

**Tuesday, August 27, 2019
9:00 a.m.**

**DOOR COUNTY BOARD
OF SUPERVISORS**

*Door County Government Center
County Board Room (C101), 1st floor
421 Nebraska Street, Sturgeon Bay, WI*


AGENDA:

1. Call Meeting to Order
2. Pledge of Allegiance to the Flag
3. Roll Call by County Clerk
4. Presentation of Agenda
5. Correspondence
 - Unassigned Fund Balance
 - Resolution – Town of Nasewaupsee re: EMS Services
 - Letter – US Senator Tammy Baldwin
 - Petition re: Emergency Services
6. Public Comment
7. Supervisors Response
8. Approval of Minutes of July 23, 2019 Regular Meeting
9. Pending Business/Updates
10. Resolutions
 - 2019-52 In Memoriam – Keith Bridenhagen
 - 2019-53 Recognizing Supervisor Kathy Schultz in Service to the County Board
 - 2019-54 Appoint Door County Veterans Service Officer
 - 2019-55 Approval of Gift, Grant and/or Donation to the School Resource Officer Unit
 - 2019-56 Transfer of Non-Budgeted Funds for Cost Of Abatement or Removal of a Human Health Hazard
 - 2019-57 Approval of 2019-2021 Collective Bargaining Agreement - Door County Emergency Services IAFF Local 4982
 - 2019-58 Supervisor Compensation and Reimbursement
11. Ordinances
 - Report Comprehensive Zoning Ordinance Text Amendment
 - 2019-08 Comprehensive Zoning Ordinance Text Amendment
12. Special Reports
13. New Business
14. Oral Committee Reports
15. Review Committee Minutes
16. Review Vouchers, Claims and Bills
17. Announcements
 - Next Regular County Board Meeting – September 26, 2019 – 9:00 a.m.
 - WCA Annual Conference – September 22-24, 2019 – Wisconsin Dells
18. Meeting Per Diem Code
19. Adjourn

DOOR COUNTY
UNASSIGNED FUND BALANCE (located within the General Fund)
As of July 31, 2019

The following information on the General Fund is being provided to the Door County Board of Supervisors pursuant to Rule 19:

	<i>Unaudited</i>
Unassigned Fund Balance--General Fund as of 12/31/2018	\$ 17,010,155.99
 <u>2019 Approved Changes to Unassigned Fund Balance:</u>	
<u>Additions To:</u>	<u>Reductions From:</u>
Transfer from Unassigned Fund Balance Included in 2019 Budget - Remodel Government Center	(300,000.00)
Acquisition of Younkers Building 56 N. 4th Ave - Resolution 2019-13	(505,000.00)
Transfer of Non-Budgeted Funds - County Clerk Resolution 2019-10	(13,000.00)
Acquisition of Hidding Trust Parcels - Resolution 2019-19	(450,000.00)
 Transfer of Non-Budgeted Funds - 56 N 4th Ave Building - Resolution 2019-34	 (94,000.00)
\$ -	\$ (1,362,000.00)
 Available Unassigned Fund Balance 7/31/2019	<i>Unaudited</i> \$ 15,648,155.99


 Steve Wipperfurth, Finance Director

	<u>As of 12/31/2016</u>	<u>As of 12/31/2017</u>	<u>As of 12/31/2018</u>	<u>As of 7/31/2019</u>
Unassigned Fund Balance	\$ 14,118,375.10	\$ 14,841,408.21	\$ 15,648,155.99	\$ 15,648,155.99

Unassigned Fund Balance is designed to serve as a measure of the fund's financial resources available for appropriation and has a direct impact on bond ratings and borrowing power of the county.

Current Unassigned Fund Balance	\$ 15,648,155.99
General Fund Budgeted Expenditures - 2019	\$ 32,508,489.00
All Other Budgeted Funds Requiring Tax Levy - 2019	\$ 25,919,079.00

The County's current unassigned fund balance of \$ 15,648,155.99 represents approximately **26.78215%** of its governmental funds budgeted expenditures. This level of funding is above the the 12%-15% reserve funding levels set forth in Resolution 72-03 adopted August 26, 2003.

From the policy: 12% is the base per County Board Policy at which point the County would never want to let the unassigned fund balance reserved for working capital go below.

Note:	
The amount above (below) the upper limit of 15% which, if above, could be a consideration for unforeseen expenditures	\$ 6,884,020.79
15% Upper Limit would equate to an unassigned fund balance of	\$ 8,764,135.20
12% Lower Limit would equate to an unassigned fund balance of	\$ 7,011,308.16

TOWN OF NASEWAUPEE
Resolution No. 2019-01
RESOLUTION IN SUPPORT OF MAINTANING EMS AS A MUNICIPAL SERVICE

STATE OF WISCONSIN
Town of Nasewaupée
Door County

WHEREAS, the Town of Nasewaupée will benefit from a municipal based Emergency Medical Service that provides and maintains a superior quality program; and

WHEREAS, the community greatly benefits from an Emergency Medical Service with full operational and jurisdictional control over the service being public in nature; and

WHEREAS, public control of an Emergency Medical Service will ensure the level of service provided remains at the highest level to our residents and visitors; and

WHEREAS, a public Emergency Medical Service will positively affect the health, enhance the quality of life for residents and guests, while assisting to maintain property values, and economic vitality in the Town of Nasewaupée; and

NOW, THEREFORE, BE IT RESOLVED the Town Board of the Town of Nasewaupée, Wisconsin, declares that it supports maintaining Emergency Medical Services in Door County as a publicly supported, municipally operated service.

Adopted this 18th day of July, 2019.

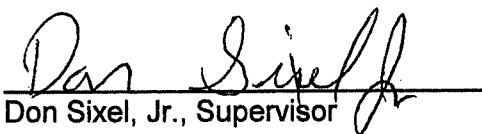
Number of votes for the resolution 3.
Number of votes against the resolution 0.



Steven Sullivan, Town Chairman

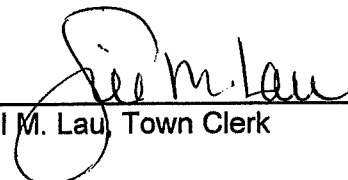


Dennis Rimert, Supervisor



Don Sixel, Jr., Supervisor

Attest:



Jill M. Lau, Town Clerk

LAU, JILL

From: Senator Tammy Baldwin <do_not_reply@baldwin.senate.gov>
Sent: Friday, July 26, 2019 9:01 AM
To: LAU, JILL
Subject: A message from Senator Tammy Baldwin

TAMMY BALDWIN
 WISCONSIN

United States Senate
 WASHINGTON, DC 20510

COMMITTEES:
 APPROPRIATIONS
 COMMERCE
 HEALTH, EDUCATION,
 LABOR, AND PENSIONS

Dear Ms. Lau:

Thank you for contacting me to share the resolution passed by the Door County Board of Supervisors supporting efforts by the University of Wisconsin-Green Bay to explore the feasibility of establishing a National Estuarine Research Reserve (NERR) in northeast Wisconsin. It's good to hear from you on this issue.

Wisconsin's Great Lakes are an unparalleled resource and a major driver of our Made in Wisconsin economy, particularly in northeast Wisconsin. Recently, communities and institutions around Green Bay have begun discussing the potential for establishing a NERR in the area to enhance the capacity of scientists to research these areas and help connect the community to the Bay through education about the unique value of estuaries.

Wisconsin is already the proud home of a successful NERR, the Lake Superior National Estuarine Research Reserve located near Superior. The information collected at this site supports public health, builds coastal resiliency and spurs economic growth. There are 29 NERRS located throughout the country, but the Great Lakes region is underrepresented, hosting just two of these sites. As a member of the Senate Appropriations Committee, I regularly advocate for strong funding for the National Oceanic and Atmospheric Administration and the NERR program, which will be essential in order to continue adding new NERR sites in Wisconsin and the Great Lakes region.

As the Ranking Member of the Senate Commerce Committee's Subcommittee on Science, Oceans, Fisheries, and Weather—the subcommittee with jurisdiction over the NOAA, the Great Lakes, and our Estuarine Research Reserves—I am committed to ensuring the Great Lakes has additional reserves so that our communities have the science and tools necessary to protect drinking water, conserve the ecosystem, and ensure the Great Lakes continue to be an economic driver for our region.

Thank you for your advocacy on behalf of the unique natural resources that draw millions of visitors to Door County annually and make the Green Bay region a great place to live. As the process of determining the suitability of the region to host a NERR continues, the voices of local communities will be critical, and I encourage you to remain engaged in this process.

Once again, thank you for contacting my office. It is important for me to hear from the people of Wisconsin on the issues, thoughts and concerns that matter most to you. If I can be of further assistance, please visit my website at www.baldwin.senate.gov for information on how to contact my office.

Sincerely,

A handwritten signature in blue ink that reads "Tammy Baldwin". The signature is written in a cursive style with a large, stylized "T" and "B".

Tammy Baldwin
United States Senator

Petition regarding Emergency Medical Services (EMS)

As Door County property owners, we have followed the discussion on possible changes in the delivery of Emergency Medical Services (EMS) for Door County. We do not believe the privatization of EMS would benefit the county and could be a detriment in the future. The level of the current EMS services should remain the same: to provide safe, rapid, effective care to those in need of the emergency services our county has so skillfully provided since EMS was started.

