need for broadband internet access and transportation to employment was also noted, and is highlighted in greater detail in the subsection on *Transportation and Communication Connectivity*. In addition, the Rural Poverty Initiative presents an opportunity to connect these regional concerns with state poverty alleviation efforts (see Rural Poverty Initiative text box).

Incorporate early childhood systems, provide options for quality child care, and foster lifelong learning

Across county sessions, participants described the importance of intergenerational and lifelong learning. This includes early intervention to support school readiness, engaging family members and encouraging involvement in their child's education, and opportunities for adult education (e.g., financial literacy). As one attendee explained, "workforce development starts at home." In addition, the availability and affordability of child care options can be a barrier to employment for many and there is need for quality, accessible child care that nurtures child development.



Family and Community Development

Across county and issue area conversations, Summit participants recognized support for families and community collaboration as priority focus areas. Many of these conversations noted the importance of building intergenerational relationships and fostering a sense of both place and purpose in order to connect residents of all ages to possibilities and opportunities in Central Wisconsin.

Provide support for families

Building on the central theme of family support, attendees of the afternoon *Family and Community Development* session detailed strategies to better support stable and resilient families in the region. Primary suggestions included connecting families to existing services; providing child care options, leave time, and family-friendly worksite policies; forming parent or family support groups; and empowering families with both capacity building strategies (e.g., tools, access, and programs) and leadership opportunities.¹⁰

Engage all partners through community collaboration

Summit sessions noted the importance of connecting as a whole community and building broad community collaboration. As the Green Lake session highlighted, this work “requires partnership of all parts of the community.” Through community connections, residents can build understanding and develop common goals and solutions. Specific examples emphasized include engaging schools, businesses, and county services; hosting community and parent cafes; and developing shared learning events that bring together parents, community leaders, and local organizational leadership.

Build intergenerational connections with opportunities for residents across the lifespan

Not only do data show that the aging population of the region is increasing over time but opportunities for young families remain limited. Those in the Waupaca session described the need to “build a community that [youth] will want to come back to after high school and college, including well-paying jobs, cultural activities, and recreation.” By connecting generations, assets that exist within this demographic shift can be realized and social connectedness improved. For example, older residents have a wealth of experience and knowledge and can serve as mentors and volunteers to support younger families. In addition, there is a growing economy around elderly and nursing care that may create new employment opportunities for younger residents.

Foster a sense of both place and purpose

Attendees recognized the need for residents to establish connectedness to each other, the local geography, and the surrounding social service environment. There was a strong emphasis on supporting local identity formation, developing skills, and nurturing a sense of belonging so that young residents would feel grounded locally. The Green Lake session suggested the formation of parent and youth leadership teams to engage the family in developing youth as leaders and stakeholders in the community so that their sense of connection and responsibility takes root.

¹⁰ Other suggestions such as developing skill enhancement opportunities and improved transportation networks are detailed further in the respective sections on *Workforce Development* and *Transportation and Communication Connectivity*.



Transportation and Communication Connectivity

Across all county breakout sessions, participants identified the lack of transportation options as an area of need. Participants highlighted not only the necessity of transportation in order to access jobs, health care, food, and support networks, but also the relationship between this connectivity and a sense of community. As one attendee explained,

“We are one hour from everything - which may imply ‘go somewhere else to shop, play, and be social.’ What does this do to our community?”

The relationship between business and transportation was also emphasized, with some expressing concern for workers challenged to sustain employment with limited transportation options, and others noting that regional business could grow by improving or making better use of transportation services.

“Transportation relates to everything.”

–Marquette County stakeholder

Given the resonance of the connectivity theme across counties, key take-aways and strategies from the afternoon session on *Connectivity: Transportation and Communication* are described here:

Develop transportation options without access restrictions

There was broad consensus in this session that developing inclusive, rather than exclusive, transportation options that could be utilized by anyone is a priority. Many of the existing services are restricted and not open to everyone for any purpose (e.g., restrictions by age or affiliation), even though there is need throughout the community.

Inventory and publicize existing transportation resources

All groups from this session highlighted the importance of greater documentation, awareness, and communication of existing services. Once resources are inventoried, a promising strategy suggested would be to consider the multi-use possibilities of existing vehicles such as school buses and vans, and the potential of public/private partnerships to expand access to existing resources.

Increase broadband/cellular access

In addition to the need for transportation connectivity, the afternoon session described the importance of communications connectivity, including cellular and broadband access. This theme was emphasized in some, but not all of the county conversations from the morning.

Some additional strategies proposed in the *Connectivity* session included engaging a regional mobility manager to help create a coordinated response to the transportation needs common across the region, promoting bicycling options (e.g., paths, trails, safety considerations), and adapting innovative solutions to rural areas (e.g., Vanpools, Uber, Lyft, bussing system, regional transportation network).



Collaboration

Across county and issue area conversations, Summit participants noted the importance of collaboration and partnership, specifically highlighting the need for inclusive engagement, improved communication, common vision, and regional partnerships. The collaborative nature of the region was identified as an asset, but the need for a broader more aligned partnership was noted. There is a desire to form collaborative partnerships across generations, agencies, sectors, and counties.

Expand inclusive engagement

Throughout sessions, Summit participants emphasized the need to bring more stakeholders to the table (e.g., individuals directly affected by social services, youth, and low-income families). Attendees described community buy-in and leadership as essential, and noted that efforts for greater inclusivity must reach those not typically engaged and populations underserved by traditional social service models. As one session attendee stated, “We are not as inclusive as we think.”

