



GREEN LAKE COUNTY

571 County Road A, Green Lake, WI 54941

Original Post Date: 04/10/2025

Amended Post Date:

The following documents are included in the packet for the County Board meeting on April 15, 2025:

- 1) Agenda
- 2) Minutes – 03/18/2025
- 3) Monthly update from Interim County Administrator
- 4) Employee Recognition Awards for 2024
- 5) Human Resources options from BoldPath Consulting
- 6) Resolution 04-2025 Support for Increasing Base Funding for County Conservation Staffing to \$20.02 Million
- 7) Resolution 05-2025 In support of Reauthorization of State Funding for Knowles-Nelson Stewardship Program
- 8) Resolution 06-2025 Relating to WI DNR Surface Water Grant for Twin Lakes AIS Population Management
- 9) Resolution 07-2025 Resolution Authorizing the Issuance and Establishing Parameters for the Sale of Not to Exceed \$29,000,000 General Obligation Promissory Notes
- 10) 2024 Annual Reports (found on a separate link on the website)
- 11) Committee Appointments



Green Lake County Board of Supervisors
Meeting Notice

The Green Lake County Board of Supervisors will meet in person and via virtual communication in Room #0902 in the City of Green Lake, Wisconsin on Tuesday, the **15th day of April, 2025 at 9:00 AM** for the organizational meeting of the Board. Business to be transacted include:

Amended AGENDA*

County Board of Supervisors

- Dist. 1 Nancy Hoffmann*
- Dist. 2 Charles Buss*
- Dist. 3 Curtis Talma*
- Dist. 4 David Abendroth,
Chair*
- Dist. 5 Mike Skivington*
- Dist. 6 Brian Floeter*
- Dist. 7 Bob Schweder,
Vice Chair*
- Dist. 8 Nancy Hiestand*
- Dist. 9 Bill Boutwell*
- Dist. 10 Sue Wendt*
- Dist. 11 Harley Reabe*
- Dist. 12 Charlie Wielgosh*
- Dist. 13 Don Lenz*
- Dist. 14 Dennis Mulder*
- Dist. 15 Nita Krenz*
- Dist. 16 Joe Gonyo*
- Dist. 17 Keith Hess*
- Dist. 18 VACANT*
- Dist. 19 Gene Thom*

Virtual attendance at meetings is optional. If technical difficulties arise, there may be instances when remote access may be compromised. If there is a quorum attending in person, the meeting will proceed as scheduled.

GREEN LAKE COUNTY MISSION:

- 1) Fiscal Responsibility
- 2) Quality Service
- 3) Innovative Leadership
- 4) Continual Improvement in County Government

- 1. Call to Order**
- 2. Roll Call**
- 3. Reading of the Call**
- 4. Pledge of Allegiance**
- 5. Minutes of 03/18/25 meeting**
- 6. Announcements**
- 7. Organization Direction to Committees**
- 8. Public Comment (3 min. limit)**
- 9. Appearances**
 - Monthly update from Interim County Administrator Jason Jerome
 - Derek Mashuda, Highway Commissioner – Highway Department update
 - Conservation Poster Contest Awards – 9:45
 - Jeff Mann, Corporation Counsel – legal update and Act 235
 - Student appearances relating to County Government Day – 10:30
- 10. WCA video – What Are Counties?**
- 11. Employee Recognition Awards for 2024**
- 12. *Discussion and possible action regarding county form of government**
- 13. *Discussion regarding human resources options**
- 14. Resolutions**
 - Res. 04-2025 Support for Increasing Base Funding for county Conservation Staffing to \$20.02 Million
 - Res. 05-2025 In Support of Reauthorization of State Funding for Knowles-Nelson Stewardship Program
 - Res. 06-2025 Relating to WI DNR Surface Water Grant for Twin Lakes AIS Population Management
 - Res. 07-2025 Resolution Authorizing the Issuance and Establishing Parameters for the Sale of Not to Exceed \$29,000,000 General Obligation Promissory Notes
- 15. 2024 Annual Reports**
- 16. Committee Appointments**
- 17. Departments to Report on May 20, 2025**
- 18. Future Agenda Items for Action & Discussion**
- 19. Adjourn**

Given under my hand and official seal at the Government Center in the City of Green Lake, Wisconsin, this 9th day of April, 2025

Elizabeth A. Otto, Green Lake County Clerk

This meeting will be conducted and available through in person attendance or audio/visual communication. Remote access can be obtained through the following link:

Microsoft Teams [Need help?](#)

Join the meeting now

Meeting ID: 240 653 313 445

Passcode: h6Ch3nf6

Dial in by phone

[+1 920-515-0745](tel:+19205150745).,667562865# United States, Appleton

[Find a local number](#)

Phone conference ID: 667 562 865#

For organizers: [Meeting options](#) | [Reset dial-in PIN](#)

Please accept at your earliest convenience. Thank you!

TO BE APPROVED AT THE APRIL 15, 2025 MEETING

GREEN LAKE COUNTY

BOARD PROCEEDINGS

REGULAR MEETING

March 18, 2025

The Green Lake County Board of Supervisors met in regular session, Tuesday, March 18, 2025 at 4:30 PM via remote access and in person for the regular meeting of the Board.

The Board was called to order by Chair David Abendroth. Roll call taken – Present – 18, Absent – 0, Vacant – 1 (District 18)

<u>Supervisor</u>	<u>Supervisor Districts</u>
Nancy Hoffmann	1
Charles Buss	2
Curt Talma	3
David Abendroth	4
Mike Skivington	5
Brian Floeter	6
Bob Schweder	7
Nancy Hiestand	8
Bill Boutwell	9
Sue Wendt	10
Harley Reabe	11
Charlie Wielgosh	12
Don Lenz	13
Dennis Mulder	14
Nita Krenz	15
Joe Gonyo	16
Keith Hess	17
Gene Thom	19

READING OF THE CALL

CALL TO ORDER
ROLL CALL
READING OF THE CALL
PLEDGE OF ALLEGIANCE
MINUTES OF 02/11/2025 and 02/20/2025 MEETINGS

TO BE APPROVED AT THE APRIL 15, 2025 MEETING

ANNOUNCEMENTS

PUBLIC COMMENT (3 minute limit)

RESOLUTIONS

- Resolution 02-2025 Resolution Urging Governor Evers and the Wisconsin Legislature to Support the County Courts
- Resolution 03-2025 Assigning Supervision and Direction of Emergency Management Coordinator Staff and Functions to the Sheriff's Office

ORDINANCES

- Ordinance 04-2025 Amending Green Lake County Chapter 32. Emergency Management
- Ordinance 05-2025 Amending Green Lake County Chapter 148. Food Safety and Recreational Licensing Program
- Ordinance 06-2025 Rezone in the Town of Brooklyn – Owner: Donald E. Kinas

DISCUSSION AND POSSIBLE ACTION REGARDING AGREEMENT WITH GENERAL ENGINEERING COMPANY FOR SURVEYING SERVICES

CLOSED SESSION

- Closed Session per WI Statute 19.85(1)(e) Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session – regarding Highway building financing

RECONVENE INTO OPEN SESSION TO TAKE ACTION, IF APPROPRIATE, ON MATTERS DISCUSSED IN CLOSED SESSION

DEPARTMENTS TO REPORT ON April 15, 2025

FUTURE AGENDA ITEMS FOR ACTION & DISCUSSION

ADJOURN

Given under my hand and official seal at the Government Center in the City of Green Lake, Wisconsin this 11th day of March, 2025

Elizabeth A. Otto
Green Lake County Clerk

PLEDGE OF ALLEGIANCE

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

MINUTES OF 02/11/2025 and 02/20/2025 MEETINGS

2. **Motion/second (Lenz/Buss)** to approve the minutes of the February 11, 2025 and February 20, 2025 County Board meetings with no changes or corrections. Motion carried with no negative vote.

ANNOUNCEMENTS

3. The next meeting of the County Board will take place on April 15, 2025 at 9:00 AM for the annual meeting and Student Government Day. Chair Abendroth urged all to attend.
4. Chair Abendroth read a thank you note from the family of Dick Trochinski for the funeral flowers. Abendroth asked that each supervisor donate \$5.00 for future donation needs.

TO BE APPROVED AT THE APRIL 15, 2025 MEETING

PUBLIC COMMENT (3 minute limit)

5. Sheriff Mark Podoll provided a 911 update. He stated that the system switchover is 99% complete to the new carrier.

RESOLUTIONS

6. Resolution 02-2025 Resolution Urging Governor Evers and the Wisconsin Legislature to Support the County Courts. **Motion/second (Boutwell/Buss)** to adopt Resolution 02-2025. **Motion/second (Schweder/Reabe)** to amend the resolution to all state legislators instead of just Green Lake County. Roll call vote on motion to amend – Ayes – 18, Nays – 0, Absent – 0, Abstain – 0, Vacant – 1. Motion carried. Roll call vote on motion to adopt Resolution 02-2025 as amended – Ayes – 18, Nays – 0, Abstain – 0, Absent – 0, Vacant - 1. Resolution 02-2025 passed as adopted.
7. Resolution 03-2025 Assigning Supervision and Direction of Emergency Management Coordinator Staff and Functions to the Sheriff's Office. Sheriff Podoll spoke stating that the Chief Deputy will be the supervisor of this moving forward and there will be no additional staffing or budgeted funds required. Discussion held. **Motion/second (Thom/Lenz)** to adopt Resolution 03-2025. Roll call vote on motion to adopt Resolution 03-2025 – Ayes – 18, Nays – 0, Abstain – 0, Absent – 0, Vacant - 1. Resolution 03-2025 passed as adopted.