Date	Name	Local Address
5/21/19	Barbara Asher	2467 S. Lake Michigan Drive Sturgeon Bay WI
5/21/19	Ray Leonardson	2365 S Lake Mich. DR. " " "
5/21/19	Dore Leonardson	2365 S Lake Mich DR " " "
5/23/19	Cludia P Chopp	2325 SO. Lake Michigan Dr. ^{Sturgeon Bay WI}
5/23/19	Janet Chopp	2325 SO Lake Michigan Sturgeon Bay WI
5/25/19	Al Steiner	2062 S. LAKE MICHIGAN DR. Sturgeon Bay WI
5/25/19	Kevin Robbing	2191 S. Lake Michigan Dr. Sturgeon Bay WI
5/25/19	Phil Biebl	2191 S. Lake Michigan Dr. SB, WI
5/25/19	KARON QUONON	2060 S. LAKE MICHIGAN SB 54235
5/25/19	Allen Zimmerman	2060 S. LAKE MICHIGAN SB 54235
5-25	John Munch	2139 S.L. M D " "
5-25	Nancy Munch	" " " "
5-25-19	Barbara DeKaban	2389 S. Lake Michigan Dr. SB 54235
5-25-19	Ann Ylita	5315 S. Lake Michigan Trail, SB 54235
5-25-19	Kris Peterson	2319 S. Lake Michigan Dr. SB 54235
5-25-19	Deborah Peterson	2319 S Lake Michigan Dr SB 54235
5-25-19	RONALD W BETZ	2377 S LAKE MICHIGAN DR SB 54235
5-25-19	Jen Oak	" "
5-25-19	Christine M. Betz	2377 S. Lake Michigan Dr SB 54235
5-25-19	Jerry Oak	2377 S. Lake Michigan Dr SB 54235
5-25-19	Jue Donohoe	2042 S. Lake Michigan Dr. SB 54235
5/25/19	Len Donohoe	2042 S. Lake Michigan Dr. SB 54235
5/25/19	Barb Hultman	2247 S. Lake Michigan Dr SB 54235
5/25/19	Deena Braud	2287 S. Lake Michigan Dr SB 54235
5/25/19	Michael Brown	2287 S. Lake Michigan Dr SB 54235
5/25/19	Robert Kamdenen	2335 S. Lake Michigan Dr. 54235
5/25/19	Kathleen (Kay) Syndahl	1909 S Lake Michigan Dr. 54235
5/25/19	Dale Syndahl	1909 S Lake Michigan Dr SB 54235
5/25/19	Linda Lukina	1905 S. Lake Michigan Dr., S.B.
5-25-19	CS SIKORA	1905 S Lake Michigan Dr 54235
5-25-19	Sherrie Thompson	2339 S. Lake Michigan Dr. St. Bay 54235

Date	Name	Local Address
5-25-19	Mary Weber	2339 S Lake Michigan Dr. SB, WI 54235
5-25-19	DAVE RAY	2315 S. LAKE MICHIGAN DR., S.B., WI 54235
5-25-19	PATTI RAY	2315 S. LAKE MICHIGAN DR., S.B., WI 54235
5/25/19	Lisa Hoffman	2194 S Lake Michigan Dr. SB WI 54235
5/25/19	MARILYN HANSON	2058 S Lake Mich Dr. SB WI 54235
5/25/19	JOHN HANSON	2058 S Lake Mich Dr SB WI 54235
5/25/19	Mike Hildebrand	2114 S. Lake Michigan Drive 54235
5/25/19	Jane Hildebrand	" " "
5/25/19	JIM BENDALE	9440 COTTAGE ROW FISH CREEK
5/25/19	Martha Vukelich	2232 South Lake Michigan Drive, SB 54235
5/25/19	Greg E. Austin	2232 South Lake Michigan Drive 54235
5/25/19	WILLIAM UTLEY	2050 S. LAKE MICHIGAN DR SB 54235
5/25/19	Phyllis Utley	" "
5/25/19	MATT ROITZ	2026 South Lake Michigan Drive SB 54235
5/25/19	Holly Jehle	2012 S. Lake Michigan DR. SB 54235
5/25/19	AL STEINER	2062 S. LAKE MICHIGAN DR SB 54235
5/25/19	Sandra Kellschlag	2198 S. Lake Michigan Dr., SB
5/25/19	Arthur Kellschlag	2198 S Lake Mich Dr. SB 54235
5-26-19	Milce Lorenz	2478 S. Lake Michigan Dr. SB 54235
5-29-19	Mary J Bied-yankle	2345 S. Lake Michigan Dr. SB 54235
5-29-19	Beth Warnke	2345 S. Lake Michigan Dr. SB 54235
6-3-19	Richard Franke	2805 S Lake Michigan Dr SB
6-4-19	Erudy Kellogg	2055 S. LAKE MICHIGAN DR SB
6/20/19	Wis. Reedy	2461 S Lake Michigan 54235
6/17/19	Thomas Schmelzer	5611 Silverdale Rd St Bay 54235
7/17/19	Patrick OLSON	6285 Salina Rd St Bay, 54235
7/22/19	Donna Asher	449 N. 18th Pl., Sturgeon Bay, WI 54235
7/22/19	Alan C. Asher	449 N. 18th Pl., Sturgeon Bay, WI 54235
7-22-19	Peter Glasser	3338 Swan Island Rd Sturgeon Bay 54235
8-17-19	Christina Asher	232 S. 12th Ave. Sturgeon Bay, 54235
8-17-19	Sandra Asher	232 S. 12th Ave Sturgeon Bay WI 54235
8-17-19	Sue A. Garrady	5114 Horseshoe Bay Rd, Egg Harbor
8-17-19	Frank Garrady	5114 Horseshoe Bay Rd, Egg Harbor
8-17-19	Sharon Petersen	940 Oregon St St Bay WI 54235
8/17/19	Michael Asher	5841 Timber Ridge Rd St. Bay, WI 54235
8/17/19	Roger Stewart	2063 S. LAKE MICHIGAN DR. ST. BAY 54235
8/17/19	Donna Stewart	2063 S. Lake Michigan Dr Sturgeon Bay, WI

Date	Name	Local Address
8/17/19	Lisa Hoffman	2194 S. Lake Mich SB WI 54235
8/17/19	Craig Hoffman	2194 S. Lake Mich SB WI 54235
8/17/19	David Davitt	2164 S. LAKE MICH SB WI 54235
8/17/19	Judith [unclear]	2164 S. Lake Mich Dr SB WI 54235
8/17/19	Dennis Kuester	2180 S. Lake Michigan Dr W 54235
8/17/19	Mary Miller	2040 S. Lake Michigan Dr. SB WI.
8/17/19	John Mann	2048 S. Lake Michigan Dr. SB.
8/17/19	William Mann	2048 SO. LAKE MICHIGAN DR. S.B. WI.

Petition regarding Emergency Medical Services (EMS)

As Door County property owners, we have followed the discussion on possible changes in the delivery of Emergency Medical Services (EMS) for Door County. We do not believe the privatization of EMS would benefit the county and could be a detriment in the future. The level of the current EMS services should remain the same: to provide safe, rapid, effective care to those in need of the emergency services our county has so skillfully provided since EMS was started.

2019

Date	Name	Local Address
5/23	Mary H. Anderson	2870 Lake Forest Park Rd - St. Bay
5/23	Kay Nutter	4138 Snake Rd - St. Bay
5/23	Jane Kerale	607 S 12 th Ave St. Bay
5/23	Nancy Anschutz	2445 Sand Lane " "
5/23	Cat Bly	5545 State Hwy 57 " "
5/23	Sheary Bondo	3082 CHARLEYS RD ST BAY
5/23	Ann Paul Langen	3786 Rileys Point Rd - St Bay
5/23	Margie Hidsand	1723 Erie St. - Sturgeon Bay
5/23	Mary Nielsen	6403 Bay Shore - Sturgeon Bay
5/23	Jeanette Johnson	1492 Bay Shore " "
5/23	Mary Beth Williams	5022 Bay Shore Drive
5/23	Jane L. Jaraman	6429 Bay Shore Dr.
5/23	Melinda	6429 Bay Shore Dr.
5/23	MEM N Wickman	130 S. 16 th PLACE STURGEON BAY
5/23	Stephen P. Johnson	130 S 16 th Place Sturgeon Bay
5/23	Janet L. Wolter	5325 Elaine Drive, Sturgeon Bay
5/24	Doug McMan	3268 Lake Forest Park Rd. St. Bay, WI
5/24	Abigail Kutzke	3301 Lake Forest Park Rd.
5/24/19	Joan M. Brack	2848 Lake Forest Park Rd.
5/24/19	Conch Salmeron	2912 Lake Forest Park Rd
5/24/19	Pat Smith	2912 LAKE FOREST RD., STURGEON BAY
5/24	Sharon Albert	3955 Rockview Rd Sturgeon Bay
5/27	Matt H. Jupp	2876 Lake Forest Park Rd, Sturgeon Bay
5/27	Johann Zitzelbach	2876 Lake Forest Park Rd Sturgeon Bay
6/13	Galina Heigenberg	2836 Lake Forest Pk Rd.
7/18	Paul Mollabutt	232 N 10th Pl Sturgeon Bay
7/18	Cynthia C. Curley	1241 Rhode Island St. Sturgeon Bay
7/18	Ingrid Donley	6058 County Rd 00 Sturgeon Bay
7/18	Judy Passig	4542 Oakvale, Sturgeon Bay.
7/18	Loree Walker	720 Memorial Dr St Bay
7/18	Margaret Gardiner	2402 Shuloh Lane, Sturgeon Bay



