

Notice of Public Meeting
Tuesday, September 18, 2018
9:00 a.m.

**JOINT
 ADMINISTRATIVE
 COMMITTEE
 &
 FINANCE COMMITTEE
 MEETING**

Door County Government Center
Chambers Room, 1st floor
421 Nebraska Street, Sturgeon Bay, WI

Oversight for Child Support, Clerk of Court, Circuit Court, Corporation Counsel, County Administrator, County Clerk, District Attorney, Human Resources, Register in Probate, and Veteran's Service Office

AGENDA

- 1. Call Meeting to Order**
- 2. Establish a Quorum ~ Roll Call**
- 3. Adopt Agenda / Properly Noticed**
- 4. Public Comment**
- 5. New Business (Review / Action)**
 - A. Resolution 2018-__ New Position(s), Reclassifications and Change in Hours
 - B. Resolution 2018-__ Part-time Pay Rates
 - C. Resolution 2018-__ Transfer of Non-Budgeted Funds - Recruitment and Retention of Psychiatrist
- 6. Adjourn**

Deviation from the order shown may occur

2019 New Positions, Reclassification and Change of Hours - Summary Effect on 2019 Budget

Addendum 2 of 11

Department	Rationale	Current Budget or Contract Amount or Offsetting Revenues	Proposed Budget or Contract Amount	Change or Increase	Impact on 2019 Budget Minus Revenues or Department Changes	Percent Change	Request Reviewed by Human Resources	County Administrator Recommendation	
District Attorney									
.8 FTE to 1.0 FTE Admin Assistant II	Instead of adding a new position, the department will increase hours for this position and reclassify a position.	\$33,505 \$30,853 (PC)	\$64,668	\$310	\$310		Yes	Yes	
	2018 Tax Levy	\$278,400	2019 Tax Levy	\$298,081	Levy with Change	\$298,391	% Change	7.18%	
Human Services - RECLASSIFICATION REQUEST									
WI Home Energy Assistance Program Position	Sent to consultant for review and recommendation						Consultant Recommended No Change	Recommended No Change	
Support Specialist Position	Sent to consultant for review and recommendation								
Human Services - ADRC									
.5 FTE to 1.0 FTE Cook	Volume of meals has increased 30%	-	\$22,337	\$22,337	\$22,337		Yes	Yes	
Increase LTE hours @ ADRC	We need additional LTE hours to cover the work load when staff are out or when we have special events.	-	\$12,585	\$12,585	\$12,585		Yes	Yes	
1 FTE Transportation (LTE)	LTE Position or contracted position that will analyze the Transportation program and determine the direction the County will go in 2020 and beyond	\$39,388 Revenue	\$78,776	\$39,388	LTE Included in Budget		Yes	Approved - Included in the budget.	
	ADRC	2018 Tax Levy	\$526,964	2019 Tax Levy	\$591,660	Levy with Change	\$626,582	% Change	18.90%
Human Services - Human Services									
1 FTE Psychiatrist	Current contracted doctor with Kewaunee is not working and we have an increase case load. The contract with a support nurse is actually more expensive then just hiring the Doctor.	\$317,200	\$261,000	(\$56,200)	(\$56,000)		Yes	Yes	
1 FTE Children's Long-Term Care Case Mgr.	In 2017 the state mandated the elimination of Children's Long-Term Support waiting list in 2018. (22 kids on the list). Comprehensive Community Service program volume continues to increase. We have yet to see the volume of discharges equal the number of new admission. In this program, we have the ability to capture our full costs through Medicaid billing.	\$56,000 Revenue	\$86,824	\$30,824	\$30,824		Yes	No	
1 FTE Comprehensive Community Services Case Mgr		\$143,548 Revenue	\$86,824 Staff \$98,612 Contract	\$41,888	\$41,888		Yes	No	
	HS	2018 Tax Levy	\$3,091,521	2019 Tax Levy	\$3,041,059	Levy with Change	\$3,113,771	% Change	0.72%
Library									
LTE	Archives Researcher	-	\$20,197	20,197	\$20,197		Yes	Yes	
	2018 Tax Levy	\$1,514,715	2019 Tax Levy	\$1,504,765	Levy with Change	\$1,524,962	% Change	0.68%	
Sheriff									
1 FTE Case Manager (LTE)	LTE Position or contracted position that will work under that grant obtained as part of Operation Fresh Start. Position will also complete initial research for the Treatment Court. This position will report to Human Services.	\$60,000 Grant \$26,824 Increased Jail Bed Revenues	\$86,824	-	\$0			Approved - Included in the budget.	
	2018 Tax Levy	\$7,480,596	2019 Tax Levy	\$6,800,250	Levy with Change	\$6,800,250	% Change	-9.09%	
Part time pay rate requests									
Emergency Services	Paramedic Replacement - from \$14.50 to \$16.92 per hour				\$24,954	17%	Yes	No	
	EMT - Basic from \$7.25/\$11.50 to \$13.54 per hour				\$11,951	18%	Yes	No	
	ES	2018 Tax Levy	\$3,331,629	2019 Tax Levy	\$3,087,705	Levy with Change	\$3,124,610	% Change	-6.21%
Highway & Parks Seasonal	Seasonal Class I (start) \$11.75 - \$12.25 per hour				\$0.50	4%	Yes	No	
	Seasonal Class II (second year) \$12.75 - \$13.25 per hour				\$0.50	4%	Yes	No	
	Seasonal Class III (third year) \$13.75 - \$14.25 per hour				\$0.50	4%	Yes	No	
	Seasonal Class IV (CDL required) \$14.00 -\$14.50 per hour				\$0.50	4%	Yes	No	
	Security Class V - \$14.50 per hour (new class requested)					n/a	Yes	Yes	
	Stand by Bridge tender - \$17.50 to \$18.25 per hour				\$0.75		Yes	No	
					\$5,775				
	Highway	2018 Tax Levy	\$0	2019 Tax Levy	\$0	Levy with Change	\$0	\$ Change	\$5,775
					\$6,619				
	Fac & Parks	2018 Tax Levy	\$1,799,791	2019 Tax Levy	\$2,526,439	Levy with Change	\$2,533,058	% Change	40.74%