ORDINANCES

8. Ordinance 04-2025 Amending Green Lake County Chapter 32. Emergency Management. **Motion/second (Hess/Wendt)** to enact Ordinance 04-2025. Discussion held on state of emergency procedures. Roll call vote on motion to enact Ordinance 04-2025 – Ayes – 18, Nays – 0, Abstain – 0, Absent – 0, Vacant - 1. Ordinance 04-2025 passed as enacted.
9. Ordinance 05-2025 Amending Green Lake County Chapter 148. Food Safety and Recreational Licensing Program. No discussion. **Motion/second (Skivington/Mulder)** to enact Ordinance 05-2025. Roll call vote on motion to enact Ordinance 05-2025 – Ayes – 18, Nays – 0, Abstain – 0, Absent – 0, Vacant - 1. Ordinance 05-2025 passed as enacted.
10. Ordinance 06-2025 Rezone in the Town of Brooklyn – Owner: Donald E. Kinas. **Motion/second (Buss/Boutwell)** to enact Ordinance 06-2025. Supervisor Buss explained the change to R4 Rural Residential District. Roll call vote on motion to enact Ordinance 06-2025 – Ayes – 18, Nays – 0, Abstain – 0, Absent – 0, Vacant - 1. Ordinance 06-2025 passed as enacted.

DISCUSSION AND POSSIBLE ACTION REGARDING AGREEMENT WITH GENERAL ENGINEERING COMPANY FOR SURVEYING SERVICES

11. Corporation Counsel Jeff Mann explained that this would be a 2 year contract from the date of signature and also stated the fee is changing from \$50.00/hour to \$70.00/hour.

TO BE APPROVED AT THE APRIL 15, 2025 MEETING

12. **Motion/second (Buss/Thom)** to approve the 2 year contract with General Engineering for surveying services. Roll call vote on motion to approve – Ayes – 17, Nays – 0, Abstain – 1 (Lenz), Absent – 0, Vacant - 1. Motion carried.

CLOSED SESSION

13. Chair Abendroth stated that there will be no Closed Session. Abendroth introduced Justin Fischer of Baird Financial. Fischer provided a presentation and documents regarding highway building and highway capital improvements financing. The initial financing for a new highway building would be \$29,000,000 for 20 years. Timeline discussed with a closing of May/June of 2025 to receive funds. Discussion and questions followed.

DEPARTMENTS TO REPORT ON April 15, 2025

14. To be determined

FUTURE AGENDA ITEMS FOR ACTION AND DISCUSSION

15. To be determined

ADJOURN

16. Chair Abendroth adjourned the meeting at 5:30 PM.

Respectfully Submitted,

Elizabeth Otto
County Clerk



Green Lake County

County Board
April 15th, 2025

Administrator Update

- I have scheduled monthly in-person Department Head meetings. This was done with feedback from the Department Heads and monthly in-person was preferred.
- I have reached out to and have or am scheduled to meet 1:1 with all Department Heads. I have used these meetings to ask them what kind of support they are looking for from the Administrator position, to get to know them and their programs better, as well as to introduce myself and my thoughts on the Administrator's role and how I can assist them and their department.
- I have taken on an active role with the Highway Department project. This has included gathering relevant information, meeting with key stakeholders, and working collaboratively with County staff, County Board Supervisors and Baird on putting together a financing proposal for County Board review and approval.
- We are working with CLA on the 2024 Audit. The auditors were on site January 6th -10th and completed most of the single audit. The plan is for them to return in June to complete the remaining items on the 2024 Audit. We are also working with CLA on the SOW projects including cash reconciliation. Once these projects are complete, we will begin the 2026 budget process with the goal of sending the budget pages out to Department Heads in the next month or two.
- May 15, 2025 is the set go live date to migrate from Alio LINQ. Staff will continue testing and working through issues with LINQ Support to meet this go live deadline.
- These represent some of the highlights of the last month. The day-to-day consists of learning new aspects of the job or County, working collaboratively with staff on solutions for problems that arise, and ensuring the day-to-day operations of the County are running as smoothly and efficiently as possible. I welcome any questions that anyone has.

Respectfully submitted,
Jason Jerome
Green Lake County Interim Administrator

2024 Employee Recognition Awards

5 Years: Gary Anderson
Marlise Gonzalez
Connor Hunter
Elizabeth Meyer
Zachary Shohoney
Richard “Poncho” Treder
Sarah Petit

10 Years: Rachel Belter
Tara Eichstedt
Jason Franke
Aaron Wagner
Heidi Weishaar
Nichol Wienkes
Brooke Zank

20 Years: Jennifer Benson
Scott Cody
Matt Kirkman
Melissa Roth
Lisa Schiessl
Gerald Stanuch
Rebecca Voeltner

25 Years: Roxanne Haedt
Todd Morris
Matt Vandekolk



Proposal for Strategic Organizational Assessment

Prepared for Green Lake County, WI

March 24, 2025

Introduction & Purpose

Green Lake County is at an important decision point in considering how to structure its leadership, human resources, and financial management functions to support long-term operational effectiveness. With key vacancies in these areas, this is an opportunity to evaluate how these responsibilities fit within the County's overall staffing and governance framework and to determine a structure that aligns with operational needs and available resources.

These functions — while distinct — are closely connected in organizations of Green Lake County's size. Leadership positions often require balancing multiple responsibilities, and when roles are combined, appropriate support structures are essential. Planning for the future placement of key functions, including payroll administration, will be an important part of this discussion.

This engagement is designed to facilitate thoughtful, constructive dialogue, gather candid internal perspectives, and provide practical recommendations to support informed decisions regarding:

- Leadership structure (Administrator vs. Administrative Coordinator).
- Placement and management of human resources responsibilities.
- Financial management roles and payroll administration.
- Alignment of these functions within the broader organizational structure.

The result will be a data-driven, internally informed foundation on which the County can make confident decisions about its leadership structure and related functions.

Scope of Work

This engagement is structured to help Green Lake County gather meaningful input, explore practical options, and establish a foundation for future decisions. Regularly communicating with designated County leadership throughout the engagement will ensure alignment, clarity, and responsiveness as the work progresses. Key components include:

Confidential Stakeholder Survey

Develop and distribute a tailored survey to department heads, key leadership, and select internal stakeholders. It is designed to identify strengths, challenges, and priorities related to governance, HR, financial management, and payroll.

Structured Stakeholder Engagement

A combination of group and small-group discussions to capture qualitative input and facilitate constructive dialogue. This may include:

- A facilitated discussion with the appropriate **oversight committee** to capture governance-level insights.
- A facilitated **department head discussion** to surface operational needs and pain points.
- Follow-up virtual conversations with select individuals for clarification or additional context.

County leadership and department heads would support participation by reinforcing the purpose and value of these engagement efforts.

Review of Financial Functions and Payroll Placement

An assessment of current financial management responsibilities, including payroll administration, with consideration given to long-term placement and continuity within the County's organizational structure.

Exploration of Leadership Role Configurations

Analysis of potential structures for leadership, HR, and financial functions — including standalone positions and hybrid models — along with considerations for the level of support required for each approach.

Optional Benchmarking

Targeted external benchmarking is available, if desired, to compare Green Lake County's potential structure with peer counties of similar size and complexity, providing additional context to support informed decision-making.

Findings and Recommendations Report

Preparation of a comprehensive report summarizing stakeholder input, structural considerations, and governance insights. The report will outline practical options for structuring leadership, HR, and financial functions, with recommendations focused on clear, actionable next steps tailored to the County's size, resources, and governance preferences.

Presentation to County Leadership

A formal presentation of findings, structural considerations, and recommendations, followed by discussion with leadership and key stakeholders to address questions and identify potential next steps.

Engagement Model & Cost

The total fee for this engagement is **\$9,450**, reflecting **preferred professional pricing** for a tailored, comprehensive assessment. This includes survey design, stakeholder engagement, structured conversations, analysis, report development, and presentation of findings and recommendations.

The engagement is designed to be thorough and efficient, providing the County with clear, actionable guidance as it considers how to structure its leadership, HR, and financial functions in the future.

If desired, elements of the scope can be adjusted to better align with budget considerations, with a corresponding adjustment to the engagement fee. I would be happy to collaborate on refining the scope if necessary.

Optional Retainer-Based Approach

In addition to the project-based approach outlined above, Green Lake County may also consider a retainer-based model for ongoing support. This option provides sustained, flexible strategic guidance and allows for the completion of the activities outlined in this proposal during the initial months, while also supporting longer-term organizational priorities.

Key Features of the Retainer Model:

- A minimum commitment of **15 hours per month at \$200/hour (\$3,000 per month)**. This arrangement reflects **preferred professional pricing**, offered in recognition of the County's commitment to an ongoing consulting relationship.
- Strategic support on HR matters, organizational structure, labor cost estimates, governance planning, compensation strategy, and workforce initiatives.
- Collaboration with County leadership and committees on complex or sensitive issues.
- Available for virtual consultation and periodic on-site facilitation, scheduled in advance.
- Intended to provide executive-level strategic and operational guidance rather than routine transactional HR tasks or standard recruitment functions.