“Everyone [can be] included in the process. Invite those who may not view themselves as stakeholders.”

–Green Lake County stakeholder

Improve communication

Participants also described the need for better communication to support collaboration. This includes sharing information and ideas, creating open lines of communication, and treating each other with “total respect” and “non-judgement.”

Develop a common vision

To further collective impact efforts, regional stakeholders identified the need for a common vision that is cross-cutting, aligns goals across counties, and coordinates efforts around the same issue or focus area. With a shared purpose and collective problem solving, there can be targeted impact and shared successes.

Explore regional partnership possibilities

Stakeholders across counties described the possibility and potential of regional partnership, particularly around transportation. While some existing regional partnerships were noted, especially related to health and wellness, Summit participants recommended further partnership and better alignment of goals across counties.

Additional Themes

Other themes that surfaced in some, but not all, county conversations, as well as many of the issue area sessions, include the need for improved food security, affordable housing, and better support for mental health and substance use.¹¹ Several counties also highlighted the need to recognize existing natural resources as assets, and consider the opportunities these resources present for tourism and recreation.

¹¹ To further regional work, this report focuses on the most common themes across all county conversations. Although not detailed here, behavioral health – including mental health and substance use – was explored in depth during one of the afternoon issue area conversations. Notes from this issue area conversation, as well as the others (e.g., sustainability) will be available on the CWHP website later this year. www.cwhpartnership.org



Recommended Next Steps

The Summit served as a catalyst to bring diverse agencies and community members together across the six counties: Adams, Green Lake, Juneau, Marquette, Waupaca, and Waushara. CWHP partnered with Forward Community Investments (FCI), a Community Development Financial Institution serving Wisconsin, to support the facilitation of the Summit, with a focus on using collective impact as a model for collaborative partnerships across the six counties and core issues. As emphasized by Summit participants, regional collaboration and system coordination are a necessity to further this work. The following initiatives would build on the momentum from this Summit and maximize the collective impact of participants' efforts across the Central Wisconsin region.

Identify backbone support

CWHP and the Summit Planning Committee members will lead efforts to identify and develop a backbone organization. The aim will be to establish independent, dedicated staff that can mobilize and support ongoing regional strategy efforts.

Convene post Summit workgroups

In consultation with FCI, the CWHP and the Summit Planning Committee will review Summit evaluation materials (pre- and post- survey responses), as well as the highlights and regional themes from the Summit to identify one or two issue areas where there is strong stakeholder interest to address as a region. Stakeholders will convene as workgroups around these initial focus areas and develop a plan for coordinated action.

Encourage further participation across sectors and consider collaboration strategies

The most common regional theme from this Summit, workforce development, is particularly relevant across industry sectors. Data in this report show the need to further outreach to sectors such as agriculture and trade, among many others. Alongside this outreach, it is recommended to consider the collaboration strategies identified by Summit attendees, as noted in this report.

Create opportunities for continuous communication

To facilitate ongoing collaboration, CWHP and the Summit Planning Committee will connect with Summit participants who indicated interest in further involvement, identify avenues for ongoing communication, and create opportunities for participation of diverse stakeholders. Further development and management of a communication system may be a role for the future backbone organization.

Begin identifying data that can be used to track progress

Establishing common goals and developing a system of shared measurement to assess progress towards those goals is a possible long-term endeavor for the region. Initial steps can be taken to help monitor and assess progress of collaborative efforts thus far. These steps may include identifying relevant data and existing data sources.



Incorporate a broad approach to sustainability.

Sustainability is a necessary post-Summit consideration. For example, it may be helpful for stakeholders to inventory, maximize, and leverage funding and resources. Not only are resources important, but shared purpose and community buy-in, as identified by Summit participants, are key for the sustainability of collaborative efforts.

Once these initiatives are established, a collective impact framework may provide a foundation for creating a common or shared agenda, supporting mutually reinforcing activities across the region, and developing meaningful outcomes and data. Applying this framework, regional stakeholders can work together to define and achieve shared success.

Join this Effort!

Interested in learning more?

Please visit our website at www.cwhpartnership.org

If you would like to get involved and contribute to the next steps of this regional work, please contact the co-chair of CWHP, Sarah Grosshuesch, by phone or email:

Sarah Grosshuesch

Sarah.Grosshuesch@co.adams.wi.us
(608)-339-4505.



Appendix A: Acknowledgements

We would like to thank the participants of the 2015 Central Wisconsin Health and Economic Development Summit. The ideas shared during engaged conversations at this Summit form the foundation for the summarized themes presented in this report. The work of CWHP, FCI, and all the agencies that contributed as Summit Planning Committee Members (Appendix B) brought together stakeholders from diverse sectors across counties. The skilled facilitation and note-taking from local and regional leaders made these conversations possible. This report was prepared by FCI with contributions from Sarah Grosshuesch, Public Health Officer of Adams County Health and Human Services Department. Many thanks to all the agencies, organizations, community members, and individuals who have made this regional work possible.



Appendix B: Summit Planning Committee Members

More than 55 individuals from organizations representing all six Central Wisconsin counties participated as part of the Summit Planning Committee. This committee represented local business leaders, cooperative organizations, school districts, regional planning, economic and community development, health systems, University Extension, Community Action Agencies, Workforce Development Boards, local Chambers of Commerce, the Wisconsin Department of Children and Families, the Wisconsin Department of Workforce Development, the University of Wisconsin (UW) - Madison School of Medicine and Public Health, and the UW - Oshkosh College of Education and Human Services.