<u>Department</u>		<u>Rationale</u>		<u>Current Budget or Contract Amount or Offsetting Revenues</u>	<u>Proposed Budget or Contract Amount</u>	<u>Change or Increase</u>	<u>Impact on 2019 Budget Minus Revenues or Department Changes</u>	<u>Percent Change</u>	<u>Request Reviewed by Human Resources</u>	<u>County Administrator Recommendation</u>
Museum	Museum Director - \$12.85 to \$13.25					\$0.40		3%	Yes	Yes
	Assistant Curator - Part time - \$12.10 to \$12.50					\$0.40	\$1,218	3%	Yes	Yes
	Museum	2018 Tax Levy	\$98,989	2019 Tax Levy	\$99,053	Levy with Change	\$100,271	% Change	1.30%	
Sheriff's Department	Non Sworn Reserve Deputy - from \$14.00 - \$14.50 per hour					\$0.50	\$746	4%	Yes	No
	Sworn Reserve Deputy - from \$15.75 to \$16.25 per hour					\$0.50	\$695	4%	Yes	No
	Reserve Coordinator - \$17.00 per hour (new class requested)							n/a	Yes	No
	Sheriff	2018 Tax Levy	\$7,480,596	2019 Tax Levy	\$6,800,250	Levy with Change	\$6,800,250	% Change	-9.09%	
Reference to our Current Pay Structure:	Grade A: step 1 - \$12.46 Grade B: step 1- \$13.46 Grade C: Step1 - \$14.53									

Summary of Changes Recommended by Administrator			
Department	Position	Fiscal Impact	Comment
District Attorney	Admin Asst II	\$310	
HS - ADRC	Cook	\$22,337	
HS - ADRC	LTE Hours	\$12,585	
HS - HS	Psychiatrist	(\$56,000)	
Library	LTE Researcher	\$20,197	* Funding from the Museum BLDG Reserve for 1 year
Museum	Director/Curator	\$1,218	
Total 2019 Fiscal Impact on Tax Levy		(\$19,550)	



DOOR COUNTY

Draft

ROLL CALL	Board Member	Present	Absent	Exc.
AUSTAD				
BACON				
BULTMAN				
CHOMEAU				
D. ENGLEBERT				
R. ENGLEBERT				
ENIGL				
FISHER				
GUNNLAUGSSON				
HALSTEAD				
KOCH				
KOHOUT				
LIENAU				
LUNDAHL				
NEINAS				
NORTON				
ROBILLARD				
SCHULTZ				
VIRLEE				
VLIES WOTACHEK				
WAIT				