Retainer Structure:

- Requires a **minimum one-year agreement** to ensure consistency and long-term value.
- Monthly tracking and reconciliation of hours, with flexibility to carry forward reasonable surpluses or deficits based on project needs.
- Additional hours available at the same rate for urgent matters or special projects.

This model allows the County to access strategic guidance on an ongoing basis and use the first months of the engagement to address the immediate organizational planning needs described in this proposal, while maintaining support for evolving priorities throughout the year.

Respectfully Submitted,

Patrick Glynn

Founder/Principal Consultant

BoldPath Consulting

patrick@boldpathconsulting.com

(920) 522-2413



Mission

My mission with BoldPath Consulting is to foster positive transformation in local governments through innovative and personalized approaches. I am committed to client-centric strategies that empower local government, emphasizing informed decision-making, collaboration, and continuous growth. Building lasting partnerships and focusing on real, sustainable solutions, I strive to create a thriving future for local governments.

Vision Statement:

BoldPath Consulting envisions a future where local governments thrive through a data-informed culture of innovation, strategic collaboration, and financially sustainable growth. I aim to shape the landscape of public administration with real-world solutions and personalized approaches, focusing on empowering local governments to succeed with their employees and communities.

Core Values:

1. **Tailored Approach:** I listen, learn, and then create. Your organization's unique challenges and strengths guide my custom solutions, which aim to have a real impact internally and in your community.
2. **Strategic Insight:** I deeply respect the complexity of local governance and offer strategies that reflect what you truly value and aim to achieve, bringing our shared vision to life.
3. **Quality Relationships:** Building honest, strong relationships is at the heart of what I do. Expect genuine care, open communication, and a partnership built on trust.
4. **Innovative Thinking:** I believe in thinking differently to find better solutions. Innovation isn't just a buzzword for me; it's about making fundamental, practical changes that matter.
5. **Enabling Community Engagement:** I'm here to help you connect with your community meaningfully, starting from the inside out. It's about empowering you to make a difference.
6. **Practical Policy Crafting:** Policies should work as intended in the real world, not just on paper. I focus on what's genuinely needed and craft practical, effective solutions.
7. **Visionary Alignment:** I bolster your internal operations, grounded in practical, political, and fiscal realities, to lay a strong foundation for your impactful work with the community.

BoldPath's Services:

1. Leadership and Organizational Development:

- Collaborative Skill Building: Tailored workshops for enhancing skills and teamwork among employees, councils, and boards.
- Leadership Excellence Workshops: Custom leadership development sessions to grow management skills, build effective teams, and support a culture of engagement.

2. Workforce Planning & Organizational Analysis:

- Operational Structure Refinement: Analysis, evaluation, and design of organizational structures for improved efficiency and effectiveness.
- Seeking Efficiencies: Identifying and implementing process improvements to eliminate inefficiencies, encourage innovation, and streamline operations.
- Strategic Change Facilitation: Offering strategic advice and hands-on support for managing and facilitating significant organizational changes.



3. HR Analytics and Workforce Insights:

- Data-Driven Strategies: Combining internal data review with public-sector benchmarking to provide insightful analyses that inform strategic HR decisions.
- Performance Metrics Implementation: Establishing and integrating performance metrics to enhance organizational outcomes and employee development.
- Analytical Tools: Supplying the methodologies and support necessary for data analysis, aiding critical decision-making processes.

4. Labor & Employee Relations:

- Harmonious Workplace Relationships: Strategies and interventions designed to cultivate constructive relationships between management and staff, promoting a harmonious work environment.
- Strategic Investigations and Negotiations: Expert guidance for investigations and collective bargaining.
- Contract Costing: Develop and advise on all matters relating to labor costing for fair and effective labor relations and human resource management.

5. Policy Research & Development:

- Comprehensive Policy Crafting: Research, development, and implementation of comprehensive policies tailored to align with the organization's mission, values, and strategic objectives.

6. Technology and Innovation Consulting:

- AI and Technology Workshops/Webinars: Specialized workshops on leveraging AI technologies, including prompt engineering/design with tools like ChatGPT, tailored for enhancing local government functions.
- Data-Readiness Advisory: Advisory services focused on elevating data management capabilities, ensuring organizations are primed to use data for decision-making effectively.

7. Compensation Strategy and Troubleshooting:

- Compensation Issue Resolution: Expert troubleshooting for complex compensation issues, policy development, and strategic advice.

8. Prevue™ Assessment Services:

- Assessment Tool: Supporting objective hiring decisions and enhancing team composition, Prevue™ is an assessment suite that provides a complete view of candidate capabilities by evaluating their aptitude, motivations, and personality against the organization's job requirements.

Why Choose BoldPath?

BoldPath Consulting is not about a one-size-fits-all solution. It's about a journey, a partnership, and a commitment to excellence. My clients are my priority, and I strive to create solutions that resonate with each client's needs. My hands-on approach ensures I understand your challenges and craft solutions that make a real difference. I'm here to guide you on the path to success, leveraging our experience, values, and innovative thinking.

If you'd like to learn more about how BoldPath Consulting can transform your organization, contact me today at

Patrick Glynn, Founder/Principal Consultant

(920) 522-2413

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patrick@boldpathconsulting.com



PATRICK GLYNN

Career Highlights

Nearly three decades of progressive leadership experience in public sector administration, human resources management, and professional consulting, including the past several years as lead consultant on dozens of public sector projects successfully implemented and managed. As a leader in the profession, I served four years as a member of the Board of Directors of the National Public Employers Labor Relations Association.

Summary of Professional Experience

BoldPath Consulting, LLC - Founder and Principal Consultant

2023 - Present

BoldPath Consulting specializes in local government consulting, focusing on public administration and human resources. The firm's areas of expertise include policy design, data analysis, strategic planning, organizational analysis and design, labor relations, and workforce strategy. In addition to these core services, BoldPath Consulting provides personalized solutions to troubleshoot employee, compensation, governance, and other management problems, offering tailored support for complex organizational issues in the local government sector.

Director of Total Rewards Consulting, Carlson Dettmann Consulting (a division of Cottingham & Butler)

2021 to 2023

In this role, the focus expanded to managing the public sector practice, encompassing a broader range of responsibilities in total rewards consulting. Oversaw developing and implementing strategic initiatives in compensation and overall reward systems tailored for public sector entities. Guided the team in delivering high-quality consultancy services, ensuring that public sector clients received specialized, practical solutions for their unique HR and compensation challenges.

Senior Consultant, Carlson Dettmann Consulting (a division of Cottingham & Butler)

2018 to 2021

Senior Consultant, Carlson Dettmann Consulting, LLC

2013 to 2018

Tasked with managing a broad range of client needs focused on employee compensation and human resources consulting. Responsibilities included devising unique strategies for market comparisons, conducting wage surveys, designing pay structures, and managing performance. Also involved in analyzing total compensation and rewards and assisting clients with employee/labor relations, organizational design, and comprehensive human resources support.

Human Resource Director, Calumet County

2000-2013

Oversaw the administration and coordination of HR and labor relations for County government, focusing on modernizing various HR practices. Key areas of responsibility included implementing advanced strategies in health insurance and employee wellness programs, developing and refining classification and compensation systems, optimizing staffing processes, and modernizing paid time off practices. Actively aligned HR initiatives with emerging industry trends to enhance organizational efficiency and employee satisfaction.

Human Resources Director, Sauk County

1998-2000

Oversaw HR and labor relations activities for County government, focusing on comprehensive HR administration. Key responsibilities included the development of personnel policies and ordinances, providing internal consultation, managing recruitment and selection processes, overseeing collective bargaining and contract administration, compensation management, employee benefits, and records management.



PATRICK GLYNN

Administrative Coordinator, Marquette County

1996-1998

Tasked with the inaugural role of full-time Administrative Coordinator for County government. Responsibilities encompassed managing daily administrative operations, including budget development and management, employee benefits administration, liaison between the governing body and departments, risk management and loss control, human resources and labor relations, and IT administration.

Personnel/Computer Coordinator, Marquette County

1994-1996

First to hold the position, responsible for establishing and managing human resources systems. Duties included handling collective bargaining and labor relations, payroll administration, and overseeing recruitment and selection. Also managed IT administration, focusing on integrating and maintaining technological systems within the organization.