Summit Planning Committee Members

Adams County Board	Juneau County Economic Development Corporation
Adams County- CESA 5	Juneau County Public Health Department
Adams County Chamber of Commerce & Tourism	Juneau County, UW-Extension
Adams County Health and Human Services	Marquette County Department of Human Services
Adams County Promise Neighborhood	Marquette County Tourism and Visitors Bureau
Adams County Rural & Industrial Development Commission	Marquette County, UW-Extension
Adams County, UW-Extension	Mauston School District
Adams-Columbia Electric Cooperative	Rural Wisconsin Health Cooperative
Adams-Friendship Area Schools	Tri-County Economic Development
ADVOCAP	UW-Madison, Applied Population Lab, Department of Community and Environmental Sociology
CAP Services	UW-Madison, Population Health Institute and School of Medicine and Public Health
Central Wisconsin Community Action Council	UW-Extension, Cooperative Extension, Family Living Programs
Community Health Network	UW-Oshkosh, College of Education and Human Services
East Central Wisconsin Regional Planning Commission	Waupaca County Department of Health and Human Services
Family Health / La Clinica	Waupaca County, UW-Extension
Forward Community Investments	Waushara County Department of Human Services
Fox Valley Workforce Development Board	Waushara County Health Department
Green Lake Department of Health and Human Services	Waushara County, UW-Extension
Green Lake County, UW-Extension	
Juneau County Department of Human Services	



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RESOLUTION NUMBER 18 - 2015

Relating to Creating a Green Lake County Fatality Review Team

The County Board of Supervisors of Green Lake County, Green Lake Wisconsin, duly assembled at its regular meeting begun on the 15th day of December, 2015, does resolve as follows:

WHEREAS, many Wisconsin children die each year from preventable deaths; and

WHEREAS, for every one child that dies significantly more are treated in emergency rooms and hospitalized for serious injuries; and

WHEREAS, local Child Death Review Teams provide the opportunity to review the circumstances and risk factors surrounding the death of a child or other reported deaths, to identify trends and assist in prevention strategies to decrease the chances of further deaths or serious injuries; and

WHEREAS, local Child Death Review Teams allow each county to review deaths in a timely manner through an established system involving local agencies and community members who are familiar with the facts of the case; and

WHEREAS, local Child Death Review Teams are encouraged to use the National Center for Child Death Review's guidelines and review process to ensure consistency and continuity of information gathering; and

NOW, THEREFORE, BE IT RESOLVED that the Green Lake County County Board of Supervisors acknowledges and recognizes the formation of a Death Review Team for Green Lake County that will include membership from law enforcement agencies, health and human services, area school district representatives, and the district attorney and will be led by Green Lake County Coroner's Office.

Fiscal Note: There is no Fiscal Impact

Roll Call on Resolution No. 18 – 2015

Aye____, Nay____, Absent____, Abstain____

Passed & Adopted/Rejected this _____
day of _____, 2015

County Board Chairman

Attest: County Clerk
Approved as to Form:

Corporation Counsel

Submitted by Judicial/Law Enforcement
& Emergency Management Committee

Gene Thom

/s/ Sue Wendt

Sue Wendt

Debra Schubert

Michael Starshak



**GREEN LAKE COUNTY
OFFICE OF THE CORONER**

Amanda Thoma, Coroner

Office: 920-294-4040 ext. 1229

November 12, 2015

Green Lake County
County Board of Supervisors

RE: Fatality Review Team

Dear County Board Supervisors:

Below is a brief explanation of a Fatality Review Team, also known as a Child Death Review Team and its purpose:

The purpose of a child death review team is to conduct a thorough review of all preventable child deaths in order to better understand how and why children die and to take action to prevent other deaths. When a child dies, it not only affects the family, it affects the entire community. Questions arise as to how the death occurred and if it could have been prevented. Child death review teams recognize and honors each child that has died. It remembers them all which lets us see why our children are dying and what we as a community can do to prevent further deaths.

“A measure of society’s worth is how well it cares for its most vulnerable members. Our children are both our most vulnerable individuals and our future.” –William H. Perloff, M.D.

Green Lake County Fatality Review Team will be reviewing all child deaths (age 19 and under) to see if any education or prevention can be established. Green Lake County Fatality Review Team will also take note on adult deaths (age 19 and over) to allow for review if circumstances surrounding the death are preventable.

Thank you,

AMANDA THOMA
Coroner

RESOLUTION NUMBER 19-2015

Relating to County Employees 2016 Wages

The County Board of Supervisors of Green Lake County, Green Lake, Wisconsin, duly assembled at its regular meeting begun on the 15th day of December 2015, does resolve as follows:

WHEREAS, Green Lake County Board of Supervisors approved and accepted the wage study and compensation structure and salary ranges for county employees on November 12th, 2013; and

WHEREAS, in accordance with the approved wage compensation structure, employees below market range receive step increases in 2.5% increments as defined in the compensation structure to advance to market range over time; and

WHEREAS, the Personnel Committee proposes a wage increase for employees above market range at an increment of 1%;

NOW THEREFORE BE IT RESOLVED that the Green Lake County Board of Supervisors approves the 2016 wage increases for county employees as approved in the wage compensation structure and at an increment of 1% for employees above market range.