Date	Name	Local Address
7/13/19	Kathleen Ryndahl	1909 N. Lake Michigan Dr. - S. Bay
7/18/19	Cheryl Wilson	330 S. Fulton Ave. Sturgeon Bay, WI
7/18/19	Monica Nelson	575 County Rd S, Sturgeon Bay, WI 54235
7/18/19	Janet Smola	712 Memorial Dr. Sturgeon Bay, WI 54235
7-18	Mary Ellison	1040 N. Carnot Rd. Kaukauna, WI 54227
7/18/19	Lurii Stoneman	936 S. Ithaca Place Sturgeon Bay
7/19/19	Dawn Fox	4440 W. Madeline Ln Sturgeon Bay 54235
7/27/19	Tim Christenson	805 West Maple St Sturgeon Bay
7/21/19	Raymond Diller	518 S. 18th Ave Sturgeon Bay
7/21/19	Sharon Larney	5054 Buffalo Ridge Trl Sturgeon Bay
7/21/19	Norman W. Watters	225 COVER RD STURGEON BAY
7/21/19	Mabel Watkins	825 Cove Rd. Sturgeon Bay
7-23-19	Rubal Haer	4000 Peterson Rd Sturgeon Bay
	Danny Haer	" " " " "
7-23-19	Bret L. Estas	3552 N. Lake Michigan Dr., S. Bay
8/15/19	Charlene Schlichters	3536 Ct. N, St. Bay
8/15/19	Ruth Anne Jensen	10727 Sunny St, Sister Bay, WI
8/15/19	Carola McMullen	24725 Bluff Dr. Sturgeon Bay
8/14/19	Quita Karwowak	1837 Kentucky, Sturgeon Bay
8/16/19	James P. Kanawali	1837 KENTUCKY ST, STURGEON BAY, WI
8/18/19	John M. Muel	15205 Buffalo Ridge Tr Sturgeon Bay
8/18/19	Jackie Lester	127 N. 10 Pl, Sturgeon Bay WI
8/18/19	Sandra Smet	605 Kentucky St Sturgeon Bay
8/18/19	Glenn Barnard	5886 W. Townline Rd. Sturgeon Bay
8/18/19	Blaine Diller	518 S. 18th Ave Sturgeon Bay
8/18/19	James E Maki	2311 Michigan St Sturgeon Bay
8/18/19	Dalene R Maki	" " " " "
8/18/19	Robert E Pedres	3488 N LAKE MICHIGAN DR STURGEON BAY

MINUTES
Tuesday, July 23, 2019

DOOR COUNTY BOARD
OF SUPERVISORS

*Door County Government Center
 County Board Room (C101), 1st floor
 421 Nebraska Street, Sturgeon Bay, WI*

Call Meeting to Order

The July 23, 2019 Door County Board of Supervisors meeting was called to order at 9:00 a.m. by Chairman David Lienau at the Door County Government Center.

Lienau led the Pledge of Allegiance to the Flag.

Roll Call by County Clerk to Establish a Quorum

Roll call was taken – 20 County Board Members were present – Daniel Austad, Helen Bacon, Bob Bultman, Vinni Chomeau, David Englebert, Roy Englebert, David Enigl, Ken Fisher, Joel Gunnlaugsson, Randy Halstead, Jon Koch, Susan Kohout, David Lienau, Megan Lundahl, John Neinas, Nissa Norton, Nancy Robillard, Richard Virlee, Laura Vlies Wotachek, and Linda Wait. Kathy Schultz was excused.

Presentation of Agenda

Motion by Halstead, seconded by Enigl to approve the agenda. Motion carried by unanimous voice vote.

Correspondence

- Unassigned Fund Balance
- Resolution – Village of Sister Bay re: EMS Services
- Resolution – Town of Gardner re: EMS Services

Public Comment

The following persons commented:

- Paul Zahn, Forestville
- Lora Jorgensen, Village of Forestville
- Christine Reid, Forestville
- Jerri Witt, Forestville

Supervisors Response

Supervisor Fisher responded to the public comments.

Approval of Minutes of June 25, 2019 Regular Meeting

Motion by Fisher, seconded by Norton to approve the minutes of the June 25, 2019 regular meeting. Motion carried by unanimous voice vote.

Pending Business/Updates

No pending business or updates were presented.

New Business

2019 J1 Visa Students (Jingdezhen and Others)

CC Thomas introduced the J-1 Visa students in the 12 students working in the county this year. Each student in attendance gave a brief background of their education, where they live and where they are working in the county.

Resolutions

Motion by Fisher, seconded by Virlee to approve Resolutions 2019-45, 2019-46, and 2019-47.

2019-45 Approval of United States Forest Service Cooperative Weed Management Area Grant for Invasive Species Education and Control

Acceptance of the Great Lakes Restoration Initiative Cooperative Weed Management Area grant of \$40,000.

2019-46 Approval of Donation for Prohibited Invasive Species Management

Acceptance of the Wisconsin Department of Natural Resources Prohibited and Early Detection Invasive Plant funding in the amount of \$4,200.

2019-47 Approval of Gift, Grant and/or Donation – Water Quality Notice of Discharge – SWCD

Approval of the acceptance of the water quality Notice of Discharge Grant totaling \$182,255.

Motion to approve Resolutions 2019-45, 46, and 47 carried by roll call vote with 20 Members voting Yes; 1 Member excused.

2019-48 Capital Improvements Plan – 2020-2024

Motion by D. Englebort, seconded by Vlies Wotachek to approve Resolution 2019-48 – Approval of the 2020-2024 Capital Improvements Plan.

Administrator Pabich reviewed information included in the meeting packet; planned expenditures for 2020. This is a planning document to use to build the budget. Supervisor Enigl requested wording clarification on the CIP request for the Sheriff's Department referencing that the Public Safety Committee made the recommendation in regards to the 2020 CIP request for the cold storage building, not the Finance Committee. This will be addressed as a Scribner's error and corrected. Discussion on storage projects and the possibility to combine/share space between departments. Discussion on the estimated costs of the cold storage project for the Sheriff's Department. Discussion regarding the snow equipment building at the Airport. Review of Highway CIP requests and how roads qualify for Federal funds.

Motion carried by roll call vote with 19 Members voting Yes; 1 Member voting No – Wait; 1 Member excused.

2019-49 Approval of Agreement for 5 Year Nsight Contract

Motion by Enigl, seconded by R. Englebort to approve Resolution 2019-49 – Approval of the 5-year phone contract with Nsight.

TS Director Jason Rouer explained the contract with Nsight is expected to reduce costs and increase customer service.

Motion carried by roll call vote with 20 Members voting Yes; 1 Member excused.

2019-50 Public Health Resolution Requesting the Wisconsin Legislature End the use of Personal Conviction Waivers for School and Day Care Center Immunizations

Motion by Lundahl, seconded by Norton to approve Resolution 2019-50 – A request that the Wisconsin Legislature end the use of personal conviction waivers for school and day care center immunizations.

H&HS Director Joe Krebsbach explained Senate Bill 262 is looking to change verbiage in the law related to immunizations by eliminating the personal conviction exemption for immunizations. This bill would eliminate the ability to waive immunization requirements for children in school or childcare for personal reasons. The Board of Health has reviewed and supports sending the resolution.

CC Thomas requested a friendly amendment to the language of the resolution to include distribution to Door County Legislators rather than all Legislators. Supervisors Lundahl, as the motion maker, and Norton, as the second, agreed to amend the language as outlined by CC Thomas.

Motion carried by voice vote with Supervisors Enigl, and Bultman voting No.

2019-51 Supervisor Compensation and Reimbursement

Administrator Pabich summarized the changes following last month's discussion - the compensation was increased to \$7,500; the penalty for missed meetings was removed; the pay for the Vice Chair was removed; and there was clarification regarding pay for public members of committees remaining status quo.

A lengthy discussion was held regarding moving to a salary. Supervisor Wait asked that the Administrative Committee reexamine comparable rates, using the survey included in last month's meeting packet, and look at accountability standards for conference attendance. Discussion regarding a limit on attending WCA programs/conferences/trainings/seminars.

Motion by Austad, seconded by Koch to approve Resolution 2019-51 – A resolution fixing the compensation and reimbursement of Board Members to be next elected and take office April 21, 2020.

It was suggested the additional pay for the chair of a committee be eliminated. There will be no adjustment to pay for a chair of a committee if the vice chair is required to chair the committee. Request to eliminate the word "per day" for the round-trip ferry ticket reimbursement for a Washington Island Supervisor. Discussion regarding mileage reimbursement from a place of business rather than from the home.

Motion by Enigl, seconded by Fisher to amend subsection C of the attachment to replace the word "one" with "a" before roundtrip and remove the words "per day".

Motion carried by unanimous voice vote.

Motion by Enigl, seconded by D. Englebert to amend subsection 1A to \$6,500.

Motion carried by a roll call vote with 11 Members voting Yes – Chomeau, D. Englebert, R. Englebert, Enigl, Gunnlaugsson, Kohout, Lundahl, Neinas, Norton, Robillard, and Wait; 9 Members voting No – Austad, Bacon, Bultman, Fisher, Halstead, Koch, Lienau, Virlee, and Vlies Wotachek; 1 Member excused.

Motion, as amended, failed by roll call vote with 12 Members voting Yes – Austad, Bultman, Chomeau, Gunnlaugsson, Halstead, Kohout, Lienau, Lundahl, Neinas, Norton, Robillard, and Vlies Wotachek; 8 Members voting No – Bacon, D. Englebert, R. Englebert, Enigl, Fisher, Koch, Virlee, and Wait; 1 Member excused.

The Board recessed at 11:00 a.m. and reconvened at 11:09 a.m.

Discussion regarding bringing forward a new compensation package for Supervisors at next month's meeting.

Ordinances

2019-07 Amendment of Chapter 11.05 Door County Code: All Terrain Vehicles & Utility Terrain Vehicles Routes

Motion by Neinas, seconded by Fisher to approve Ordinance 2019-07 – An amendment to Chapter 11.05 Door County Code to designate CTH E from Red Cherry Road westerly to Baileys Harbor Town Line and CTH EE from Red Cherry Road to North Maple Road.

Supervisor Neinas noted there was an error on the ordinance, line 36.

Motion by Neinas, seconded by Fisher to amend line 36, Item 9 to County E. Motion carried by unanimous voice vote.

Supervisor Neinas explained the Highway Committee had a lengthy discussion on the request by the Town of Baileys Harbor to add the route. The committee vote was 3 to 2 to approve the request. Safety concerns were expressed regarding the amount of traffic on this particular section of County roadway.