Education and Background

University of Wisconsin-Stevens Point, Bachelor of Arts Public Administration/Political Science	1994
University of Wisconsin-Milwaukee Certificate in Human Resource Management	2000

Honors and Awards

NPELRA Pacesetter Award (2001; 2011)

NPELRA President's Award (2009)

Organizations/Associations

WPELRA (President: 01/2012 to 01/2014)

NPELRA (Board of Directors: 04/2013 to 04/2017)

Fox Valley SHRM (in addition to Wisconsin & National membership)

Select Presentations

- *"ChatGPT & You: A Revolutionary Partnership in Labor Relations"*, National Public Employer Labor Relations Association (April 2024)
- *"Data-Driven HR: Unlocking the Power of Information in Decision Making"*, Wisconsin Public Employer Labor Relations Association (February 2024)
- *"Namaste - Finding Peace in Your Compensation Program"*, Wisconsin Public Employer Labor Relations Association (February 2023)
- *"Compensation/Total Rewards: Out of this Ghostly World"*, Wisconsin Association of County Personnel Directors (October 2022)
- *"Back to Basics: Five Compensation Issues Explained"*, Wisconsin Public Employer Labor Relations Association (January 2022)



PATRICK GLYNN

- *"New World of Compensation: Pay and Total Rewards Impacts in the Economic Recovery"* (Co-Presenter), Cottingham & Butler (September 2021)
- *"Making Sense of the Labor Market & Pay in a Post-Pandemic World"*, American Water Works Association - Wisconsin (July 2021)
- *"Total Rewards: Striking The Right Balance"* (Co-Presenter), Cottingham & Butler (March 2020)
- *"The Road Ahead: Changes and Trends in the Modern Workforce"*, Illinois Public Employer Labor Relations Association (October 2019)
- *"What to Expect When Expecting ... A Pay Study"*, Wisconsin Facilities Management Association (May 2019)
- *"Job Documentation & Compensation in Local Government"*, Wisconsin Counties Association (February 2018)
- *"Compensation Program Development"*, Lakeshore Area Human Resources Association (October 2017)
- *"Pay for Performance - What Works (and What Doesn't)"*, WI Associated Builders and Contractors (October 2017)
- *"Pay Equity: Prepare Now Or Pay Later"*, ABRC (May 2017)
- *"Basics of Costing Contracts"*, National Public Employer Labor Relations Association (April 2016)
- *"Developing a Compensation Plan"*, WI Associated Builders and Contractors (February 2016)
- *"Compensation Management in a Union (and Non-Union) Environment"*, National Public Employer Labor Relations Association (October 2015)
- *"Employee Relations and Total Rewards Management"*, National Public Employer Labor Relations Association (August 2015)
- *"Classification and Compensation – What does it Mean in 2013?"*, Wisconsin City/County Manager Association (February 2013)
- *"Take it to the Bank - Paid Time Off (PTO) as an Option for Providing Employee Leave Banks"*, National Public Employer Labor Relations Association (October 2012)
- *"Compensation Studies in the Post-BRB World"* (Panelist), Wisconsin Public Employer Labor Relations Association (September 2012)
- *"Union Negotiations in the New Landscape"*, Wisconsin Counties Association (September 2011)

RESOLUTION NUMBER 04-2025

SUPPORT FOR INCREASING BASE FUNDING FOR COUNTY CONSERVATION STAFFING TO \$20.2 MILLION

The County Board of Supervisors of Green Lake County, Green Lake, Wisconsin, duly assembled at its regular meeting begun on the 15TH day of APRIL, 2025, does resolve as follows:

- 1 **WHEREAS**, County Land and Water Conservation Department (LWCD) staff are relied
- 2 upon to carry out a range of Wisconsin’s state agricultural and resource management
- 3 programs that reduce non-point pollution, preserve farmland, protect waterfront
- 4 property, reclaim non-metallic mines, limit aquatic invasive species control, manage
- 5 forests, and reduce floods; and,
- 6
- 7 Fiscal note NA.
- 8 Majority vote is needed to pass.

Roll Call on Resolution No. 04-2025

Submitted by Land, Water, Parks,
and Community Committee:

Ayes , Nays , Absent , Abstain 0

/s/ Robert Schweder

Robert Schweder, Chair

Passed and Adopted/Rejected this 15TH
day of APRIL, 2025.

/s/ Mike Skivington

Mike Skivington

County Board Chairman

/s/ David Albright

David Albright

ATTEST: County Clerk
Approve as to Form:

/s/ Bill Boutwell

Bill Boutwell

Corporation Counsel

/s/ Nancy Hiestand

Nancy Hiestand

Jeffrey Mann

/s/ Nita Krenz

Nita Krenz

9 **WHEREAS**, LWCDs assist Wisconsin’s farmers in many ways, including supporting
10 producer-led watershed groups, developing nutrient management plans, engineering
11 manure storage and transfer systems, and applying conservation practices that promote
12 soil health and build profitability; and,

13
14 **WHEREAS**, the shared conservation work of LWCD professionals and landowners has
15 major water quality benefits, including preventing soil erosion, protecting drinking water
16 supply, increasing rainwater infiltration into groundwater aquifers, and restoring native
17 habitat; and,

18
19 **WHEREAS**, LWCD experts are trusted, technical advisors that consult with landowners
20 to understand their land management goals and then propose customized solutions that
21 includes project planning and contracting, engineering, quality control, and securing of
22 cost-share funding to reduce project expenses to; and,

23
24 **WHEREAS**, building a partnership based on trust and understanding with farmer and
25 landowner clients cannot happen instantly, but rather, requires a sustained commitment
26 over time from LWCD professionals; and,

27
28 **WHEREAS**, LWCDs leverage cost-share funding from federal and private sources,
29 providing a 2:1 return on the state investment, and spurring local economic growth in
30 industries including agriculture, construction, tourism, forestry, and recreation; and,

31
32 **WHEREAS**, the State of Wisconsin codifies LWCDs’ role in carrying out state
33 conservation standards via Wis. Stats Chap. 92, defining a goal that the State fund staff
34 positions in every LWCD at 100% of the first, 70% of the second, and 50% of each
35 additional staff position; and,

36
37 **WHEREAS**, the State of Wisconsin has not ensured baseline support of LWCDs by
38 meeting this funding goal since its inception, and in the 18-year period from 2006 to
39 2024, base funding relative to LWCD staffing needs decreased by 24%.

40
41 **WHEREAS**, supporting county LWCDs is a widely supported priority supported by
42 conservation, environmental and local government groups alike; and,

43
44 **NOW, THEREFORE, BE IT RESOLVED** that GREEN LAKE COUNTY, does hereby
45 urge the Wisconsin State Legislature to strengthen the viability of the State’s County
46 Land and Water Conservation Staffing program by increasing base funding for the
47 program by \$11,035,900 on an annual basis to a total of \$20.2 million annually.

48

49 **BE IT FURTHER RESOLVED** that a copy of the resolution be sent to WI Land+Water
50 Conservation Association, all State Legislators, the Governor, DATCP Secretary, DNR
51 Secretary, DOA Secretary, the Wisconsin Counties Association, and the Wisconsin
52 Towns Association.

53

54 **FISCAL NOTE: NA**

RESOLUTION NUMBER 05-2025

RESOLUTION IN SUPPORT OF REAUTHORIZATION OF STATE FUNDING FOR KNOWLES-NELSON STEWARDSHIP PROGRAM

The County Board of Supervisors of Green Lake County, Green Lake, Wisconsin, duly assembled at its regular meeting begun on the 15th day of April, 2025, does resolve as follows:

- 1 **WHEREAS**, the Wisconsin Legislature created the Knowles-Nelson Stewardship Program
- 2 In 1989 to preserve valuable natural areas and wildlife habitat, protect water quality and
- 3 fisheries, and expand opportunities for outdoor recreation. Per Ch. 23 .09 1 5(2c)(d), Wis.
- 4 Stats, and

- 5 **WHEREAS**, the Knowles-Nelson Stewardship Program is set to expire in 2025. The
- 6 program has supported land acquisition and capital development by the Wisconsin
- 7 Department of Natural Resources (WDNR), local governments, and nonprofit
- 8 conservation organizations, to preserve valuable natural areas, wildlife habitat, water
- 9 quality and outdoor recreation for public benefit around the state, and

- 10 Fiscal note is not applicable.

- 11 A majority vote is needed to pass.

Roll Call on Resolution No. 05-2025

Submitted by Land, Water, Parks & Community Committee:

Ayes , Nays , Absent , Abstain

/s/ Bob Schweder

Bob Schweder, Chair

Passed and Adopted/Rejected this 15th day of April, 2025.

/s/ Mike Skivington

Mike Skivington, Vice Chair

County Board Chairman

/s/ Nancy Hiestand

Nancy Hiestand

ATTEST: County Clerk
Approve as to Form:

/s/ Nita Krenz

Nita Krenz

Corporation Counsel

/s/ Bill Boutwell

Bill Boutwell

/s/ David Albright

David Albright

12 **WHEREAS**, Green Lake County has benefited over the years having received
13 Stewardship grant funds that have been used to develop County trails, parks and other
14 public outdoor recreational opportunities, and

15 **WHEREAS**, the Green Lake County Administrator and the Green Lake County Board of
16 Supervisors consider the Knowles-Nelson Stewardship Program a valuable tool to
17 preserve and restore natural areas, wildlife habitat, and water quality while supporting
18 the development of public nature-based outdoor recreation opportunities that promote
19 economic development and enhance quality of life, and

20 **WHEREAS**, it is the intent of both the Green Lake County Administrator and Green
21 Lake County Board of Supervisors to jointly express our support of the reauthorization
22 of the Knowles-Nelson Stewardship Program in 2025 with sufficient funding allocated to
23 fund projects over the next 10 years to our State Legislators and the Governor.

24 **NOW, THEREFORE, BE IT RESOLVED**, that the Green Lake County Administrator
25 and Green Lake County Board of Supervisors do hereby jointly express to the
26 Wisconsin Legislature and Governor our full support for the reauthorization of the
27 Knowles-Nelson Stewardship Program and request that sufficient funding be allocated
28 to support projects over the next ten year period.

29 **BE IT FURTHER RESOLVED**, that the Green Lake County Board of Supervisors
30 requests that the Green Lake County Clerk forward a copy of this resolution to all
31 counties throughout the State of Wisconsin, each of our State Legislators and the Office
32 of the Governor.