2016 Fiscal Note: \$130,807.84

Roll Call on Resolution No. 19-2015

Submitted by Personnel Committee:

Ayes , Nays , Absent , Abstain

Passed and Adopted/Rejected this 15th day of December 2015

Joe Gonyo, Chair

/s/ Sue Wendt
Sue Wendt, Vice Chair

/s/ Harley Reabe
Harley Reabe
/s/ Paul Schwandt

County Board Chairman

Paul Schwandt

ATTEST: County Clerk
Approve as to Form:

/s/ Dawn N. Klockow
Corporation Counsel

/s/ Maureen Schweder
Maureen Schweder

RESOLUTION NO. 20-2015

Relating to Committed Funds for 2016 As Required by GASB #54

The County Board of Supervisors of Green Lake County, Green Lake Wisconsin, duly assembled at its regular meeting begun on the 15th day of December, 2015, does resolve as follows:

WHEREAS, Green Lake County is required by the Governmental Accounting Standards Board (GASB) as outlined in *GASB #54 Fund Balance Reporting and Governmental Fund Type Definitions*, to classify governmental fund balances and establish conditions for spending any stabilization arrangements by December 31, 2015;

NOW, BE IT RESOLVED that the Green Lake County Board of Supervisors does hereby establish the committed funds listed below to be in place from January 1, 2016 until such a time as a change is made by resolution of the Green Lake County Board.

BE IT FURTHER RESOLVED, that the amounts designated for each committed fund listed below will be determined in February of 2016 by the Finance Committee.

Roll Call on Resolution No. 20-2015

Submitted by Finance Committee:

Ayes , Nays , Absent , Abstain

/s/ Harley Reabe
Harley Reabe, Chairman

Passed and Adopted/Rejected this 15th day of December 2015.

Ben Moderow

County Board Chairman

/s/ Debra A. Schubert
Debra Schubert

ATTEST: County Clerk
Approve as to Form:

/s/ Jack Meyers
Jack Meyers

/s/ Dawn N. Klockow

Corporation Counsel

/s/ Joanne Guden
Joanne Guden

SECTION 1 – GENERAL FUND COMMITTED FUNDS

<u>Fund</u>	<u>Purpose</u>	<u>Revenue Source</u>
<u>Judicial Law</u>		
Radio Infrastructure Maintenance	Radio Infrastructure	Tax levy
Clerk of Courts Jury Expense	Unexpected jury expenses	Tax levy
DA Symposium	DA Symposium expenses	Balance of registration fees
DA Computer Forensic Examiner Training	Training/equipment for Forensic Examiner	LE agency contribution
Expert Witness	Payment to prosecution experts	Tax levy
Prosecution Services	Expenses for special prosecutors, intern payments	Tax levy
Circuit Ct Ctroom Upgrade	Courtroom upgrades	Tax levy
Boat, Snowmobile, ATV Related	Purchase new boat, snowmobile and ATV	Grant & Tax levy
Squads/Squad Equipment and Officer Equipment	Purchase new squads & equipment	Tax levy
Taser Donations	Purchase replacement Tasers	Donations
Defibrillator Outlay	Purchase supplies and replacements –Defibs	Donations
CTU Replacement Vehicle & Equip	Replace CTU vehicle & equipment	Property Seizure
Emergency Medical Dispatching	Purchase & maintain EMD program materials	Donations
Anti-Drug Program	Replace undercover vehicles & body wire	Tax levy/donations
General Salaries	Emergency Situations	Tax levy
Staff Development	Offset MCA & other training costs	Tax levy
Jail Capital Equipment, Repair and Maintenance, Salaries, Small items of equipment, Radio and Jail Maintenance Contracts	Upgrade & replace Sheriff’s Office & Jail Equipment	Tax levy
Inmate Meals	Inmate meal costs	Tax levy
Juvenile Board	Juvenile Board	Tax levy

Inmate Recidivism Reduction Program Donations, Excess Board Revenue & Balance of Board Exp.	Inmate education, counseling & programs	Donations
Crime Prevention Programs	Program funding (Triad, County Fair, Safety Day, Crime Stoppers, LIFE	Donations
*K9 Donations Donations	K9 initial and ongoing expenses	
Vehicle Maintenance	Vehicle Maintenance	Tax levy
Storage and Towing	Storage and Towing	Tax levy
<u>Personnel</u>		
Labor Law Issues/HR Programs	Labor/HR Projects	Tax levy
<u>Economic Development Corp</u>		
Economic Dev Corp	EDC expenses	Tax levy
<u>Land Conservation</u>		
LC Conservation Fund	Land & water plan directive	Tax levy
LC Lake & River Fund	Implementation funding for lake And rivers	Tax levy
LC Clean Sweep	Clean Sweep activities	Tax levy
LC Truck	Vehicle purchase	Tax levy
<u>IT</u>		
IT	Uninterruptable power supplies	Tax levy
<u>Health & Human Services</u>		
Veterans Donations	Veteran's Service Office donations	Donations
<u>Ag, Fair & Ext.</u>		
Fair Donations	Purchase fair supplies, entertainment & Improvements	Donations
UWEX Program Donations	UWEX programs	Donations
UWEX Capital Equipment	Purchase Equipment	Tax levy
<u>Administrative</u>		
County Clerk Election	Offset increased expenses due to additional election every other year	Tax levy
Treasurer Folding Machine	Purchase of Folding Machine	Tax levy
<u>Property & Insurance</u>		
911	Upgrade 911 equipment	Tax levy