BOARD ACTIONVote Required: Majority Vote of a Quorum

Motion to Approve Adopted ☐

1st _____ Defeated ☐

2nd _____

Yes: _____ No: _____ Exc: _____

Reviewed by:

_____, Corp. Counsel

Reviewed by:

_____, Administrator

FISCAL IMPACT:

See Attached. MEJ

Resolution No. 2018-____

New Position Requests for 2019 (Increase of Hours, Reclassifications, New Positions)

TO THE DOOR COUNTY BOARD OF SUPERVISORS:

1 **WHEREAS**, The process requires that a Joint Meeting be held with the Finance and
 2 Administrative Committee to review and recommend action by the County Board on all Increase of
 3 hours; reclassifications and new regular or part time position requests; and

4 **WHEREAS**, The Committees met, conferred with department heads, oversight committee
 5 chairpersons, Human Resources Director, and County Administrator, considered the personnel
 6 requests made and submits the following recommendation to the County Board:
 7

8 The following personnel requests are recommended for approval:
 9 **Please reference *Addendum A* for details

10 **NOW, THEREFORE, BE IT RESOLVED**, that the Door County Board of Supervisors does
 11 hereby approve the above action on the increase of hours, and new positions detailed above.
 12

FISCAL IMPACT: \$ (SEE ADDENDUM A)**SUBMITTED BY:****ADMINISTRATIVE COMMITTEE & FINANCE COMMITTEE**

 David Lienau,
 Administrative Committee Chair

 Kathy Schultz,
 Finance Committee Chair

 Ken Fisher

 David Englebert

 Dan Austad

 David Enigl

 Susan Kohout

 Susan Kohout

 John Neinas

 Nancy Robillard

 John Neinas

 Richard Virlee

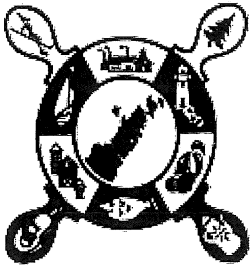
 Nancy Robillard

 Laura Vlies Wotachek

Certification:

I, Jill M. Lau, Clerk of Door County, hereby certify
 that the above is a true and correct copy of a
 resolution that was adopted on the 27th day
 of September, 2018 by the Door County Board
 of Supervisors.

 Jill M. Lau
 County Clerk, Door County

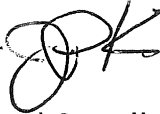


**County of Door
HIGHWAY DEPARTMENT**

1001 S. Duluth Avenue
Sturgeon Bay, WI 54235

John P. Kolodziej, PE
Highway Commissioner
(920) 746-2500
kolodziej@co.door.wi.us

Memo To: Administrative Committee

From: John P. Kolodziej, PE, Commissioner 

Re: Request for pay increase, Seasonal and Standby Bridgetender

Date: August 14, 2018

The Seasonal Highway worker and Standby Bridgetender pay rates have not been adjusted since January 2016. The Highway Department continually finds it difficult to fill these positions. Of particular concern is the ability to recruit Standby Bridgetenders. Several attempts to recruit new employees to this position over the last few years has produced very limited qualified applicants.

A request to increase the current rates and the financial impact are described below.

1. Standby Bridgetender – Current Wage \$17.50/hr; Requested for 2019 \$18.25/hr. An increase of \$0.75/hr would increase expenses and estimated \$965.00/yr. All costs associated with Bridgetender duties are reimbursed 100% by the Wisconsin Department of Transportation, and therefore will have no impact on the local levy. Personnel from WisDOT have indicated they do not have a concern with a wage increase, and depend upon the local jurisdictions to set wages that are competitive to attract and keep qualified personnel.
2. Seasonal I, II and III – Current Wages \$11.75, \$12.75 and \$13.75 per hour, respectively; Requested increase of \$0.50/hr. The Highway Department budgets \$129,000 for seasonal workers. The requested hourly wage adjustment will increase total expenses by an estimated \$5058/yr. However, state and local governments reimburse approximately 45% of the increase in cost. The impact on the Door County Tax levy will therefore be approximately \$2782.00.



Door County Emergency Services

916 N 14th Ave.
Sturgeon Bay, WI 54235

Aaron LeClair, Director

08/10/2018

To: Kelly Hendee

From: Aaron LeClair

RE: Part Time pay rates for Emergency Services

Dear Mrs. Hendee,

I am requesting the following changes to our departments part time pay rates. To the best of my knowledge our part time rates have not been addressed in at least three years.