RESOLUTION NUMBER 06-2025

**RESOLUTION RELATING TO WI DNR SURFACE WATER GRANT
FOR TWIN LAKES AIS POPULATION MANAGEMENT.**

The County Board of Supervisors of Green Lake County, Green Lake, Wisconsin, duly assembled at its regular meeting begun on the 15th day of April 2025, does resolve as follows:

- 1 WHEREAS, Green Lake County is interested in obtaining a cost-share grant from the
- 2 Wisconsin Department of Natural Resources for the purpose of AIS Population
- 3 Management – Twin Lakes;
- 4
- 5 WHEREAS, the applicant attests to the validity and veracity of the statements and
- 6 representations contained in the grant application;
- 7
- 8 WHEREAS, a grant agreement is requested to carry out the project; and

Roll Call on Resolution No. 06-2025

Submitted by: Land, Parks, &
Community Committee

Majority vote

Ayes , Nays , Absent , Abstain

/s/ Robert Schweder

Robert Schweder

Passed and Adopted/Rejected this 15th
day of April 2025.

/s/ Mike Skivington

Mike Skivington

County Board Chairman

/s/ Nancy Hiestand

Nancy Hiestand

ATTEST: County Clerk
Approve as to Form:

/s/ William Boutwell

William Boutwell

Corporation Counsel

/s/ David Albright

David Albright

/s/ Nita Krenz

Nita Krenz

NOW, THEREFORE, BE IT RESOLVED, that Green Lake County will meet the financial obligations necessary to fully and satisfactorily complete the project and hereby authorizes and empowers the following officials or employees to submit the following documents to the Wisconsin Department of Natural Resources for financial assistance that may be available:

Task	Title of Authorized Representative	Email Address & Phone Number
Sign and submit a grant application	County Administrator	jjerome@greenlakecountywi.gov 920-294-4070
Enter into a grant agreement with the DNR	County Administrator	jjerome@greenlakecountywi.gov 920-294-4070
Take necessary action to undertake, direct, and complete the approved project and bind the applicant	County Conservationist	tmorris@greenlakecountywi.gov 920-294-4051
Submit quarterly and/or final reports to the DNR to satisfy the grant agreement, as appropriate	County Conservationist	tmorris@greenlakecountywi.gov 920-2694-4051
Submit reimbursement request(s) to the DNR no later than the date specified in the grant agreement	County Conservationist	tmorris@greenlakecountywi.gov 920-294-4051
Sign and submit applicable	County Conservationist	tmorris@greenlakecountywi.gov 920-294-4051

9 **BE IT FURTHER RESOLVED** that applicant will comply with all local, state and
10 federal rules, regulations and ordinances relating to this project and the cost-share
11 agreement/contract.

RESOLUTION NUMBER 07-2025

RESOLUTION AUTHORIZING THE ISSUANCE AND ESTABLISHING PARAMETERS FOR THE SALE OF NOT TO EXCEED \$29,000,000 GENERAL OBLIGATION PROMISSORY NOTES

The County Board of Supervisors of Green Lake County, Green Lake, Wisconsin, duly assembled at its regular meeting begun on the 15th day of April, 2025, does resolve as follows:

WHEREAS, the County Board of Supervisors hereby finds and determines that it is necessary, desirable and in the best interest of Green Lake County, Wisconsin (the "County") to raise funds for public purposes, including paying the cost of constructing a highway building (the "Project");

WHEREAS, the County Board of Supervisors hereby finds and determines that the Project is within the County's power to undertake and therefore serves a "public purpose" as that term is defined in Section 67.04(1)(b), Wisconsin Statutes;

WHEREAS, the County is authorized by the provisions of Section 67.12(12), Wisconsin Statutes, to borrow money and issue general obligation promissory notes for such public purposes;

Fiscal note is attached.

A three-quarters vote is needed to pass.

Roll Call on Resolution No. 07-2025

Submitted by Finance Committee:

Ayes , Nays , Absent , Abstain

/s/ Harley Reabe

Harley Reabe, Chair

Passed and Adopted/Rejected this ____ day of _____, 2025.

/s/ Brian Floeter

Brian Floeter, Vice Chair

Absent

Charlie Wielgosh

County Board Chairman

/s/ Gene Thom (alternate)

Donald Lenz (Absent)

ATTEST: County Clerk
Approve as to Form:

/s/ Dennis Mulder

Dennis Mulder

Corporation Counsel

WHEREAS, the County may issue general obligation promissory notes only if one or more of the conditions specified in Section 67.045, Wisconsin Statutes apply;

WHEREAS, general obligation promissory notes to finance the Project may be issued under Section 67.045(1)(f), Wisconsin Statutes, if approved by a vote of at least three-fourths of the members-elect of the County Board of Supervisors;

WHEREAS, the County Board of Supervisors deems it necessary and in the best interest of the County to borrow the monies needed for the Project through the issuance of general obligation promissory notes (the "Notes") pursuant to the provisions of Section 67.12(12), Wisconsin Statutes, upon satisfaction of the terms and conditions hereinafter provided;

WHEREAS, none of the proceeds of the Notes shall be used to fund the operating expenses of the general fund of the County or to fund the operating expenses of any special revenue fund of the County that is supported by property taxes;

WHEREAS, it is the finding of the County Board of Supervisors that it is necessary, desirable and in the best interest of the County to authorize the issuance of and to sell the Notes to Robert W. Baird & Co. Incorporated (the "Purchaser");

WHEREAS, the Purchaser intends to submit a note purchase agreement to the County (the "Proposal") offering to purchase the Notes in accordance with the terms and conditions to be set forth in the Proposal; and

WHEREAS, in order to facilitate the sale of the Notes to the Purchaser in a timely manner, the County Board of Supervisors hereby finds and determines that it is necessary, desirable and in the best interest of the County to delegate to either the County Administrator or the Chairperson of the County Board of Supervisors (each an "Authorized Officer") the authority to accept the Proposal on behalf of the County so long as the Proposal meets the terms and conditions set forth in this Resolution by executing a certificate in substantially the form attached hereto as Exhibit A and incorporated herein by reference (the "Approving Certificate").

NOW, THEREFORE, BE IT RESOLVED by the County Board of Supervisors that there shall be issued general obligation promissory notes of the County in a principal amount not to exceed \$29,000,000 for the purpose of financing the Project; and

BE IT FURTHER RESOLVED:

Section 1. Sale of the Notes; Parameters. For the purpose of paying costs of the Project, there shall be borrowed pursuant to Section 67.12(12), Wisconsin Statutes, the principal sum of not to exceed TWENTY-NINE MILLION DOLLARS (\$29,000,000) from the Purchaser upon the terms and subject to the conditions set forth in this Resolution. Subject to satisfaction of the condition set forth in Section 15 of this Resolution, the

Chairperson and County Clerk are hereby authorized, empowered and directed to make, execute, issue and sell to the Purchaser for, on behalf of and in the name of the County, Notes aggregating the principal amount of not to exceed TWENTY-NINE MILLION DOLLARS (\$29,000,000). The purchase price to be paid to the County for the Notes shall not be less than 97.50% of the principal amount of the Notes and the difference between the initial public offering price of the Notes and the purchase price to be paid to the County by the Purchaser shall not exceed 2.50% of the principal amount of the Notes, with an amount not to exceed 1.25% of the principal amount of the Notes representing the Purchaser's compensation.

Section 2. Terms of the Notes. The Notes shall be designated "General Obligation Promissory Notes"; shall be issued in the aggregate principal amount of up to \$29,000,000; shall be dated as of their date of issuance; shall be in the denomination of \$5,000 or any integral multiple thereof; shall be numbered R-1 and upward; and shall mature or be subject to mandatory redemption on the dates and in the principal amounts set forth below, provided that the principal amount of each maturity or mandatory redemption amount may be increased or decreased by up to \$2,500,000 per maturity or mandatory redemption amount, that a maturity or mandatory redemption payment may be eliminated, if the amount of such maturity or mandatory redemption payment is less than or equal to \$2,500,000 and that the aggregate principal amount of the Notes shall not exceed \$29,000,000. The schedule below assumes the Notes are issued in the aggregate principal amount of \$29,000,000.

<u>Date</u>	<u>Principal Amount</u>
03-01-2026	\$ 590,000
03-01-2027	685,000
03-01-2028	725,000
03-01-2029	770,000
03-01-2030	820,000
03-01-2031	870,000
03-01-2032	925,000
03-01-2033	980,000
03-01-2034	1,470,000
03-01-2035	1,535,000
03-01-2036	\$1,600,000

<u>Date</u>	<u>Principal Amount</u>
03-01-2037	1,670,000
03-01-2038	1,745,000
03-01-2039	1,820,000
03-01-2040	1,905,000
03-01-2041	1,990,000
03-01-2042	2,075,000
03-01-2043	2,170,000
03-01-2044	2,275,000
03-01-2045	2,380,000

Interest shall be payable semi-annually on March 1 and September 1 of each year commencing on March 1, 2026 or on such other date approved by the Authorized Officer in the Approving Certificate. The true interest cost on the Notes (computed taking the Purchaser's compensation into account) shall not exceed 5.00%. Interest shall be computed upon the basis of a 360-day year of twelve 30-day months and will be rounded pursuant to the rules of the Municipal Securities Rulemaking Board.

Section 3. Redemption Provisions. The Notes shall be subject to optional redemption as set forth on the Approving Certificate. If the Proposal specifies that certain of the Notes shall be subject to mandatory redemption, the terms of such mandatory redemption shall be set forth on an attachment to the Approving Certificate labeled as Schedule MRP. Upon the optional redemption of any of the Notes subject to mandatory redemption, the principal amount of such Notes so redeemed shall be credited against the mandatory redemption payments established in the Approving Certificate in such manner as the County shall direct.