911 User Fee	County cost for 911	Tax levy
Copy Machine	Copy machines for all departments	Tax levy
Loss Control	Loss control purchases	Tax levy
Maintenance ADA/Security	Security/ADA purchases	Tax levy
Maint Capital Improvements	Purchases for building	Tax levy
Maint Capital Equipment	Purchase equipment	Tax Levy
Parks Project	Upgrade parks & equipment	Tax levy
Boat Launch Projects	Maintain and improve boat launches	Boat launch permit fees
Parks Donations	Donations for parks	Donations
Sale of Recycled Material	Sale of scrap material	Sale of Scrap
*Capital Outlay/Capital Projects	Building maintenance, upkeep and replacement	Tax levy
<u>Planning & Zoning</u>		
Code Enforcement	Purchase vehicles	Tax levy
Vehicle Purchase		
Professional Services	Develop project to maintain & identify government survey corners & comprehensive plan update & GIS updates	Tax levy

SECTION 2 – SPECIAL REVENUE FUND COMMITTED FUNDS

Health & Human Services

HHS Donations	Program donations	Donations
Economic Support W-2	Special needs programs	Incentive grants
FRI Vehicle Outlay	Purchase vehicles	Tax levy
FRI Building Maintenance	Building improvements/maint.	Tax levy

*New for 2016

ORDINANCE NO. 1130 -2015

**Relating to Ordinance amending the Code of Green Lake County
Chapter 103 Animals**

The County Board of Supervisors of Green Lake County, Green Lake, Wisconsin, duly assembled at its regular meeting begun on the 15th day of December, 2015, does ordain as follows:

Chapter 103 Animals Article III "Restricted Animals" be created to restrict the keeping of certain animals.

See attached language for proposed amendments.

2015 Fiscal Note: _____

All other aspects and portions of Chapter §103 not affected by this Ordinance remain in full force and effect.

Effective upon passage and publication

Roll Call on Ordinance No. 1130-2015

Submitted by Judicial/Law Enforcement Committee.
Recommended for approval by Judicial/Law Enforcement Committee.

Ayes __, Nays __, Absent __, Abstain __

Passed and Enacted/Rejected this __ Day of _____, 2015

Gene Thom, Chair
/s/ Sue Wendt

Sue Wendt, Vice-Chair

County Board Chairman

Debra Schubert

ATTEST: County Clerk
Approve as to Form:

Michael Starshak

/s/ Dawn N. Klockow

Corporation Counsel

Chapter 103. Animals

Article III. Restricted Animals

§103-27. Definitions.

As used in this article, the following terms shall have the meanings indicated:

ANIMAL

Means any mammal (excluding humans), bird, reptile, amphibian, mollusk, or arthropod or any egg of any bird, reptile, amphibian, mollusk or arthropod.

ANIMAL WITH VICIOUS OR DANGEROUS PROPENSITIES

(A) Means any animal that when unprovoked bites, injures, kills, or attacks a human being or domestic animal on either public or private property.

(B) The following are exceptions to the definition of a “vicious animal”

- a. No animal may be declared vicious if death, injury or damage is sustained by a person who, at the time such was sustained, was committing a trespass of the dwelling upon the premises occupied the owner of the animal, or was teasing, tormenting, abusing or assaulting the animal or was committing or attempting to commit a crime or violating or attempting to violate an ordinance which protects person or property.
- b. No animal may be declared vicious if death, injury, or damage was sustained by a domestic animal which, at the time such was sustained, was teasing, tormenting, abusing, or assaulting the animal.
- c. No animal may be declared vicious if the animal was protecting or defending a human being within the immediate vicinity of the animal from an unjustified attack or assault.
- d. No animal may be declared vicious for acts committed by said animal while being utilized by a law enforcement agency for law enforcement purposes while under the control and direction of a law enforcement officer.

DOMESTIC ANIMAL

Means any species that has been selectively bred for hundreds of generations to accept humans or live with humans so as to live and breed in a tame condition, depend

on humankind for survival, and are commonly considered to be domesticated in the United States. Domestic animals include companion animals and livestock.

HARMFUL WILD ANIMAL

Means any other animal designated as a harmful wild animal under Wisconsin Statutes or the Wisconsin Administrative Code, including but not limited to:

- (a) Members of the species *felis concolor* (commonly known as cougars);
- (b) Members of the family *ursidae* (commonly known as bears);
- (c) Wild and feral swine (as defined in Wis. Admin. Code NR §16.11(3)),
- (d) *Anatidae* (the species *anserinae* *Cygnus*, commonly known as mute swans),
- (e) *Canidae*, hybrids of the species *Canis lupus*, *C. Lycaon*, of *C. rufus*, (commonly known as wolves) and the species *Canis familiaris*, domestic dogs, and subsequent generations from such matings. These animals are commonly called wolf-dog hybrids or wolf dogs;

WILD ANIMAL

Means any animal of a wild nature that is normally found in the wild and that is not a domestic animal.

§103-28. Authority.

This ordinance is enacted under the authority contained in §169.43 Wisconsin Statutes.

§103-29 Keeping of certain restricted animals.

- (a) Except as otherwise provided herein, no person within the unincorporated areas of Green Lake County shall own, keep, maintain, harbor, or have in his or her possession, or under his or her control, any wild animal, harmful wild animal, or animal with vicious or dangerous propensities including, but not limited to, any of the following animals :
 - (1) Poisonous or venomous animals and reptiles including snakes that are capable of causing serious injury to humans or other animals;
 - (2) Apes: Chimpanzees (*Pan*); Gibbons (*Hylobates*); Gorillas (*Gorilla*); Orangutans (*Pongo*); and Siamangs (*Symphalangus*);
 - (3) Baboons (*Papoi*, *Mandrillus*);
 - (4) Bears (*Ursidae*);
 - (5) Cheetahs (*Acinonyx jubatus*);
 - (6) Crocodilians (*Crocodylia*);
 - (7) All snakes not indigenous to Wisconsin. Exception: a boa constrictor or ball python up to four (4) feet in length or any other snake which does not exceed three feet in length are allowed;
 - (8) Coyotes (*Canis latrans*);
 - (9) Elephants (*Elephas* and *Loxodonta*);
 - (10) Game cocks and other fighting birds;