I believe the increases in pay will provide more incentive for our part time personnel to work additional hours. The increase will also help keep us in-line with the rest of the region.

I would propose that part time paramedic's hourly rate match the step one full time paramedic (currently \$16.92). If tied to the step one rate we would always ensure a fair wage for the part time employee while still saving on benefit costs.

I would propose that a part time EMT's hourly wage equate to 80% of step one of a paramedic (would put the rate at \$13.54). If tied to the step one rate we would always ensure a fair wage for the part time employee while still saving on benefit costs.

If approved, this would add approximately \$32,093 in part time payroll costs to the 2019 budget.

Thank you for your time and consideration.

Respectfully,

Aaron LeClair

HENDEE, KELLY

From: DELARWELLE, STEVE
Sent: Thursday, August 16, 2018 3:46 PM
To: HENDEE, KELLY
Subject: Reserve raises

Kelly, I asked Sgt. Sitte for his thoughts on a raise for reserves and the coordinator position. He has many valid points. Here they are.
 Thanks,
 Steve

Sheriff Delarwelle,

AS you are aware I have been in the Reserve Coordinator for the past 5 years. The Sheriff reserves have not had a pay increase in 2 years. We are asking ordinary citizens (non-sworn) to put on a Sheriff uniform and also assume the dangers this job brings forward for trivial compensation. They are the LOWEST paid uniformed employee on our department (by DOLLARS).

I do not know what increase in pay was requested but I do feel the sworn reserves should be paid the exact same as a part-time court security officer. There is absolutely no difference between the jobs. Both go on transports, certified with firearms, reserves occasionally work court security, some of the sworn reserves are RETIRED FULL TIME OFFICERS (just like the part time employees in court security). We ask our reserves to work undesirable weekends, holidays, late PM and early AM call-out for where you can find a job many other places for more money and theoretically less danger. The work hours are always undesirable dates and times. The part time court security officers can pick and choose hours and majority of their work is during NORMAL business hours. I cannot imagine why an increase in line with other employees DOING THE SAME JOB is not a reasonable request.

As you know we bill out EACH HOUR worked, at a requestors event, a specific dollar amount over the base wage to recapture our reserve unit equipment and operating costs. For when a reserve typically works, hour for hour, the County of Door is not paying the wage. It is a reimbursed wage paid to the County by the event organization. I have had many conversations with event requestors SHOCKED by how CHEAP it is to have a "Certified Law Enforcement Officer" at their event. I agree.

-I regards to a non-sworn I feel they should be paid \$4.00 less than whatever a part time court security officer currently gets paid. This is not unreasonable. Although they do not have the training. They are still walking with and alongside the hazardous danger. Whether it is the motor vehicles during traffic direction, disorderly people at public events, potentially violent prisoners during transports. There are too exposed to the same dangers which should justify a reasonable wage.

I do feel we should be paying the hourly monthly meeting rate at 20.00 for all meetings and trainings. I have some officers driving from either Green Bay or Ellison Bay who make basically nothing after fuel expense and taxes. You can go across the County of Door and volunteer fire departments are paying \$21.50 for training. Many of the reserves deputies are EMR (Emergency Medical Responders or Firefighters) and it can be hard to retain the Reserve to work the Sheriff Reserve Duty when they can work sometimes the same event (with a different uniform) for dollars more per hour. I cannot blame them. These employees give their heart and soul to the county for little compensation and without complaint. But they should be appropriately compensated for what they provide.

In regards to the soon to be appointed Reserve Coordinator, this is a member in the reserve unit who performs many duties. They fill the work schedule, resolve scheduling conflicts (due to an employee unable to attend), manage the three Sheriff Speed Boards (which includes moving them, maintaining them, talk with the public to determine their next placement, and do provide the speed data to towns/villages/etc.; upon request. This reserve also monitors the reserve unit and reports to me any known employee issue that either they observe or is brought to their attention. They assist in managing the county fair security as well. This reserve also is the point of contact when I am not on duty. This employee also is the initial point of contact with the other reserves if there is a question. This employee is invaluable to the reserve unit and can spend hours of time assisting in managing the reserve unit. My opinion the wage for this employee is to be the same as a OIC pay for a patrolman \$1.25 per hour (plus base wage) any hour they are working.