Motion failed by roll call vote with 7 Members voting Yes – Austad, Bultman, Gunnlaugsson, Neinas, Virlee, Vlies Wotachek, and Wait; 13 Members voting No – Bacon, Chomeau, D. Englebert, R. Englebert, Enigl, Fisher, Halstead, Koch, Kohout, Lienau, Lundahl, Norton, and Robillard; 1 Member excused.

Special Reports

No special reports were presented.

Oral Committee Reports

- Supervisor D. Englebert noted the Finance Committee agreed to transfer five lots to the City of Sturgeon Bay to be used for affordable housing.
- Supervisor Bacon noted that Public Health and Human Services are in the process of merging. The Humans Services Board and the Board of Public Health are looking at what to do with the separate boards – merge or remain separate.
- Supervisor Kohout noted the County has received 2 responses to the RFQ for Emergency Services and asked that the responses be shared with the entire Board.

Review Committee Minutes

Reviewed.

Review Vouchers, Claims and Bills

Reviewed.

Announcements

- Next Regular County Board Meeting – August 27, 2019 – 9:00 a.m.
- The Administrator’s Evaluation has been emailed to Supervisors. Printed copies can be obtained from Chairman Lienau.
- There will be a joint Administrative/Finance Committee Meeting on August 20th at 9:00 a.m. The regular monthly meeting of the Administrative Committee will follow the joint meeting.

Meeting Per Diem Code

723.

Adjourn

Motion by Fisher, seconded by Enigl to adjourn. Time 11:38 a.m. Motion carried by voice vote.

Respectfully submitted by Jill M. Lau, County Clerk



RESOLUTION NO. 2019-52

IN MEMORIAM – KEITH BRIDENHAGEN

TO THE DOOR COUNTY BOARD OF SUPERVISORS:

WHEREAS, *Keith Bridenhagen passed away on July 23, 2019; and*

WHEREAS, *Supervisor Bridenhagen was first elected to the Door County Board of Supervisors and served from February 14 through April 15, 2002. He was then re-elected in April 2002, and served through April 2004; and*

WHEREAS, *Supervisor Bridenhagen represented District 19, and after redistricting, District 20, consisting of the Town of Liberty Grove Ward 2 and the Village of Sister Bay; and*

WHEREAS, *Supervisor Bridenhagen served on several committees, including Highway, Law Enforcement, Library Board, Resource Planning, Ethics, and Highway Safety Commission; and*

WHEREAS, *In addition, Keith Bridenhagen served as Chairperson of Emergency Services/Communications Committee and Local Emergency Planning Committee.*

NOW, THEREFORE, BE IT RESOLVED, *That the Board of Supervisors, assembled in regular session this 27th day of August, 2019, extend our sincere sympathy to the family of Keith Bridenhagen with this acknowledgement of his dedication to the citizens of the County of Door.*

Daniel Austad

Kenneth Fisher

John Neinas

Helen Bacon

Joel Gunnlaugsson

Nissa Norton

Bob Bultman

Randy Halstead

Nancy Robillard

Vinni Chomeau

Jon Koch

Richard Virlee

David Englebert

Susan Kohout

Laura Vlies Wotachek

Roy Englebert

David Lienau

Linda Wait

David Enigl

Megan Lundahl

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 August, 2019, by the Door County Board of Supervisors.

Jill M. Lau
County Clerk, Door County



RESOLUTION NO. 2019-53

**RECOGNIZING SUPERVISOR KATHY SCHULTZ
IN SERVICE TO THE COUNTY BOARD**

TO THE DOOR COUNTY BOARD OF SUPERVISORS:

WHEREAS, Kathy Schultz was first appointed to the Door County Board of Supervisors in September, 2009. She was duly elected to subsequent terms and served through August 12, 2019, for a total of ten years on the Board; and

WHEREAS, Supervisor Schultz represented Supervisory District 13, encompassing the City of Sturgeon Bay, Wards 13 and 14; and

WHEREAS, During her tenure, Supervisor Schultz served on many committees and boards including Administrative, Airport & Parks, Board of Health, Community Programs, Economic Development, Finance, Information Systems/Technology Services, Law Enforcement, Legislative, Library, Negotiating, and Public Safety; and

WHEREAS, Supervisor Schultz also served at various times as Chairperson of Board of Health, Legislative, and Finance Committee; and;

WHEREAS, Kathy Schultz also served as Deputy Clerk for the City of Sturgeon Bay; later becoming City Clerk/Treasurer.

NOW, THEREFORE, BE IT RESOLVED, That the County Board of Supervisors, assembled this 27th day of August, 2019, extends to Kathy Schultz, our sincere thanks and appreciation for her service to the people of Door County, and wish her the best in her future endeavors.

Daniel Austad

Kenneth Fisher

John Neinas

Helen Bacon

Joel Gunnlaugsson

Nissa Norton

Bob Bultman

Randy Halstead

Nancy Robillard

Vinni Chomeau

Jon Koch

Richard Virlee

David Englebert

Susan Kohout

Laura Vlies Wotachek

Roy Englebert

David Lienau

Linda Wait

David Enigl

Megan Lundahl

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 August, 2019, by the Door County Board of Supervisors.

Jill M. Lau
County Clerk, Door County

Resolution No. 2019-54



DOOR COUNTY

APPOINT DOOR COUNTY VETERANS SERVICE OFFICER

TO THE DOOR COUNTY BOARD OF SUPERVISORS:

ROLL CALL Board Members	Aye	Nay	Exc.
AUSTAD			
BACON			
BULTMAN			
CHOMEAU			
D. ENGLEBERT			
R. ENGLEBERT			
ENIGL			
FISHER			
GUNNLAUGSSON			
HALSTEAD			
KOCH			
KOHOUT			
LIENAU			
LUNDAHL			
NEINAS			
NORTON			
ROBILLARD			
<i>District 13</i>			
VIRLEE			
VLIES WOTACHEK			
WAIT			

1 **WHEREAS**, Section 45.80(1)(c), Wisconsin Statutes provides
 2 that the County Administrator shall appoint, subject to confirmation
 3 by the County Board, a county veterans' service officer; and

4
 5 **WHEREAS**, Through the appointive authority of the County
 6 Administrator, Beth Wartella has been offered an appointment to the
 7 position of Door County Veterans Service Officer.

8
 9 **NOW, THEREFORE, BE IT RESOLVED**, That the Door County
 10 Board of Supervisors does hereby confirm the appointment of Beth
 11 Wartella to the position of Door County Veterans Service Officer, with
 12 a start date of September 16, 2019.
 13

SUBMITTED BY:

 David Lienau, Chairperson
 Door County Board of Supervisors

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 amount for the Veterans Service Officer was included in the 2019 Budget. There is no additional fiscal impact associated with the adoption of this resolution. STW

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 August, 2019 by the Door County Board of Supervisors.

 Jill M. Lau
 County Clerk, Door County



DOOR COUNTY

Resolution No. 2019-55

APPROVAL OF GIFT, GRANT AND/OR DONATION TO THE SCHOOL RESOURCE OFFICER UNIT

TO THE DOOR COUNTY BOARD OF SUPERVISORS:

ROLL CALL Board Members	Aye	Nay	Exc.
AUSTAD			
BACON			
BULTMAN			
CHOMEAU			
D. ENGLEBERT			
R. ENGLEBERT			
ENIGL			
FISHER			
GUNNLAUGSSON			
HALSTEAD			
KOCH			
KOHOUT			
LIENAU			
LUNDAHL			
NEINAS			
NORTON			
ROBILLARD			
<i>District 13</i>			
VIRLEE			
VLIES WOTACHEK			
WAIT			

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 donated funds will be used for the specified purpose; no additional County funds are required because of the acceptance of this donation. STW

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 August, 2019 by the Door County Board of Supervisors.

Jill M. Lau
County Clerk, Door County

1 **WHEREAS**, Section 59.52(19) Wis. Stats. empowers the County Board
2 to accept donations, gifts, or grants of money for any public governmental
3 purpose within the powers of the County; and

4
5 **WHEREAS**, Resolution 75-84 entitled "Gifts, Grants & Donations to the
6 County of Door" requires approval of the Door County Board of
7 Supervisors, for acceptance of all donations, gifts, and grants whether in
8 the form of money, or personal or real property; and

9
10 **WHEREAS**, Rule of Order # 38, entitled 'Donations, Gifts or Grants',
11 authorized an oversight committee to accept donations, gifts or grants;
12 requires County Board be provided notice of any donation, gift or grant in
13 excess of \$1,000 prior to acceptance; and requires that an itemized report
14 of all donations, gifts or grants shall be submitted to the county board on
15 an annual basis; and

16
17 **WHEREAS**, Wal-Mart has donated \$2,000.00 to the School Resource
18 Officer Unit to be used toward start-up costs; and

19
20 **WHEREAS**, Raibrook Foundation has offered a \$4,500.00 grant to the
21 School Resource Officer Unit to be used toward the Instructor Registration
22 for the Core Matters Training Program; and

23
24 **WHEREAS**, The Public Safety Committee has voted to accept the
25 aforesaid grant and donations.

26
27 **NOW THEREFORE, BE IT RESOLVED**, That the Door County Board
28 of Supervisors does hereby approve the acceptance of the grant and
29 donations of cash and goods valued at \$6,500.00 for the School Resource
30 Officer Unit.

31
32 **BE IT FURTHER RESOLVED**, That the aforesaid grant and donation
33 shall be administered by the Door County Sheriff's Office, subject to
34 oversight by the Public Safety Committee.