- (11) Hippopotami (Hippopotamidae);
- (12) Hyenas (Hyaenidae);
- (13) Jaguars (panther onca);
- (14) Leopards (Panthera pardus);
- (15) Lions (Panthera leo);
- (16) Lynxes (Lynx);
- (17) Monkeys, old world (Ceropithecidae);
- (18) Piranha fish (Characidae) exceeding six inches in length;
- (19) Pumas (Felis concolor); also known as cougars, mountain lions, and panthers;
- (20) Rhinoceroses (Rhinocero tidae);
- (21) Sharks (class Chondrichthyes) exceeding six inches in length;
- (22) Snow leopards (Panthera unicia);
- (23) Tigers (Panthera tigris);
- (24) Wolves (Canis lupus);
- (25) Wolf-dog hybrids;
- (26) Poisonous or venomous biting insects;
- (27) Poisonous tarantula and poisonous or venomous biting spiders;
- (28) Wolverines, fishers, martens, wild Russian boars bobcats or ocelots;
- (29) Any other wild animal not native to Wisconsin and not controlled by game farm licensure;
- (30) Any hybrid or crossbreed of any of the above with a domestic animal.

(b) Any restricted animal listed in §103-29 above, owned, possessed, harbored, kept, or maintained in violation of this section may be impounded and destroyed by the county, or its agents, at the expense of the violator.

- (1) Any law enforcement, humane or public health officer shall have the authority to enforce the provisions of this section, including, but not limited to, seizing any animal that the officer reasonably believes is being possessed, harbored, owned, kept, or maintained in violation of this section.
- (2) Any such animal or creature seized pursuant to this section shall be held in a facility designated by the County until the animal or creature is identified as to genus and species to ascertain if the animal is an endangered species identified as such in the Wisconsin Statutes. At any time after such identification, the county may destroy the animal as provided herein.
- (3) The animal seized shall be impounded. The county may require the appealing party to post bond in an amount sufficient to satisfy the cost of holding and identifying the animal. If it is determined that the animal has been owned, possessed, harbored, kept, or maintained in violation of this section, the costs incurred by the county for impounding, holding, and identifying the animal shall be paid by the violator. Anyone found to be in violation of this section shall, in addition to the penalties provided,

forfeit the prohibited animal to the County for destruction or disposition as deemed proper. Prior to such forfeiture, the county may direct a transfer of the animal to a qualified zoological, educational, or scientific institution or qualified private propagator for safe keeping, with the cost thereof being assessed and paid by the violator.

- (c) This section shall not apply where animals are in the care, custody, or control of: a veterinarian for treatment; agricultural fairs; shows or projects of the 4-H Clubs; a display for judging purposes; an itinerant or transient carnival, circus or other show; dog or cat shows or trials; public or private educational or medical institutions; a department of natural resources licensed animal rehabilitation facility; or licensed pet shops; provided that:
- (1) The location conforms to the provisions of the zoning ordinance of the municipality in which the property is located;
 - (2) All animals and animal quarters are kept in a clean and sanitary condition and so maintained as to eliminate objectionable odors;
 - (3) Animals are maintained in quarters so constructed as to prevent their escape.

§103-30. Enforcement.

- (a) The provisions of this article shall be enforced by the Green Lake County Sheriff, the Green Lake County Department of Public Health, and/or other persons authorized by the Green Lake County Sheriff or the Green Lake County Department of Public Health. This article may be enforced by citation, injunction or civil forfeiture. The Green Lake County Corporation Counsel and District Attorney are also authorized to bring an action to enforce the provisions of this ordinance.
- (b) The Green Lake County Sheriff and those designated by the Sheriff are authorized to catch and impound restricted animals at large with such authorization to include the pursuit of restricted animals upon non-animal owner private property. It shall be a violation of this article to interfere with the law enforcement officer, public health officer or designee, trained individual or Green Lake County Sheriff's Office employee in the performance of their duties.

§103-31. Penalties.

Any person violating any provisions of this article shall, upon conviction thereof, forfeit not less than \$50.00 nor more than \$1,000.00 together with all court costs. If any violation be continuing, each day's violation shall be deemed a separate violation.

ORDINANCE NUMBER 1131-2015

Relating to: Rezone in the Town of Berlin
Owner: William E. & Jeanette M. Krebs

The County Board of Supervisors of Green Lake County, Green Lake, Wisconsin, duly assembled at its regular meeting on the 15th day of December, 2015, does ordain as follows:

That Green Lake County Zoning Ordinance, Chapter 350 as amended, Article IV Zoning Districts (Official Map M-1 Ordinance No. 297-84) as relates to the Town of Berlin, be amended from A-1 Exclusive Agriculture District to A-2 General Agriculture District.

N7545 Forest Ridge Rd, Parcel #002-00651-0000, #002-00652-0000, #002-00652-0200, Part of the NE¼ of Section 34, T17N, R13E, Town of Berlin, ±8.3262 acres. To be determined by Certified Survey Map.

BE IT FURTHER ORDAINED that, in all other respects, said Zoning Ordinance, Chapter 350 as amended, Article IV Zoning Districts (Official Map M-1 Ordinance No. 297-84) be ratified.