Section 4. Form of the Notes. The Notes shall be issued in registered form and shall be executed and delivered in substantially the form attached hereto as Exhibit B and incorporated herein by this reference.

Section 5. Tax Provisions.

(A) Direct Annual Irrepealable Tax Levy. For the purpose of paying the principal of and interest on the Notes as the same becomes due, the full faith, credit and resources of the County are hereby irrevocably pledged, and there is hereby levied upon all of the taxable property of the County a direct annual irrepealable tax in the years 2025 through 2044 for the payments due in the years 2026 through 2045 in the amounts as are sufficient to meet the principal and interest payments when due.

(B) Tax Collection. So long as any part of the principal of or interest on the Notes remains unpaid, the County shall be and continue without power to repeal such levy or obstruct the collection of said tax until all such payments have been made or provided for. After the issuance of the Notes, said tax shall be, from year to year, carried onto the tax roll of the County and collected in addition to all other taxes and in the same manner and at the same time as other taxes of the County for said years are collected, except that the amount of tax carried onto the tax roll may be reduced in any year by the amount of any surplus money in the Debt Service Fund Account created below.

(C) Additional Funds. If at any time there shall be on hand insufficient funds from the aforesaid tax levy to meet principal and/or interest payments on said Notes when due, the requisite amounts shall be paid from other funds of the County then available, which sums shall be replaced upon the collection of the taxes herein levied.

(D) Appropriation. To the extent necessary, the County hereby appropriates from taxes levied in anticipation of the issuance of the Notes, proceeds of the Notes or other funds of the County on hand a sum sufficient to be irrevocably deposited in the segregated Debt Service Fund Account created below and used to pay interest on the Notes coming due in 2025, if any, as may be set forth on Schedule III of the Approving Certificate.

Section 6. Segregated Debt Service Fund Account.

(A) Creation and Deposits. There shall be and there hereby is established in the treasury of the County, if one has not already been created, a debt service fund, separate and distinct from every other fund, which shall be maintained in accordance with generally accepted accounting principles. Debt service or sinking funds established for obligations previously issued by the County may be considered as separate and distinct accounts within the debt service fund.

Within the debt service fund, there hereby is established a separate and distinct account designated as the "Debt Service Fund Account for General Obligation Promissory Notes - 2025" (the "Debt Service Fund Account") and such account shall be maintained until the indebtedness evidenced by the Notes is fully paid or otherwise extinguished. There shall be deposited into the Debt Service Fund Account (i) all accrued interest received by the County at the time of delivery of and payment for the Notes; (ii) any premium which may be received by the County above the par value of the Notes and accrued interest thereon; (iii) all money raised by the taxes herein levied and any amounts appropriated for the specific purpose of meeting principal of and interest on the Notes when due; (iv) such other sums as may be necessary at any time to pay principal of and interest on the Notes when due; (v) surplus monies in the Borrowed Money Fund as specified below; and (vi) such further deposits as may be required by Section 67.11, Wisconsin Statutes.

(B) Use and Investment. No money shall be withdrawn from the Debt Service Fund Account and appropriated for any purpose other than the payment of principal of and interest on the Notes until all such principal and interest has been paid in full and the Notes canceled; provided (i) the funds to provide for each payment of principal of and interest on the Notes prior to the scheduled receipt of taxes from the next succeeding tax collection may be invested in direct obligations of the United States of America maturing in time to make such payments when they are due or in other investments permitted by law; and (ii) any funds over and above the amount of such principal and interest payments on the Notes may be used to reduce the next succeeding tax levy, or may, at the option of the County, be invested by purchasing the Notes as permitted by and subject to Section 67.11(2)(a), Wisconsin Statutes, or in permitted municipal investments under the pertinent provisions of the Wisconsin Statutes ("Permitted Investments"), which investments shall continue to be a part of the Debt Service Fund Account. Any investment of the Debt Service Fund Account shall at all times conform with the provisions of the Internal Revenue Code of 1986, as amended (the "Code") and any applicable Treasury Regulations (the "Regulations").

(C) Remaining Monies. When all of the Notes have been paid in full and canceled, and all Permitted Investments disposed of, any money remaining in the Debt Service Fund Account shall be transferred and deposited in the general fund of the County, unless the County Board of Supervisors directs otherwise.

Section 7. Proceeds of the Notes; Segregated Borrowed Money Fund. The proceeds of the Notes (the "Note Proceeds") (other than any premium and accrued interest which must be paid at the time of the delivery of the Notes into the Debt Service Fund Account created above) shall be deposited into a special fund (the "Borrowed Money Fund") separate and distinct from all other funds of the County and disbursed solely for the purpose or purposes for which borrowed. In no event shall monies in the Borrowed Money Fund be used to fund operating expenses of the general fund of the County or of any special revenue fund of the County that is supported by property taxes. Monies in the Borrowed Money Fund may be temporarily invested in Permitted Investments. Any monies, including any income from Permitted Investments, remaining in the Borrowed Money Fund after the purpose or purposes for which the Notes have been issued have been accomplished, and, at any time, any monies as are not needed and which obviously thereafter cannot be needed for such purpose(s) shall be deposited in the Debt Service Fund Account.

Section 8. No Arbitrage. All investments made pursuant to this Resolution shall be Permitted Investments, but no such investment shall be made in such a manner as would cause the Notes to be "arbitrage bonds" within the meaning of Section 148 of the Code or the Regulations and an officer of the County, charged with the responsibility for issuing the Notes, shall certify as to facts, estimates, circumstances and reasonable expectations in existence on the date of delivery of the Notes to the Purchaser which will permit the conclusion that the Notes are not "arbitrage bonds," within the meaning of the Code or Regulations.

Section 9. Compliance with Federal Tax Laws. (a) The County represents and covenants that the projects financed by the Notes and the ownership, management and use of the projects will not cause the Notes to be "private activity bonds" within the meaning of Section 141 of the Code. The County further covenants that it shall comply with the provisions of the Code to the extent necessary to maintain the tax-exempt status of the interest on the Notes including, if applicable, the rebate requirements of Section 148(f) of the Code. The County further covenants that it will not take any action, omit to take any action or permit the taking or omission of any action within its control (including, without limitation, making or permitting any use of the proceeds of the Notes) if taking, permitting or omitting to take such action would cause any of the Notes to be an arbitrage bond or a private activity bond within the meaning of the Code or would otherwise cause interest on the Notes to be included in the gross income of the recipients thereof for federal income tax purposes. The County Clerk or other officer of the County charged with the responsibility of issuing the Notes shall provide an appropriate certificate of the County certifying that the County can and covenanting that it will comply with the provisions of the Code and Regulations.

(b) The County also covenants to use its best efforts to meet the requirements and restrictions of any different or additional federal legislation which may be made applicable to the Notes provided that in meeting such requirements the County will do so only to the extent consistent with the proceedings authorizing the Notes and the laws of the State of Wisconsin and to the extent that there is a reasonable period of time in which to comply.

Section 10. Execution of the Notes; Closing; Professional Services. The Notes shall be issued in printed form, executed on behalf of the County by the manual or facsimile signatures of the Chairperson and County Clerk, authenticated, if required, by the Fiscal Agent (defined below), sealed with its official or corporate seal, if any, or a facsimile thereof, and delivered to the Purchaser upon payment to the County of the purchase price thereof, plus accrued interest to the date of delivery (the "Closing"). The facsimile signature of either of the officers executing the Notes may be imprinted on the Notes in lieu of the manual signature of the officer but, unless the County has contracted with a fiscal agent to authenticate the Notes, at least one of the signatures appearing on each Note shall be a manual signature. In the event that either of the officers whose signatures appear on the Notes shall cease to be such officers before the Closing, such signatures shall, nevertheless, be valid and sufficient for all purposes to the same extent as if they had remained in office until the Closing. The aforesaid officers are hereby authorized and directed to do all acts and execute and deliver the Notes and all such documents, certificates and acknowledgements as may be necessary and convenient to effectuate the Closing. The County hereby authorizes the officers and agents of the County to enter into, on its behalf, agreements and contracts in conjunction with the Notes, including but not limited to agreements and contracts for legal, trust, fiscal agency, disclosure and continuing disclosure, and rebate calculation services. Any such contract heretofore entered into in conjunction with the issuance of the Notes is hereby ratified and approved in all respects.

Section 11. Payment of the Notes; Fiscal Agent. The principal of and interest on the Notes shall be paid by Zions Bancorporation, National Association, Chicago, Illinois, which is hereby appointed as the County's registrar and fiscal agent pursuant to the provisions of Section 67.10(2), Wisconsin Statutes (the "Fiscal Agent"). The County hereby authorizes the Chairperson and County Clerk or other appropriate officers of the County to enter into a Fiscal Agency Agreement between the County and the Fiscal Agent. Such contract may provide, among other things, for the performance by the Fiscal Agent of the functions listed in Wis. Stats. Sec. 67.10(2)(a) to (j), where applicable, with respect to the Notes.

Section 12. Persons Treated as Owners; Transfer of Notes. The County shall cause books for the registration and for the transfer of the Notes to be kept by the Fiscal Agent. The person in whose name any Note shall be registered shall be deemed and regarded as the absolute owner thereof for all purposes and payment of either principal or interest on any Note shall be made only to the registered owner thereof. All such payments shall be valid and effectual to satisfy and discharge the liability upon such Note to the extent of the sum or sums so paid.