35

SUBMITTED BY:
PUBLIC SAFETY COMMITTEE

Joel Gunnlaugsson, Chairperson

Jon Koch

Roy Englebort

Megan Lundahl

David Englebort

Linda Wait



DOOR COUNTY

Resolution No. 2019-56

TRANSFER OF NON-BUDGETED FUNDS FOR COST OF ABATEMENT OR REMOVAL OF A HUMAN HEALTH HAZARD

TO THE DOOR COUNTY BOARD OF SUPERVISORS:

ROLL CALL Board Members	Aye	Nay	Exc.
AUSTAD			
BACON			
BULTMAN			
CHOMEAU			
D. ENGLEBERT			
R. ENGLEBERT			
ENIGL			
FISHER			
GUNNLAUGSSON			
HALSTEAD			
KOCH			
KOHOUT			
LIENAU			
LUNDAHL			
NEINAS			
NORTON			
ROBILLARD			
<i>District 13</i>			
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 is a decrease of up to \$40,000 to the Contingency Expense Account, which would leave an available balance of \$341,526.45 in this account. STW

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 August, 2019 by the Door County Board of Supervisors.

Jill M. Lau
County Clerk, Door County

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

6
7 **WHEREAS**, On July 26, 2019, Door County initiated an action ("County
8 of Door v. Gray", Case No. 2019-CV-103) for the abatement or removal of a
9 human health hazard pursuant to §254.59, Wis. Stats.; and

10
11 **WHEREAS**, The cost of abatement or removal of the human health
12 hazard in the above referenced case: is estimated to be as much as forty
13 thousand dollars (\$40,000); may be at the expense of the County; may be
14 collected from the owner or occupant, or person causing, permitting, or
15 maintaining the human health hazard, may be charged against the premises
16 and assessed as are other special taxes, or be a lien upon the premises; and

17
18 **WHEREAS**, These costs were neither anticipated nor included in the
19 2019 budget; and

20
21 **WHEREAS**, The Human Services Board, at its August 13, 2019, meeting,
22 and the Finance Committee, at its August 19, 2019 meeting, each
23 recommended that up to forty thousand dollars (\$40,000) be transferred from
24 the Door County Contingency Expense Account #100.06.1161.59103 to the
25 Human Services Department Wrap-Around-Adult Expense Account
26 #240.47.3948.52751 to cover the cost of abatement or removal of the human
27 health hazard in "County of Door v. Gray", Case No. 2019-CV-103.

28
29 **NOW, THEREFORE, BE IT RESOLVED**, That the Door County Board of
30 Supervisors does hereby approve the transfer up to forty thousand dollars
31 (\$40,000) from the Door County Contingency Expense Account
32 #100.06.1161.59103 to the Human Services Department Wrap-Around-Adult
33 Expense Account #240.47.3948.52751 to cover the cost of abatement or
34 removal of the human health hazard in "County of Door v. Gray", Case No.
35 2019-CV-103.

36
37 **BE IT FURTHER RESOLVED**, That due and diligent efforts will be made
38 to: collect these costs from the owner or occupant, or person causing,
39 permitting, or maintaining the human health hazard; charge these costs
40 against the premises and ensure that they are assessed as are other special
41 taxes; and/or that these costs be a lien upon the premises.

SUBMITTED BY: FINANCE COMMITTEE

David Englebert, Vice Chair

Nancy Robillard

David Enigl

Richard Virlee

Susan Kohout

Laura Vlies Wotachek



DOOR COUNTY

Resolution No. 2019-57

**APPROVAL OF
2019-2021 COLLECTIVE BARGAINING AGREEMENT
DOOR COUNTY EMERGENCY SERVICES IAFF LOCAL 4982**

TO THE DOOR COUNTY BOARD OF SUPERVISORS:

ROLL CALL Board Members	Aye	Nay	Exc.
AUSTAD			
BACON			
BULTMAN			
CHOMEAU			
D. ENGLEBERT			
R. ENGLEBERT			
ENIGL			
FISHER			
GUNNLAUGSSON			
HALSTEAD			
KOCH			
KOHOUT			
LIENAU			
LUNDAHL			
NEINAS			
NORTON			
ROBILLARD			
<i>District 13</i>			
VIRLEE			
VLIES WOTACHEK			
WAIT			

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 estimated fiscal impact for 2019 is \$28,333; for 2020 is \$64,458 and for 2021 is \$101,484. Funds have been included in 2019 budget and will be part of the 2020 & 2021 budget process. STW

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 August, 2019 by the Door County Board of Supervisors.

Jill M. Lau
County Clerk, Door County

1 **WHEREAS**, The Collective Bargaining Agreement between Door
2 County and the Door County Emergency Services IAFF Local 4982
3 expired on December 31, 2018; and

4
5 **WHEREAS**, Through collective bargaining a tentative agreement (See:
6 Appendix A, attached hereto and incorporated herein by reference as if set
7 forth in full) was reached between representatives of Door County and the
8 Door County Emergency Services IAFF Local 4982: and

9
10 **WHEREAS**, The Collective Bargaining Agreement is contingent upon,
11 and shall not become effective until, official ratification by the collective
12 bargaining unit and the Door County Board of Supervisors; and

13
14 **WHEREAS**, The Door County Emergency Services IAFF Local 4982
15 has ratified, or will ratify, the tentative agreement; and

16
17 **WHEREAS**, The Door County Negotiating Committee and
18 Administrative Committee recommend approval of the Collective
19 Bargaining agreement.

20
21 **NOW, THEREFORE, BE IT RESOLVED**, That the Door County Board
22 of Supervisors does hereby approve and authorize the execution and
23 implementation of the January 1, 2019 - December 31, 2021, Collective
24 Bargaining Agreement between Door County and the Door County
25 Emergency Services IAFF Local 4982.

**SUBMITTED BY:
Administrative Committee and Negotiating Committee**

David Lienau,
Administrative Committee Chair

Susan Kohout

David Englebert
Negotiating Committee Chair

Megan Lundahl

Ken Fisher

John Neinas

Dan Austad

Nancy Robillard

Joel Gunnlaugsson

Laura Vlies Wotachek

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

DOOR COUNTY

AND

**DOOR COUNTY EMERGENCY SERVICES EMPLOYEES
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 4982**

JANUARY 1, ~~2016-2019~~ THROUGH DECEMBER 31, ~~2018~~2021

Table of Contents

<u>ARTICLE</u>	<u>PAGE NO.</u>
AGREEMENT	
ARTICLE 1 - RECOGNITION.....	1
ARTICLE 2 - PROBATIONARY PERIOD	1
A. PROBATION ⁺	
B. REGULAR EMPLOYEES	1
ARTICLE 3 - UNION BULLETIN BOARD	1
ARTICLE 4 - GRIEVANCE PROCEDURE.....	1
A. DEFINITION OF A GRIEVANCE.....	1
B. GRIEVANCE PROCEDURE STEPS.....	2
C. ARBITRATION HEARING	2
D. ARBITRATION AWARD	2
E. TIME LIMITATION	2
F. SETTLEMENT OF GRIEVANCE.....	2
G. GENERAL	2
ARTICLE 5 - CONDUCT OF BUSINESS.....	2
A. CONDUCT OF BUSINESS.....	2
B. PRESENTATION OF GRIEVANCES.....	2
C. CONTACTS BY BUSINESS AGENT.....	3
ARTICLE 6 - SENIORITY	3
A. DEFINITION OF SENIORITY.....	3
B. LAYOFF	3
C. RECALL	3
D. EMPLOYEES ON LAYOFF.....	3
E. JOB POSTING.....	3
F. TRIAL PERIOD.....	3
G. QUALIFICATION DISPUTES.....	3
H. LOSS OF SENIORITY.....	4
ARTICLE 7 - VACATIONS	4
A. VACATION SCHEDULE.....	4
B. CONTINUOUS SERVICE	4
C. LIMIT ON ACCUMULATION	4
D. EARNED VACATION	4
E. HOLIDAYS	4
F. SENIORITY	5
G. DEATH OF EMPLOYEE	5
ARTICLE 8 - HOLIDAYS.....	5
ARTICLE 9 - SICK LEAVE.....	5
A. ACCUMULATION	5
B. NON-ACCUMULATION.....	5
C. SICK LEAVE USE.....	5
D. EMERGENCY CARE OF FAMILY MEMBERS	6
E. MEDICAL & DENTAL APPOINTMENTS.....	6
F. DEATH OF IMMEDIATE FAMILY MEMBER(S)	6