Land Use Planning and Zoning Committee Recommends: X Approval Denial

Roll Call on Ordinance 1131-2015

Ayes___, Nays___, Absent___, Abstain___.

Submitted by the Land Use Planning and Zoning Committee:

Passed and Enacted/ Rejected this 15th day of December, 2015.

 /s/ Michael Starshak
Michael Starshak, Chairman

County Board Chairman

 /s/ Ben Moderow
Ben Moderow

ATTEST: County Clerk

 /s/ Harley Reabe
Harley Reabe

Approved as to Form:

 /s/ Rich Slate
Rich Slate

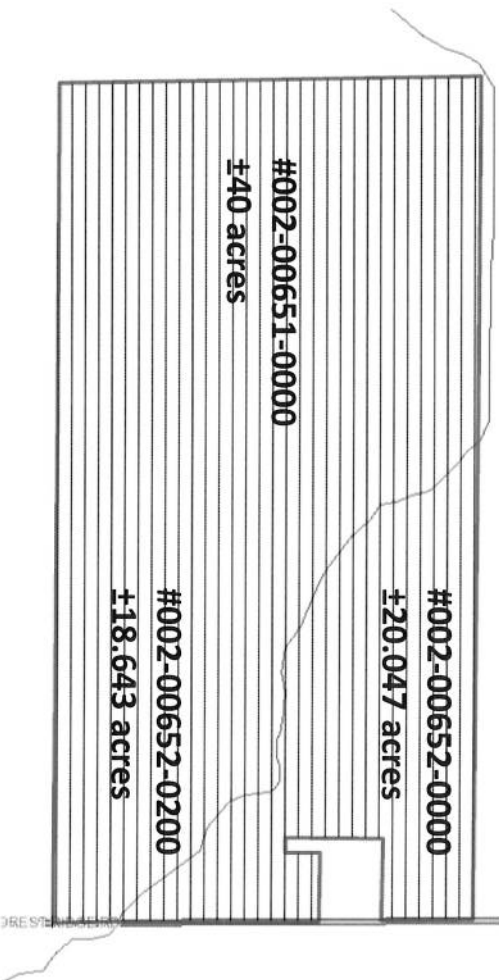
 /s/ Dawn N. Klockow
Dawn Klockow, Corporation Counsel

 /s/ Nick Toney
Nick Toney

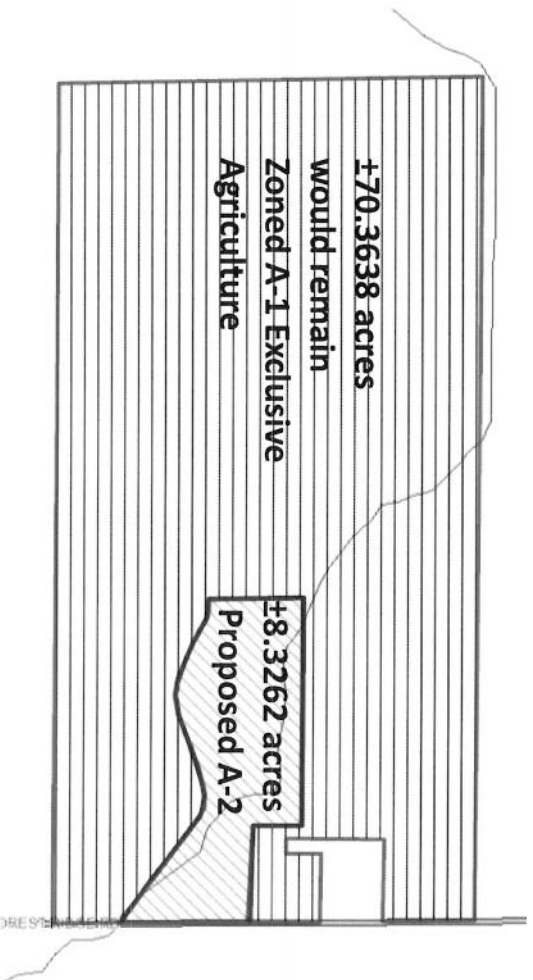
Committee vote: Ayes 5 Nays 0 Abstain 0 Absent 0

William E. & Jeanette M. Krebs – N7545 Forest Ridge Road
Part of the NE¼ of Section 34, T17N, R13E, Town of Berlin
Parcel #002-00651-0000, #002-00652-0000, & 002-00652-0200

Request to rezone ±8.3262 acres from A-1 Exclusive Agriculture to A-2 General Agriculture



Existing Configuration:
±78.69 acres of A-1 Exclusive Agriculture lands.



Proposed Configuration:
±8.3262 acres of A-2 General Agriculture lands with ±70.3638 acres remaining A-1 Exclusive Agriculture lands.

Out of State Travel Request

For Whom: Kathy Munsey and Jeri Loewe in the Health Unit

Why: We have written for two scholarships to the National Preparedness Summit in Dallas, TX from April 19 -22nd. This summit has been recommended by our state preparedness staff as an excellent venue to learn about current information, research findings, and practical tools to enhance our capability to plan and prepare for, respond to and recover from disasters and other public health emergencies. (See attached flyer on the summit)

When: April 19-22nd, 2016 with travel days prior to and after the event

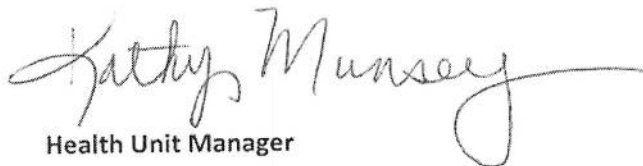
Where: Dallas, Texas

Cost to county: No cost to county. The scholarship would cover all expenses. The program actually covers the cost for each participant and all expenses so there will be no county levy used for this training. The entire scholarship for the summit will be added as an addendum to our current Preparedness grant contract.