Any Note may be transferred by the registered owner thereof by surrender of the Note at the office of the Fiscal Agent, duly endorsed for the transfer or accompanied by an assignment duly executed by the registered owner or his attorney duly authorized in writing. Upon such transfer, the Chairperson and County Clerk shall execute and deliver in the name of the transferee or transferees a new Note or Notes of a like aggregate principal amount, series and maturity and the Fiscal Agent shall record the name of each transferee in the registration book. No registration shall be made to bearer. The Fiscal Agent shall cancel any Note surrendered for transfer.

The County shall cooperate in any such transfer, and the Chairperson and County Clerk are authorized to execute any new Note or Notes necessary to effect any such transfer.

Section 13. Record Date. The 15th day of the calendar month next preceding each interest payment date shall be the record date for the Notes (the "Record Date"). Payment of interest on the Notes on any interest payment date shall be made to the registered owners of the Notes as they appear on the registration book of the County at the close of business on the Record Date.

Section 14. Utilization of The Depository Trust Company Book-Entry-Only System. In order to make the Notes eligible for the services provided by The Depository Trust Company, New York, New York ("DTC"), the County agrees to the applicable provisions set forth in the Blanket Issuer Letter of Representations, which the County Clerk or other authorized representative of the County is authorized and directed to execute and deliver to DTC on behalf of the County to the extent an effective Blanket Issuer Letter of Representations is not presently on file in the County Clerk's office.

Section 15. Condition on Issuance and Sale of the Notes. The issuance of the Notes and the sale of the Notes to the Purchaser are subject to approval by an Authorized Officer of the principal amount, definitive maturities, redemption provisions, interest

rates and purchase price for the Notes, which approval shall be evidenced by execution by an Authorized Officer of the Approving Certificate.

The Notes shall not be issued, sold or delivered until this condition is satisfied. Upon satisfaction of this condition, an Authorized Officer is authorized to execute a Proposal with the Purchaser providing for the sale of the Notes to the Purchaser.

Section 16. Official Statement. The County Board of Supervisors hereby directs an Authorized Officer to approve the Preliminary Official Statement with respect to the Notes and deem the Preliminary Official Statement as "final" as of its date for purposes of SEC Rule 15c2-12 promulgated by the Securities and Exchange Commission pursuant to the Securities and Exchange Act of 1934 (the "Rule"). All actions taken by the Authorized Officer or other officers of the County in connection with the preparation of such Preliminary Official Statement and any addenda to it or final Official Statement are hereby ratified and approved. In connection with the Closing, the appropriate County official shall certify the Preliminary Official Statement and any addenda or final Official Statement. The County Clerk shall cause copies of the Preliminary Official Statement and any addenda or final Official Statement to be distributed to the Purchaser.

Section 17. Undertaking to Provide Continuing Disclosure. The County hereby covenants and agrees, for the benefit of the owners of the Notes, to enter into a written undertaking (the "Undertaking") if required by the Rule to provide continuing disclosure of certain financial information and operating data and timely notices of the occurrence of certain events in accordance with the Rule. The Undertaking shall be enforceable by the owners of the Notes or by the Purchaser on behalf of such owners (provided that the rights of the owners and the Purchaser to enforce the Undertaking shall be limited to a right to obtain specific performance of the obligations thereunder and any failure by the County to comply with the provisions of the Undertaking shall not be an event of default with respect to the Notes).

To the extent required under the Rule, the Chairperson and County Clerk, or other officer of the County charged with the responsibility for issuing the Notes, shall provide a Continuing Disclosure Certificate for inclusion in the transcript of proceedings, setting forth the details and terms of the County's Undertaking.

Section 18. Record Book. The County Clerk shall provide and keep the transcript of proceedings as a separate record book (the "Record Book") and shall record a full and correct statement of every step or proceeding had or taken in the course of authorizing and issuing the Notes in the Record Book.

Section 19. Bond Insurance. If the Purchaser determines to obtain municipal bond insurance with respect to the Notes, the officers of the County are authorized to take all actions necessary to obtain such municipal bond insurance. The Chairperson and County Clerk are authorized to agree to such additional provisions as the bond insurer may reasonably request and which are acceptable to the Chairperson and County Clerk including provisions regarding restrictions on investment of Note proceeds, the payment

procedure under the municipal bond insurance policy, the rights of the bond insurer in the event of default and payment of the Notes by the bond insurer and notices to be given to the bond insurer. In addition, any reference required by the bond insurer to the municipal bond insurance policy shall be made in the form of Note provided herein.

Section 20. Conflicting Resolutions; Severability; Effective Date. All prior resolutions, rules or other actions of the County Board of Supervisors or any parts thereof in conflict with the provisions hereof shall be, and the same are, hereby rescinded insofar as the same may so conflict. In the event that any one or more provisions hereof shall for any reason be held to be illegal or invalid, such illegality or invalidity shall not affect any other provisions hereof. The foregoing shall take effect immediately upon adoption and approval in the manner provided by law.

EXHIBIT A

APPROVING CERTIFICATE

The undersigned of Green Lake County, Wisconsin (the "County"), hereby certifies that:

1. **Resolution.** On _____, 2025, the County Board of Supervisors of the County adopted a resolution (the "Resolution") authorizing the issuance and establishing parameters for the sale of not to exceed \$29,000,000 General Obligation Promissory Notes of the County (the "Notes") to Robert W. Baird & Co. Incorporated (the "Purchaser") and delegating to me the authority to approve the Preliminary Official Statement, to approve the purchase proposal for the Notes, and to determine the details for the Notes within the parameters established by the Resolution.
2. **Proposal; Terms of the Notes.** On the date hereof, the Purchaser offered to purchase the Notes in accordance with the terms set forth in the Note Purchase Agreement between the County and the Purchaser attached hereto as Schedule I (the "Proposal"). The Proposal meets the parameters established by the Resolution and is hereby approved and accepted.

The Notes shall be issued in the aggregate principal amount of \$_____, which is not more than the \$29,000,000 approved by the Resolution, and shall mature on March 1 of each of the years and in the amounts and shall bear interest at the rates per annum as set forth in the Pricing Summary attached hereto as Schedule II and incorporated herein by this reference. The amount of each annual principal or mandatory redemption payment due on the Notes is not more than \$2,500,000 more or less per maturity or mandatory redemption amount than the schedule included in the Resolution as set forth below:

<u>Date</u>	<u>Resolution Schedule</u>	<u>Actual Amount</u>
03-01-2026	\$ 590,000	\$ _____
03-01-2027	685,000	_____
03-01-2028	725,000	_____
03-01-2029	770,000	_____
03-01-2030	820,000	_____
03-01-2031	870,000	_____
03-01-2032	925,000	_____
03-01-2033	980,000	_____
03-01-2034	1,470,000	_____
03-01-2035	1,535,000	_____
03-01-2036	1,600,000	_____
03-01-2037	1,670,000	_____
03-01-2038	1,745,000	_____
03-01-2039	1,820,000	_____
03-01-2040	1,905,000	_____
03-01-2041	1,990,000	_____
03-01-2042	2,075,000	_____
03-01-2043	\$2,170,000	\$ _____
03-01-2044	2,275,000	_____
03-01-2045	2,380,000	_____

The true interest cost on the Notes (computed taking the Purchaser's compensation into account) is _____%, which is not in excess of 5.00%, as required by the Resolution.

3. **Purchase Price of the Notes.** The Notes shall be sold to the Purchaser in accordance with the terms of the Proposal at a price of \$_____, plus accrued interest, if any, to the date of delivery of the Notes, which is not less than 97.50% of the principal amount of the Notes, as required by the Resolution.

The difference between the initial public offering prices provided by the Purchaser of the Notes (\$_____) and the purchase price to be paid to the County by the Purchaser (\$_____) is \$_____, or _____% of the principal amount of the Notes, which does not exceed 2.50% of the principal amount of the Notes. The portion of such amount representing Purchaser's compensation is \$_____, or not more than 1.25% of the principal amount of the Notes.

4. **Redemption Provisions of the Notes.** The Notes maturing on March 1, _____ and thereafter are subject to redemption prior to maturity, at the option of the County, on March 1, _____ or on any date thereafter. Said Notes are redeemable as a whole or in part, and if in part, from maturities selected by the County and within each maturity by lot, at the principal amount thereof, plus accrued interest to the date of redemption. [The Proposal specifies that [some of] the Notes are subject to mandatory redemption. The terms of such mandatory redemption are set forth on an attachment hereto as Schedule MRP and incorporated herein by this reference.]
5. **Direct Annual Irrepealable Tax Levy.** For the purpose of paying the principal of and interest on the Notes as the same respectively falls due, the full faith, credit and taxing powers of the County have been irrevocably pledged and there has been levied on all of the taxable property in the County, pursuant to the Resolution, a direct, annual irrepealable tax in an amount and at the times sufficient for said purpose. Such tax shall be for the years and in the amounts set forth on the debt service schedule attached hereto as Schedule III.
6. **Preliminary Official Statement.** The Preliminary Official Statement with respect to the Notes is hereby approved and deemed "final" as of its date for purposes of SEC Rule 15c2-12 promulgated by the Securities and Exchange Commission pursuant to the Securities and Exchange Act of 1934.