Sergeant Robert Sitte
Door County Sheriff
Reserve Coordinator

Steven G. Delarwelle
Door County Sheriff
1201 S Duluth
Sturgeon Bay Wis. 54235
sdelarwelle@co.door.wi.us
(920)-746-2424



DOOR COUNTY

Resolution No. 2018-____ PART TIME PAY RATES (Replacing Resolution #2017-67)

9 of 11

TO THE DOOR COUNTY BOARD OF SUPERVISORS:

ROLL CALL				
Board Mem				
AUSTAD				
BACON				
BULTMAN				
CHOMEAU				
D. ENGLEBERT				
R. ENGLEBERT				
ENIGL				
FISHER				
GUNNLAUGSSON				
HALSTEAD				
KOCH				
KOHOUT				
LIENAU				
LUNDAHL				
NEINAS				
NORTON				
ROBILLARD				
SCHULTZ				
VIRLEE				
VLIES WOTACHEK				
WAIT				

Draft

BOARD ACTION

Vote Required: Majority Vote of a Quorum

Motion to Approve Adopted ☐

1st _____ Defeated ☐

2nd _____

Yes: _____ No: _____ Exc: _____

Reviewed by:

_____, Corp. Counsel

Reviewed by:

_____, Administrator

FISCAL IMPACT: The only rates changed by this resolution are those for the Museum Director, Assistant Curator and Stand-by Bridgetender. Based on the number of hours presently included in the 2019 proposed budget for these workers, it is estimated that the fiscal impact of the rate increases would be \$2,331. This is not presently included in the 2019 proposed budget. MEJ

Certification:

I, Jill M. Lau, Clerk of Door County, hereby certify that the above is a true and correct copy of a resolution that was adopted on the 27th day of September, 2018 by the Door County Board of Supervisors.

Jill M. Lau
County Clerk, Door County

1 **WHEREAS**, The process requires that a Joint Meeting be held with
2 the Finance and Administrative Committee to review and recommend
3 action by the County Board on all increases to part time pay rates; and

4
5 **WHEREAS**, The Committees met, conferred with department heads,
6 oversight committee chairpersons, Human Resources Director, and
7 County Administrator, considered the part time pay rate changes and
8 submits the attached recommendation to the County Board:

9
10 **NOW, THEREFORE BE IT RESOLVED**, That the Part Time Pay Rates
11 (attached hereto as Addendum A, and incorporated herein by reference)
12 takes the place of (i.e., supersedes and supplants) Resolution #2017-67.

13
14 **BE IT FURTHER RESOLVED**, That the attached rates apply to all
15 classifications as listed, effective January 1, 2019.

SUBMITTED BY:

ADMINISTRATIVE COMMITTEE & FINANCE COMMITTEE

David Lienau,
Administrative Committee Chair

Kathy Schultz,
Finance Committee Chair

Ken Fisher

David Englebert

Dan Austad

David Enigl

Susan Kohout

Susan Kohout

John Neinas

Nancy Robillard

John Neinas

Richard Virlee

Nancy Robillard

Laura Vlies Wotachek

ADDENDUM A

Attachment to Resolution #2018-____

PART TIME PAY RATES – WORKSHEET

Position		Current Rate	Proposed Rate	Recommendation
EMERGENCY MEDICAL TECHNICIAN (EMT)				
On Duty		11.50		
Standby [2012 On-Call]		Payment = on call time mult by WI min wage		
Paramedic back-up		14.45		
Paramedic (replacement)		14.50		
SHERIFF				
Non-Sworn Reserve Deputy		14.00		
Sworn Reserve Deputy		15.75		
On Call Court Security Deputy				
Class 1 (start)		16.50		
Class II (3 years)		17.00		
Class III (5 years)		17.50		
MEDICAL EXAMINER				
Medical Examiner Investigator		70.00/case + 15.00 for add'l assigned work by Med Exam		
Cremation		25.00 per assist		
Autopsy / External Exam		100.00 per assist		
Standby [2012 On-Call]		daily stipend \$90 based on 24 hrs prorated		
HIGHWAY				
Stand by Bridgetender		17.50	18.25	17.75
HIGHWAY & AIRPORT				
Seasonal Class I (start)		11.75		
Seasonal Class II (second year)		12.75		
Seasonal Class III (third year)		13.75		
PARKS (FACILITIES & PARKS)				
Seasonal Class I (start)		11.75		
Seasonal Class II (second year)		12.75		
Seasonal Class III (third year)		13.75		
Seasonal Class IV (CDL Required)		CDL Req'd 14.00		
CIRCUIT COURT				
Bailiff		11.00		
MUSEUM				
Museum Director		12.85	13.25	13.25
Assistant Curator Part Time		12.10	12.50	12.50
LIBRARY				
Library Page Class I (start)		11.00		
Library Page Class II (second year)		12.00		
Library Page Class III (third year)		13.00		