G. DEATH OF EXTENDED FAMILY MEMBER(S)6

H. MEDICAL CERTIFICATE6

I. NOTICE OF SICK LEAVE6

J. APPROVED LEAVE6

K. ACTIVE EMPLOYMENT6

L. LAYOFF6

M. PAYOUT.....7

N. TERMINATION.....7

O. WORK SUSPENSION.....7

ARTICLE 10 - INDEMNIFICATION.....7

ARTICLE 11 - LEAVE OF ABSENCE.....7

A. EXTENDED ILLNESS AND DISABILITY LEAVE7

 1. Length of Leave7

 2. Notice of Leave.....7

 3. Medical Certificates.....7

B. HEALTH INSURANCE8

C. MATERNITY LEAVE8

D. MILITARY LEAVE.....8

E. OTHER LEAVES.....8

F. RETURN FROM LEAVE.....8

G. SICK LEAVE AND VACATION BENEFITS8

ARTICLE 12 - TERMINATION.....8

ARTICLE 13 - SEVERABILITY8

ARTICLE 14 - STRIKES AND LOCKOUTS9

ARTICLE 15 - WORKERS COMPENSATION.....9

ARTICLE 16 - CALL-IN, OVERTIME, AND TRAINING TIME.....9

A. CALL-IN PREMIUM PAY.....9

B. OVERTIME:9

C. TRAINING TIME.....9

ARTICLE 17 - WORK DAY & WORK WEEK10

ARTICLE 18 - WISCONSIN RETIREMENT SYSTEM [WRS]10

ARTICLE 19 - INSURANCE10

A. HEALTH INSURANCE11

B. HEALTH CARE COVERAGE PLAN PREMIUM CONTRIBUTIONS AND HEALTH RISK ASSESSMENT ("HRA").....11

C. SUMMARY OF BENEFITS AND COVERAGE ("SBC").....11

D. DENTAL INSURANCE11

E. INJURY OR ILLNESS.....11

F. STATE LIFE INSURANCE PLAN.....11

G. RETIREES.....11

H. SECTION 125 AND FLEXIBLE SPENDING ACCOUNTY (FSA)12

I. HEALTH RISK ASSESSMENT PROGRAM (HRA) AND PHYSICAL EXAMINATION PROGRAM.....12

J. GO365 WELLNESS AND REWARDS PROGRAM.....12

JK. SUPPLEMENTAL INSURANCE12

ARTICLE 20 - PAYDAY12

ARTICLE 21 - MAINTENANCE OF BENEFITS.....12

ARTICLE 22 - ~~FAIR SHARE AGREEMENT~~ AGENCY FEE OR OTHER PAYMENT TO THE UNION 12

~~A. FAIR SHARE AGREEMENT 12~~

~~B. ERRORS 13~~

~~C. HOLD HARMLESS 13~~

ARTICLE 23 - CLOTHING ALLOWANCE 13

ARTICLE 24 - DISCIPLINARY PROCEDURE 13

ARTICLE 25 - LONGEVITY 14

A. RECOGNITION OF SERVICE 14

B. ELIGIBILITY 14

C. LEAVE 15

D. RATE OF LONGEVITY PAY 15

E. TERMINATION 15

ARTICLE 26 - PAYROLL DEDUCTION 15

A. SAVINGS PLAN 15

B. 457 DEFERRED COMPENSATION PLAN 15

ARTICLE 27 - MANAGEMENT RIGHTS 15

ARTICLE 28 - WAGES 16

ARTICLE 29 - NEGOTIATION PROCEDURES 16

ARTICLE 30 - SHIFT TRADES 16

ARTICLE 31 - FORMATION OF A JOINT MANAGEMENT & UNION TASK FORCE 17

ARTICLE 32 - DURATION OF CONTRACT 17

APPENDIX A WAGES ~~AND CLASSIFICATIONS~~ 18

LETTER OF AGREEMENT: Overtime 19

~~LETTER OF AGREEMENT: Health Insurance - Labor-Management Task Force 20~~

~~LETTER OF AGREEMENT Labor - Management Council Health & Fitness Standards And Assessments 21~~

AGREEMENT

This Agreement, effective January 1, ~~2016~~2019, by and between the County of Door, hereinafter referred to as the Employer, and the Door County Emergency Services Employees (Full-Time EMT Paramedics) through its exclusive collective bargaining representative, the International Association of Fire Fighters, Local 4982, hereinafter referred to as the Union, for the purpose of maintaining harmonious labor relations between the Employer and the employees, and for purposes of promoting the mutual interest of the employees of the Door County Emergency Services and the Board of Supervisors of Door County. It is recognized by this Agreement to be the duty of the Union and its members and the Board of Supervisors to cooperate fully for the advancement of these conditions. This Agreement shall be binding on both parties.

ARTICLE 1 - RECOGNITION

The Employer recognizes the Union as the exclusive collective bargaining representative of Door County Emergency Services Employees (Full-Time EMT Paramedics) for the purposes of collective bargaining or other mutual aid or protection. Employees excluded from representation include the Supervisory, Managerial and Confidential Employees; and general municipal employees. This Section shall not be interpreted as authorizing a "closed shop".

ARTICLE 2 - PROBATIONARY PERIOD

- A. Probation: All newly hired employees shall be considered probationary employees for the first six (6) months of their employment. A probationary employee may be terminated without recourse to the grievance procedure. Probationary and any employee who does not pass the field standards training requirements may be terminated without recourse to the grievance procedure. A probationary employee shall be eligible for all accrued benefits from their original hiring date. Sick leave shall be accumulated in accordance with Article IX - Sick Leave, Section C. Probationary Employees. Probationary employees shall pay ~~fair share dues~~agency fees consistent with Article 22 below and be entitled to union representation.
- B. Regular Employees: A regular employee is hereby defined as a person hired to fill a regular full time position, but shall be considered a regular employee only after he or she has completed the six (6) month probation period and passed the field standards training requirements.

ARTICLE 3 - UNION BULLETIN BOARD

The Union is hereby granted permission by the Employer to post notices and announcements on the Station Bulletin Board of the Door County Emergency Services premises. Any other material for listing must be approved by the Emergency Services Director. Copies of posted notices will be provided to the Department Head by the Union Steward upon request and at the discretion of the Union.

ARTICLE 4 - GRIEVANCE PROCEDURE

- A. Definition of a Grievance: The parties agree that prompt and just settlement of grievances is of mutual interest and concern. Should a grievance arise, whether in reference to a question of interpretation of the Agreement or to a question relating to safety and/or other matters, the grieving employee shall first bring the complaint to the Steward or Grievance Committee of the Union within thirty (30) days after he or she knew or should of have known of the cause of the complaint. If it is determined, after an investigation by the Union that a grievance does exist, it shall be processed in the manner described below:

1 B. Grievance Procedure Steps:

2
3 Step 1: The steward shall attempt to resolve the matter with the Emergency Services Director. If the
4 grievance is not resolved in this manner, Step 2 shall be followed.

5
6 Step 2: The grievance committee shall attempt to resolve the matter with the Administrative Committee
7 or its successor. Should it not be possible to resolve the matter in the initial meeting with the
8 Administrative Committee, the committee shall reply in writing within fifteen (15) days. If the
9 grievance is not resolved in this manner, Step 3 shall be followed.

10
11 Step 3: The grievance shall be submitted to arbitration by giving notice in writing to the Employer
12 within thirty (30) days after the written reply of the Administrative Committee. Within five (5)
13 days of such notice, the Union shall request the Wisconsin Employment Relations Commission
14 (WERC) to provide an "inside panel" of five (5) staff arbitrators to each party. From the panel
15 provided, the parties will alternatively strike a name until one remains and that person shall be
16 the arbitrator.

17
18 C. Arbitration Hearing: The Arbitrator shall meet with the parties at a mutually agreeable date to review the
19 evidence and hear testimony from both parties. Each party shall pay their own cost of the proceedings.

20
21 D. Arbitration Award: The power of the Arbitrator is limited as follows: His or her function is limited to
22 interpreting and applying the provisions of this Agreement. He or she has no power to add to, subtract
23 from, or modify any of the terms of this Agreement.

24
25 E. Time Limitation: If it is impossible to comply with the time limits specified in the procedure because of
26 work schedules, illness, vacations, etc., these limits may be extended by mutual consent in writing.

27
28 F. Settlement of Grievance: Any grievance shall be considered settled at the completion of any step in the
29 procedure if all parties concerned are mutually satisfied. Dissatisfaction is implied in recourse from one
30 step to the next.

31
32 G. General: Any employee may process his or her grievance as above outlined, but the Union shall have
33 the right to be present and act in support of its position in the matter of the grievance.

34
35 Any employee shall have the right of the presence of a steward when his or her work performance or
36 conduct of other matters affecting his or her status as an employee are subject of a discussion for the
37 record.

38
39 The Union shall determine the composition of the Grievance Committee of the Union.

40
41 **ARTICLE 5 - CONDUCT OF BUSINESS**

42
43 A. Conduct of Business: The Union agrees not to conduct its business on Department time except as in such
44 instances as permission is received from the Emergency Services Director. This Article shall not operate
45 so to prevent a Steward or Union Officer from participating in any grievances in accordance with the
46 proceedings outlined in this Agreement, nor to prevent certain routine business such as the posting of
47 Union notices and bulletins. The Union shall provide the Department Head with the names of its officers,
48 stewards, and members of the negotiating committee each time there is a change.

49
50 B. Presentation of Grievances: The Employer hereby agrees that time spent in the presentation of grievances
51 and negotiations shall not be deducted from the pay of delegated employee representatives of the Union.
52

- 1 C. Contacts By Business Agent: Business agents / representatives of the Union, having business with
 2 individual officers or individual members of the Union, may confer with such officers or individual
 3 members of the Union during working hours for a reasonable time provided that permission is first
 4 obtained from the Emergency Services Director. No overtime pay or call-in time shall be allowed for said
 5 meetings. In cases of emergencies, the Emergency Services Director may rescind or terminate said
 6 meeting permission.

7
 8 **ARTICLE 6 - SENIORITY**
 9

- 10 A. Definition of Seniority: It shall be the policy of the department to recognize the seniority principle. On
 11 any particular question or decision, when all other factors involved are equal, seniority will be recognized.
 12 Seniority time shall consist of total calendar time elapsed since the date of original employment with the
 13 Employer provided however, that no time prior to a discharge for cause or a quit shall be included, and
 14 provided, that seniority shall not be diminished by temporary layoffs or leaves of absence or contingencies
 15 beyond the control of the parties to this Agreement.

16
 17 No seniority will accrue while an employee is on leave of absence including time spent in any elected
 18 position within or without county government. This provision will not apply to persons on medical leave
 19 of absence, disability leave, maternity leave, or family leave.