7. **Approval.** This Certificate constitutes my approval of the Proposal, and the principal amount, definitive maturities, interest rates, purchase price and redemption provisions for the Notes and the direct annual irrepealable tax levy to repay the Notes, in satisfaction of the parameters set forth in the Resolution.

IN WITNESS WHEREOF, I have executed this Certificate on _____, 2025 pursuant to the authority delegated to me in the Resolution.

[_____]

[_____]

SCHEDULE I TO APPROVING CERTIFICATE

Proposal

To be provided by the Purchaser and incorporated into the Certificate.

(See Attached)

SCHEDULE II TO APPROVING CERTIFICATE

Pricing Summary

To be provided by the Purchaser and incorporated into the Certificate.

(See Attached)

SCHEDULE III TO APPROVING CERTIFICATE

Debt Service Schedule and Irrepealable Tax Levies

To be provided by the Purchaser and incorporated into the Certificate.

(See Attached)

[SCHEDULE MRP

Mandatory Redemption Provision

The Notes due on March 1, _____, _____ and _____ (the "Term Bonds") are subject to mandatory redemption prior to maturity by lot (as selected by the Depository) at a redemption price equal to One Hundred Percent (100%) of the principal amount to be redeemed plus accrued interest to the date of redemption, from debt service fund deposits which are required to be made in amounts sufficient to redeem on March 1 of each year the respective amount of Term Bonds specified below:

For the Term Bonds Maturing on March 1, 20

Redemption

<u> Date </u>	<u> Amount </u>
_____ \$ _____	
_____ _____	
_____ _____	(maturity)

For the Term Bonds Maturing on March 1, 20

Redemption

<u> Date </u>	<u> Amount </u>
_____ \$ _____	
_____ _____	
_____ _____	(maturity)

For the Term Bonds Maturing on March 1, 20

Redemption

<u> Date </u>	<u> Amount </u>
_____ \$ _____	
_____ _____	
_____ _____	(maturity)

For the Term Bonds Maturing on March 1, 20

Redemption

 Date Amount

 \$

 (maturity)]

EXHIBIT B

(Form of Note)

UNITED STATES OF AMERICA

REGISTERED STATE OF WISCONSIN DOLLARS

NO. R-___ GREEN LAKE COUNTY \$_____

GENERAL OBLIGATION PROMISSORY NOTE

MATURITY DATE: ORIGINAL DATE OF ISSUE: INTEREST RATE: CUSIP:

March 1, _____, 2025 _____%

DEPOSITORY OR ITS NOMINEE NAME: CEDE & CO.

PRINCIPAL AMOUNT: _____ THOUSAND DOLLARS
(\$_____)

FOR VALUE RECEIVED, Green Lake County, Wisconsin (the "County"), hereby acknowledges itself to owe and promises to pay to the Depository or its Nominee Name (the "Depository") identified above (or to registered assigns), on the maturity date identified above, the principal amount identified above, and to pay interest thereon at the rate of interest per annum identified above, all subject to the provisions set forth herein regarding redemption prior to maturity. Interest shall be payable semi-annually on March 1 and September 1 of each year commencing on March 1, 2026 until the aforesaid principal amount is paid in full. Both the principal of and interest on this Note are payable to the registered owner in lawful money of the United States. Interest payable on any interest payment date shall be paid by wire transfer to the Depository in whose name this Note is registered on the Bond Register maintained by Zions Bancorporation, National Association, Chicago, Illinois (the "Fiscal Agent") or any successor thereto at the close of business on the 15th day of the calendar month next preceding each interest payment date (the "Record Date"). This Note is payable as to principal upon presentation and surrender hereof at the office of the Fiscal Agent.

For the prompt payment of this Note together with interest hereon as aforesaid and for the levy of taxes sufficient for that purpose, the full faith, credit and resources of the County are hereby irrevocably pledged.

This Note is one of an issue of Notes aggregating the principal amount of \$_____, all of which are of like tenor, except as to denomination, interest rate, maturity date and redemption provision, issued by the County pursuant to the provisions of Section 67.12(12), Wisconsin Statutes, for public purposes, including paying the cost of constructing a highway building, as authorized by a resolution adopted on April 15, 2025 as supplemented by an Approving Certificate, dated _____, _____ (the "Approving Certificate") (collectively, the "Resolution"). Said Resolution is recorded in the official minutes of the County Board of Supervisors for said date.

The Notes maturing on March 1, _____ and thereafter are subject to redemption prior to maturity, at the option of the County, on March 1, _____ or on any date thereafter. Said Notes are redeemable as a whole or in part, and if in part, from maturities selected by the County, and within each maturity by lot (as selected by the Depository), at the principal amount thereof, plus accrued interest to the date of redemption.

[The Notes maturing in the years _____ are subject to mandatory redemption by lot as provided in the Approving Certificate, at the redemption price of par plus accrued interest to the date of redemption and without premium.]

In the event the Notes are redeemed prior to maturity, as long as the Notes are in book-entry-only form, official notice of the redemption will be given by mailing a notice by registered or certified mail, overnight express delivery, facsimile transmission, electronic transmission or in any other manner required by the Depository, to the Depository not less than thirty (30) days nor more than sixty (60) days prior to the redemption date. If less than all of the Notes of a maturity are to be called for redemption, the Notes of such maturity to be redeemed will be selected by lot. Such notice will include but not be limited to the following: the designation, date and maturities of the Notes called for redemption, CUSIP numbers, and the date of redemption. Any notice provided as described herein shall be conclusively presumed to have been duly given, whether or not the registered owner receives the notice. The Notes shall cease to bear interest on the specified redemption date provided that federal or other immediately available funds sufficient for such redemption are on deposit at the office of the Depository at that time. Upon such deposit of funds for redemption the Notes shall no longer be deemed to be outstanding.

It is hereby certified and recited that all conditions, things and acts required by law to exist or to be done prior to and in connection with the issuance of this Note have been done, have existed and have been performed in due form and time; that the aggregate

indebtedness of the County, including this Note and others issued simultaneously herewith, does not exceed any limitation imposed by law or the Constitution of the State of Wisconsin; and that a direct annual irrevocable tax has been levied sufficient to pay this Note, together with the interest thereon, when and as payable.

This Note is transferable only upon the books of the County kept for that purpose at the office of the Fiscal Agent, only in the event that the Depository does not continue to act as depository for the Notes, and the County appoints another depository, upon surrender of the Note to the Fiscal Agent, by the registered owner in person or his duly authorized attorney, together with a written instrument of transfer (which may be endorsed hereon) satisfactory to the Fiscal Agent duly executed by the registered owner or his duly authorized attorney. Thereupon a new fully registered Note in the same aggregate principal amount shall be issued to the new depository in exchange therefor and upon the payment of a charge sufficient to reimburse the County for any tax, fee or other governmental charge required to be paid with respect to such registration. The Fiscal Agent shall not be obliged to make any transfer of the Notes (i) after the Record Date, (ii) during the fifteen (15) calendar days preceding the date of any publication of notice of any proposed redemption of the Notes, or (iii) with respect to any particular Note, after such Note has been called for redemption. The Fiscal Agent and County may treat and consider the Depository in whose name this Note is registered as the absolute owner hereof for the purpose of receiving payment of, or on account of, the principal or redemption price hereof and interest due hereon and for all other purposes whatsoever. The Notes are issuable solely as negotiable, fully-registered Notes without coupons in the denomination of \$5,000 or any integral multiple thereof.

This Note shall not be valid or obligatory for any purpose until the Certificate of Authentication hereon shall have been signed by the Fiscal Agent.

No delay or omission on the part of the owner hereof to exercise any right hereunder shall impair such right or be considered as a waiver thereof or as a waiver of or acquiescence in any default hereunder.

IN WITNESS WHEREOF, Green Lake County, Wisconsin, by its governing body, has caused this Note to be executed for it and in its name by the manual or facsimile signatures of its duly qualified Chairperson and County Clerk; and to be sealed with its official or corporate seal, if any, all as of the original date of issue specified above.

GREEN LAKE COUNTY, WISCONSIN

By: _____

David Abendroth

Chairperson

(SEAL)

By: _____

Elizabeth Otto

County Clerk

Date of Authentication: _____, _____

CERTIFICATE OF AUTHENTICATION

This Note is one of the Notes of the issue authorized by the within-mentioned Resolution of Green Lake County, Wisconsin.

ZIONS BANCORPORATION,
NATIONAL ASSOCIATION,
CHICAGO, ILLINOIS

By _____

Authorized Signatory

ASSIGNMENT

FOR VALUE RECEIVED, the undersigned sells, assigns and transfers unto

(Name and Address of Assignee)

(Social Security or other Identifying Number of Assignee)

the within Note and all rights thereunder and hereby irrevocably constitutes and appoints _____, Legal Representative, to transfer said Note on the books kept for registration thereof, with full power of substitution in the premises.

Dated: _____

Signature Guaranteed:

(e.g. Bank, Trust Company _____ (Depository or Nominee Name)
or Securities Firm)

NOTICE: This signature must correspond with the name of the Depository or Nominee Name as it appears upon the face of the within Note in every particular, without alteration or enlargement or any change whatever.

(Authorized Officer)

APPOINTMENTS TO BE MADE AT THE APRIL 15, 2025 County Board

Appoint/Reappoint	Name	Committee Name	Term Ending
Reappointed	Sue Shemanski	Health Advisory	4/15/2027
Reappointed	Terri Maul	Health Advisory	4/15/2027