Kathy and Jeri will be working 8 hours each of the days while gone, no over-time will be incurred. The cost of the entire conference is \$585.00 per person if you register before February 19th, 2016. The flight cost is approximately \$500.00 for each person and is covered by the scholarship as well. The cost of the hotel room is covered by the scholarship also and additional funding is available for most meals. Any incidentals will be covered by Kathy and Jeri.

I hope you will grant this request as it will improve the quality of services to the residents of Green Lake County. The training looks to provide excellent resources and is always a good networking forum. We are requesting this now since there is no county board meeting in January and we will find out in December if we get the scholarships and want to be able to make travel arrangements if necessary. If we do not get chosen for the scholarships, we will not attend. Thank you for your consideration.

Kathy Munsey



Health Unit Manager

Green Lake County Board Meeting December 15, 2015

County Ambassador Program Report *CAP Team Meeting November 4, 2015*

Begun in 2010, the County Ambassador Program, or CAP Team, provides member counties the opportunity to work in conjunction with the government affairs staff to promote Wisconsin Counties Association's legislative initiatives before the Wisconsin State Legislature and state agency officials. The CAP Team comes to Madison up to four times each legislative session to meet with Legislators and state agency officials on issues before the Wisconsin State Legislature. CAP Team members include county board chairs, supervisors, executives, administrators and department heads. Term of membership runs concurrent with the current legislative session. Our Green Lake County state officials are **State Senator Luther Olsen** representing the 14th District and **State Representative Joan Ballweg** representing the 41st District.

For the November 4, 2015 session of the CAP program the five issues discussed with state officials were:

- 1) State Buyout of Federal Funds for the Local Highway and Bridge Program
- 2) Local Option Sales Tax to Fund Transportation Projects
- 3) Transferring Jurisdiction over 17yr old offenders back to Juvenile Court
- 4) Reimbursement for Probation and Parole Holds
- 5) Changes to Shoreland Zoning Policy

Below is a brief summary of the WCA's positions:

State Buyout of Federal Funds for the Local Highway and Bridge Program:

Background: Applications for Federal Funds is overly burdensome and increases project delivery costs due to federal compliance requirements.

- It is estimated the additional delivery costs for the Federal Surface Transportation Program are in the 35% to 40% range.
- Delivery costs in the state's Local Road Improvement Program range from 15% to 20%
- The overly restrictive federal regulations can be eliminated by exchanging the sources of funding. States that have done this – KS, NE, MN, CA, NJ.
- LRB 3428 by Sen. Stroebel and Rep. Brooks seeks to implement the exchange.

Local Option Sales Tax:

Background: All counties are struggling to identify revenue for local transportation projects.

- A local option sales tax dedicated to transportation would be a solution for local government seeking to make major transportation upgrades.
- The proposed bill would require voters approve the sales tax by referendum, and it would sunset in four years. The county would then have to referendum again to renew the tax.
- The dollars from the sales tax would be shared among the county and all municipalities based on population and road miles.

- Assembly Bill 210 is authored by Rep. Dean Knutson.

Transferring Jurisdiction over 17yr old offenders back to Juvenile Court:

Background: Legislation AB378/SB280 has been introduced at the state level that would place first time, non-violent 17yr old offenders back in the juvenile justice system. However, the legislation fails to address added costs to the counties for serving this population. Statewide, this cost has been estimated at \$15.8MM annually.

- WCA position: Create and fund an appropriation to finance county costs associated with this legislation. Create a reimbursement mechanism to fully fund county costs associated with providing services to 17yr old, first-time, non-violent offenders.
- Not likely to be a significant cost in Green Lake County.

Reimbursement for Parole and Probation Holds:

Background: State statute sets the daily rate the Dept. of Corrections pays counties for housing prisoners at \$40; however the statute allows the proration of payments if the budgeted amount is insufficient for full reimbursement. Since 2014, only in one year has the reimbursement rate paid out at \$40.

- Allocate the necessary funds to provide the statutory rate of \$40 and eliminate the language allowing for proration. (Based on DOC projections for FY14, it would cost an additional \$1.1 million above the base allocation of \$4.89 million for counties to receive the \$40 rate.)
- Reimbursement to Green Lake County for the state fiscal year 2014-15 was reported by the Dept. of Corrections on November 13 to be at a per diem rate of \$35.84 for 2047 billable days totaling \$73,364.48 for the period July 1, 2014 to June 30, 2015. The daily rate paid was an increase over last year's \$32.84 due to a statewide reduction in payable hold days.
- Rep. David Steffen and Sen. Howard Marklein are circulating legislation LRB3540 seeking to charge each probationer, parolee and person on extended supervision a \$3 monthly fee to help reimburse counties for hold costs.

Changes to Shoreland Zoning Policy:

Background: The 2015-17 State Biennial Budget made significant changes to county shoreland zoning authority (N. R. 115).

- The WCA is seeking the following changes to current law which would reflect concerns of existing property owners and take into consideration aesthetic values:
 - Exemption from N.R. 115 setback standards when existing development patterns exists.
 - Redefining the definition of "structure"
 - Limiting the ability of property owners to expand the footprint of a non-conforming structure.
- The WCA is working with Rep. Adam Jarchow on a bill to alter some provisions.

*Submitted by: Mike Starshak
County Ambassador
District 7 Supervisor*