- 20
 21 B. Layoff: In the event of a layoff, employees shall be laid off in inverse order according to their length of
 22 service and whenever so laid off, shall possess reemployment rights as hereinafter defined. For purposes
 23 of clarification, if a reduction of employee personnel is made, the last person hired shall be the first person
 24 laid off and the last person laid off shall be the first person recalled. Employees shall receive a minimum
 25 notice of one (1) week's time prior to the lay off.
 26
 27 C. Recall: Upon recall the employee shall notify the County within one (1) week of his or her intentions and
 28 shall report for work at the end of one (1) week after receiving notice of recall unless illness or other
 29 justifiable circumstances prevent him/her from doing so. The employee shall be considered notified when
 30 such notice is delivered to the last known address of the employee by personal delivery or certified mail.
 31 Recall period is limited to two (2) years.
 32
 33 D. Employees on Layoff: If the County decides to employ additional employees, either in vacancies or in
 34 new positions subject to the provisions of this Agreement, former employees who have been laid off may
 35 be reemployed in such vacancies, provided that such employees have the necessary qualifications under
 36 the particular job classification.
 37
 38 E. Job Posting: Whenever any vacancy occurs due to retirement, quit, new position, or for whatever reasons,
 39 the job vacancy shall be posted. The vacancy shall be posted on the Station bulletin board for a minimum
 40 of six (6) working days. The job requirements, qualifications, and wage rates shall be a part of the
 41 posting, and sufficient space shall be provided for interested parties to sign said posting.
 42
 43 F. Trial Period: All else being equal, the applicant with the longest service record shall be given the first
 44 opportunity to qualify for the vacancy. Said applicant shall demonstrate his or her ability to perform the
 45 job during a training period of ninety (90) days, and if he or she is deemed qualified by the Employer, he
 46 or she shall be permanently assigned to fill the vacancy. Should such employees not qualify or should he
 47 or she desire to return to his or her former position, he or she shall be reassigned to his or her former
 48 position without loss of seniority.
 49
 50 G. Qualification Disputes: If there is any dispute or difference of opinion as to the qualifications of an
 51 employee, the Union Committee may take the matter up for adjustment through the grievance procedure.
 52

H. Loss of Seniority: Seniority shall be lost if an employee:

1. Is discharged for just cause;
2. Retires or voluntarily quits;
3. Is absent without notice for three (3) consecutive work days;
4. Upon recall, fails to notify the County within one (1) week of his or her intentions or fails to report for work at the end of one (1) week following receipt of notice of recall unless illness or other justifiable circumstances prevent him or her from doing so; or
5. Fails to return to work from a leave of absence within seven (7) days of expiration of said leave, unless physically unable to return to work.

ARTICLE 7 - VACATIONS

A. Vacation Schedule: All regular employees shall be entitled to paid vacation based on continuous years of service. Such ~~employees be~~ shall accrue and ~~have~~ be available for use per bi-weekly pay period (presume 26 bi-weekly pay periods per calendar year) vacation as follows set forth below.

Regular Employees Hired Prior to January 1, 2019:

Year 1-7... 8 days (192 hours) per year

Year 8-15... 12 days (288 hours) per year

Year 16-24... 16 days (384 hours) per year

Year 25+... 20 days (480 hours) per year

~~Two thirds (2/3) of one day (sixteen [16] hours) per month upon commencement of employment, eight (8) days (one hundred ninety two [192] hours) per year, except that no vacation may be taken during the first six (6) months of employment.~~

~~One (1) day (twenty four [24] hours) per month after seven (7) years of continuous service, twelve (12) days (two hundred eighty eight [288] hours) per year.~~

~~One and one third (1 1/3) days (thirty two [32] hours) per month after fifteen (15) years of continuous service, sixteen (16) days (three hundred eighty four [384] hours) per year.~~

~~One and two thirds (1 2/3) days (forty [40] hours) per month after twenty four (24) years of continuous service, twenty (20) days (four hundred eighty [480] hours) per year.~~

Regular Employees Hired on or after January 1, 2019:

Year 1-3... 48 hours per year

Year 4-6... 96 hours per year

Year 7-11... 192 hours per year

Formatted: Indent: Left: 0.5"

Year 12-15... 288 hours per year

Year 16-21... 384 hours per year

Year 22+... 480 hours per year

B. Continuous Service: Service shall include all of the time, which an employee has in continuous employment status in any position within County employment. Any absence, including layoff of more than thirty (30) calendar days in a year, shall not be considered continuous service. Military leave or leave due to sickness or injury arising out of County employment shall be counted as continuous service.

C. Limit on Accumulation: On and after January 1, 1999 no employee will be eligible to accrue additional vacation while the employee's accumulated vacation bank consists of one and one-half (1 1/2) times the employee's annualized vacation accrual.

D. Earned Vacation: For computation of the months of employment, an employee hired prior to or on the fifteenth (15th) of the month shall be considered employed as of the first (1st) day of that month. An employee hired after the fifteenth (15th) day of the month shall be considered employed as of the first (1st) of the following month.

Vacation accrued in one month will become available for use as of the beginning of the following month. Vacation which is accrued in the month in which the employee completes the service is necessary for a vacation accrual rate increase, will be accrued at the increased rate.

E. Holidays: A holiday falling within an employee's vacation period shall be paid as normal holiday pay.

F. Seniority: Vacations submitted to the Emergency Services Director by ~~March-January~~ 1st shall be granted by seniority, whereas vacation submitted after ~~March-January~~ 1st shall be granted on a first come first serve basis. Vacation may be granted at any time of the year (except the limitation periods enumerated below) at the employee's request. Up to three (3) persons per shift (one (1) person from the North Station and two (2) persons from the Central Station) may take vacation at a time. Employees will be allowed to take vacation in increments of one (1) hour at a time if requested seven (7) days in advance.

Employer may limit the timing of paid time off during July 4th (if the holiday falls on a Monday or Friday, then the limitation period would be Friday-Monday inclusive), Door County Triathlon, and Pumpkin Patch Festival (Egg Harbor). Employer will notify employees of these limitation periods as described above by December 15th of the preceding year.

G. Death of Employee: Vacation compensation due an employee who may die shall be paid to his or her beneficiaries ~~at hourly rate C in Appendix A~~. This shall not apply to any employee during the employee's probationary period.

ARTICLE 8 - HOLIDAYS

All Employees shall be granted the following paid holidays each year:

- | | |
|-------------------|-------------------------------|
| New Year's Day | Friday after Thanksgiving Day |
| Easter | Christmas Eve Day |
| Memorial Day | Christmas Day |
| Independence Day | |
| Labor Day | |
| Thanksgiving Day | |

1
2 Employees who work on a holiday shall be paid at their regular or overtime rate of pay, whichever is
3 applicable, in addition to their holiday pay.

4
5 ~~If an employee works on Easter Sunday, the employee shall be paid at the rate of time and one half (1 1/2),~~
6 ~~Rate D in Appendix A.~~

7
8 In addition to the regular holidays, all regular employees shall be granted three (3) floating holidays. Said
9 floating holidays may be used as the employee requests provided seven (7) days notice is given to the
10 Emergency Services Director prior to its use.

11
12 Employees shall be paid holiday pay (regular or floating) at ~~Rate C in Appendix A~~ their regular rate of pay.

13 14 **ARTICLE 9 - SICK LEAVE**

- 15
16 A. Accumulation: All regular full time and probationary employees shall earn sick leave. Sick leave shall
17 accrue at the rate of .461 day per bi-weekly pay period (one (1) day for each calendar month of service,
18 presume 26 bi-weekly pay periods per calendar year). Unused sick leave shall accumulate per bi-weekly
19 pay period ~~from month to month~~ in the employee's sick leave account.
- 20
21 B. Non-Accumulation: Sick leave shall not accrue during any period of absence without pay or during any
22 month taken off on sick leave.
- 23
24 C. Sick Leave Use: Each employee who has earned sick leave credits shall be eligible for sick leave for any
25 period of absence from employment which is due to illness, bodily injury (except where the injury or
26 illness is compensable under the Worker's Compensation Law) or exposure to a contagious disease.
- 27
28 D. Emergency Care of Family Members: Employees may use accrued sick leave for temporary emergency
29 care ~~of~~ ill or injured members of the immediate family, as herein defined, for a period of time not to
30 exceed five (5) work days for any one illness or injury. The use of said sick leave may be extended if
31 unusual circumstances dictate and prior approval is obtained from the Department Head. Immediate
32 family shall be defined as children of the employee, parents of the employee, or spouse or other persons in
33 the employee's care and residing in the employee's household.
- 34
35 E. Medical & Dental Appointments: Employees may use accrued sick leave for personal and for children of
36 the employee or spouse or other persons in the employee's care and residing in the employee's household,
37 medical or dental appointments which cannot be scheduled at times other than work hours. To qualify for
38 such non-emergent use the employee shall give the Department Head three (3) workdays advance notice
39 of such appointment, ~~except in the case of an emergency~~. Use of sick leave for this purpose is limited to
40 four (4) hours per incident, except in cases of emergency, or outside of the County.
- 41
42 F. Death of Immediate Family Member(s): Where death occurs in the immediate family of an employee,
43 accrued sick leave may be used. Immediate family is defined as and limited to:
- 44
45 The parents, stepparents, grandparents, foster parents, children, stepchildren, grandchildren, foster
46 children, brothers (and their spouses), and sisters (and their spouses) of the employee or spouse; the
47 spouse; aunts and uncles of the employee or spouse; son-in-law or daughter-in-law of the employee or
48 spouse; or other relatives of the employee or spouse residing in the household of the employee.
- 49
50 Use of accrued sick leave for death in the immediate family is limited to three (3) workdays, however,
51 extension may be granted by the Department Head if mitigating circumstances warrant such extension.
52

1 G. Death of Extended Family Member(s): Employees may use one (1) day of accrued sick leave to attend the
2 funeral of nieces, nephews, or cousins of the employee or spouse.

3
4 H. Medical Certificate: In the event that the Employer has reason to believe that an employee is abusing sick
5 leave privileges or may not be physically fit to return to work, the Employer may require a medical
6 certificate or other appropriate verification for absence covered by this Article. If the medical certificate
7 verifies that the employee was not abusing sick leave or is physically fit for work, the Employer shall pay
8 the cost of the medical certificate. Abuse of sick leave shall subject the employee to disciplinary action.
9 On the Employer's request for such certification or verification, the doctor shall be so designated by the
10 County.

11
12 The Department Head may require a medical certificate to justify the granting of sick leave in excess of
13 three (3) days duration.