DOOR COUNTY

Draft

ROLL CALL	Board Member			
AUSTAD				
BACON				
BULTMAN				
CHOMEAU				
D. ENGLEBERT				
R. ENGLEBERT				
ENIGL				
FISHER				
GUNNLAUGSSON				
HALSTEAD				
KOCH				
KOHOUT				
LIENAU				
LUNDAHL				
NEINAS				
NORTON				
ROBILLARD				
SCHULTZ				
VIRLEE				
VLIES WOTACHEK				
WAIT				

BOARD ACTION

Vote Required: Two Thirds of Entire Membership

Motion to Approve Adopted ☐

1st _____ Defeated ☐

2nd _____

Yes: _____ No: _____ Exc: _____

Reviewed by:

_____, Corp. Counsel

Reviewed by:

_____, Administrator

FISCAL IMPACT: The fiscal impact of adopting this resolution would be a decrease of up to \$30,000 to the Contingency Expense Account, which would leave an available balance of \$240,773.61 in this account. MEJ

Certification:

I, Jill M. Lau, Clerk of Door County, hereby certify that the above is a true and correct copy of a resolution that was adopted on the 27th day of September, 2018 by the Door County Board of Supervisors.

Jill M. Lau
County Clerk, Door County

Resolution No. 2018-____

11 of 11

TRANSFER OF NON-BUDGETED FUNDS Recruitment and Retention of Psychiatrist

TO THE DOOR COUNTY BOARD OF SUPERVISORS:

WHEREAS, Per § 65.90(5)(a) Wis. Stats. and Rules of Order #19 the amounts of the various appropriations and the purposes for such appropriations stated in a budget may not be changed unless authorized by a vote of two-thirds of the entire membership of the County Board of Supervisors; and

WHEREAS, The Human Services Department ("HSD") is in need of a full-time Psychiatrist to assume, among others, the role of Treatment Director for its Outpatient Mental Health and AODA Clinic; and

WHEREAS, HSD has, without success, been seeking to hire a full-time staff psychiatrist for the better part of two-years. During this two-year period DHS has explored or tried alternatives to a full-time staff psychiatrist (e.g., telepsychiatry, a combination of telepsychiatry and in-person, locum tenens psychiatrist, and contracting with another county for psychiatric services), but none have proven to be feasible or adequate; and

WHEREAS, Recruiting and retaining a full-time staff psychiatrist remains a significant concern for DHS. One strategy to address this concern is to utilize the services of a recruiter or headhunter to fill the position. Funds were not appropriated for this purpose in the 2018 budget; and

WHEREAS, At a joint meeting on September 18, 2018, the Administrative Committee and the Finance Committee considered this matter and recommended: a) hiring a recruiter or headhunter to assist in filling the full-time DHS psychiatrist position; and b) supplementing the 2018 appropriations for the Human Services Department by transfer of up to \$30,000 from the contingent fund to cover the fees and expenses of a recruiter or headhunter.

NOW, THEREFORE, BE IT RESOLVED, That the Door County Board of Supervisors does hereby approve supplementing the 2018 appropriations for the Human Resources budget by transfer of up to \$30,000 from the Door County Contingency Expense Account #100.06.1161.59103, to the Human Services Department Psychiatrist Recruitment Account, #240.47.3900.53162, to cover the fees and expenses of a recruiter or headhunter to assist in filling the full-time DHS psychiatrist position, and any other expenses related to the recruitment and filling of this position.

SUBMITTED BY:

ADMINISTRATIVE COMMITTEE & FINANCE COMMITTEE

David Lienau,
Administrative Committee Chair

Kathy Schultz,
Finance Committee Chair

Ken Fisher

David Englebert

Dan Austad

David Enigl

Susan Kohout

Susan Kohout

John Neinas

Nancy Robillard

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Laura Vlies Wotachek