14
15 I. Notice of Sick Leave: Employees shall notify the Department Head or immediate supervisor of his/her
16 intent to make emergent use of sick leave at least one (1) hour, and non-emergent use of sick leave at least
17 three (3) workdays, prior to the normal starting time for the work day to be eligible for sick leave use.

18
19 J. Approved Leave: Previously accumulated sick leave shall not be terminated by approved leave.

20
21 K. Active Employment: Sick leave benefits cannot be exercised at any time the employee is not in the active
22 employment of the County.

23
24 L. Layoff: When an employee in regular status is laid off, any unused accumulated sick leave allowance
25 shall be restored, provided he or she is re-employed by any agency of the County within one (1) year.

26
27 M. Payout:

28
29 Upon leaving County employment, all hours of accrued unused sick leave shall be converted to cash at
30 fifty percent (50%) for Employees hired on or after January 1, 2019 or fifty-five percent (55%) for
31 Employees hired before January 1, 2019 at their regular rate of pay then in effect, of the hourly Rate C in
32 Appendix A, then in effect, provided the employee has completed twenty (20) years of service to the
33 County. Payment shall be made at the next regular pay period following such date of leaving, (and shall
34 be paid on the recorded information filed with the County Clerk).

35
36 Upon retirement from County employment, all hours of accrued/accumulated unused sick leave shall
37 be converted to cash at fifty percent (50%) for Employees hired on or after January 1, 2019 or fifty-
38 five percent (55%) for Employees hired before January 1, 2019 at their regular rate of pay then in
39 effect, provided the Employee has completed fifteen (15) years of continuous service. The Employee
40 shall have the option of converting the sick leave into cash, or to purchase hospitalization and medical
41 insurance at the premium rates offered to the other county employees. The cash payment option shall
42 be made at the next regular pay period following such date of retirement, and shall be paid on the
43 recorded information filed with the County Clerk, unless the Employee requests to take the insurance
44 option provided in this section.

45
46 ~~M-N.~~ Termination: Except as otherwise provided in this Article all unused accumulated sick leave shall be
47 canceled upon termination of employment.

48
49 ~~N-O.~~ Work Suspension: For any day on which work is suspended, while an employee is on sick leave, such day
50 shall be construed as a day of sick leave.

51
52 **ARTICLE 10 - INDEMNIFICATION**

1
2 The Employer shall authorize competent legal counsel to defend actions of any type or nature brought against
3 any employee covered by this Agreement for any act or act(s) of omission alleged to have occurred while in the
4 course of his or her employment and while within the scope of employment or out of any alleged breach of his
5 or her duty as an employee, provided that the employment of such legal counsel is authorized by the Employer's
6 Insurance Carrier when it is necessary to obtain such Insurance Carrier authorization so as not to jeopardize any
7 Employer Insurance Coverage.
8

9 In the event that the Employer refuses to authorize the employment of legal counsel as provided for above, it
10 shall indemnify the employee for all expenses incurred by the employee for the appointment of such counsel.
11

12 ARTICLE 11 - LEAVE OF ABSENCE

13 14 A. Extended Illness and Disability Leave:

15
16
17 ~~1. Availability: Accessible only after an employee exhausts all FMLA leave and all accrued paid time off.~~

18
19 ~~2.~~ Length of Leave: Employees with prolonged illness or disability due to injury, shall be granted
20 an unpaid leave of absence for up to thirty (30) calendar days.

21
22 The employee may request an extension of such leave not to exceed thirty (30) additional days.

23
24 ~~2-3.~~ Notice of Leave: An employee electing such leave shall forward such request to the
25 ~~Administrative Committee~~ Emergency Services Director and Human Resources Director in writing.
26

27
28 ~~3-4.~~ Medical Certificates: At the outset, the employee shall be required to furnish the County with a
29 physician's statement estimating how long the illness or disability due to injury will continue. The
30 ~~Administrative Committee~~ Human Resources Director may require the employee to be examined by a
31 physician designated by the ~~Committee~~ Human Resources Director and in such instance the County
32 shall pay the cost of such examination.

33 B. Health Insurance: An employee on an unpaid leave of absence in excess of one (1) calendar month shall, if
34 he or she so desires, be permitted to continue group hospital insurance coverage while on the unpaid leave
35 of absence. The cost of his or her own and the County's share or such contribution for such continued
36 coverage shall be paid by the employee to the County Treasurer's office. The County Treasurer shall in
37 turn pay the premium to the insurance carrier(s).
38

39 C. Maternity Leave: Employees who become pregnant shall, provided all FMLA paperwork has been
40 completed and submitted to the Human Resources Department, be granted a maternity leave of absence
41 during the period between the date the employee's doctor certifies that the employee is medically
42 incapable of performing her normal duties and date the employee's doctor certifies that she is medically
43 capable of renewing normal working duties. Employees may be entitled to the use of accumulated sick
44 leave benefits during such maternity leave only on the actual working days missed. In order to be eligible
45 for such maternity leave, the employee shall notify her department head at least three (3) months prior to
46 her expected date of delivery of her wish to take a maternity leave of absence. Short-term pregnancies
47 shall be exempt from the notice requirements of this paragraph.
48

49 D. Military Leave: Employees shall be entitled to military leave as now, or hereafter authorized by law to
50 participate in National Guard or other military training. While on such leave, an employee may receive
51 the difference between his or her regular pay and his or her military pay for a period of not more than
52 fifteen (15) days. For any military leave of fifteen days or less, no employee shall lose accrued seniority,

1 sick leave or vacation benefits.

2
3 Leaves of absence without pay shall be granted for military service in time of war, national or state
4 emergency, as proclaimed by the proper authorities, with reinstatement at the expiration of such leave.

- 5
6 E. Other Leaves: Employees may be granted (non-FMLA) leaves of absence without pay at the sole-mutual
7 discretion and agreement of the Administrative Committee of the Door County Board of
8 Supervisors, Emergency Services Director and Human Resources Director.

9
10 An employee with at least six (6) months of continuous service who finds it necessary to temporarily leave
11 the active employment of the County shall submit a written request for an unpaid leave of absence (for up
12 to 30-days) to the Administrative Committee, Emergency Services Director with a copy to the Human
13 Resources Director not less than two (2) weeks prior to the commencement of such leave. The request
14 shall state the duration of the absence, the purpose of the leave and an address at which contact information
15 where the employee can be reached during the leave. A written response will be provided to the employee,
16 within ten (10) days of receipt of the written request, indicating approval or disapproval, and any
17 conditions of the leave of absence.

- 18
19 F. Return from Leave: Upon return from leave of absence, the employee will be assigned to his or her former
20 position.

- 21
22 G. Sick Leave and Vacation Benefits: No sick leave or vacation benefits will accrue during any unpaid leave
23 of absence with the exception of military leave.

24
25 **ARTICLE 12 - TERMINATION**

26
27 Any employee leaving the department except for legitimate reasons, such as sickness, vacation, or granted
28 personal leave, shall be considered a terminated employee. The employer will notify the Union Steward in
29 writing when a bargaining unit employee terminates County employment and the reason for termination.

30
31 The Employer shall pay a terminated employee all of the monies due the employee on the next regular pay day
32 following his or her termination; such pay shall include all unused earned vacation and earned holiday pay at
33 Rate C in APPENDIX A, the employee's regular rate of pay. Any employee intending to terminate his or her
34 employment with the County must give at least two (2) weeks written notice of that intention to the Department
35 Head.

36
37 **ARTICLE 13 - SEVERABILITY**

38
39 The provisions of this Agreement are deemed to be severable to the extent that if and when a court or
40 governmental agency of competent jurisdiction adjudges any provision of the Agreement to be in conflict with
41 any law, rule or regulation issued thereunder, such decision shall not affect the validity of the remaining portion
42 of this Agreement, such remaining provision shall continue in full force and effect. It is further provided that in
43 the event any provision or provisions are so declared to be conflicting with such law, rule or regulation, both
44 parties shall meet within thirty (30) days for the purpose of renegotiating the provision or provisions so
45 invalidated.

46
47 **ARTICLE 14 - STRIKES AND LOCKOUTS**

48
49 The Union agrees for itself and its members that there shall be no picketing, strikes, sympathetic strikes or sit-
50 downs for any reason whatsoever or any other work interruption or interference with the affairs of the Door
51 County Emergency Services and the County agrees that there shall be no lockout during the life of this
52 Agreement, it being the mutual desire of the parties to provide for uninterrupted and continuous service.

1
2 **ARTICLE 15 - WORKERS COMPENSATION**

3
4 ~~The Employer provides that any regular full time employee who is injured on the job and entitled to Workers~~
5 ~~Compensation benefits, shall receive his or her normal weekly pay based on a normal work week provided that,~~
6 ~~in return for the receipt of such pay, he or she endorses over to the County his or her benefit checks. It is~~
7 ~~mutually agreed that this provision applies only to those employees who are injured in the course of their~~
8 ~~employment of the County and who, as a result of such injury, are disabled from work for a period of at least~~
9 ~~thirty (30) days. The Employer shall commence paying to the injured employee his or her normal weekly pay~~
10 ~~on the first (1st) day of the employee's disability. The liability for full payment of wages by the Employer~~
11 ~~under this provision is limited to six (6) months.~~

12
13 The Worker's Compensation Act (WCA), codified at Ch. 102, Wis. Stats. controls. When the
14 conditions of liability are met and compensable injury has occurred, the WCA provides benefits for
15 the injured Employee.

16
17 There is a three-day waiting period for all disabilities lasting seven days or less (See: § 102.43, Wis.
18 Stats. and § 80.02, Wis. Adm. Code). If the Employee is unable to work during this or any other
19 waiting period, the Employee is required to utilize her/his accrued paid leave until and unless WCA
20 coverage and benefits commence.

21
22 Employer agrees to supplement temporary partial disability ("TPD") or temporary total disability
23 ("TTD") benefits for an Employee by bringing them up to an agreed level (i.e., Employee's normal
24 weekly pay). The prescribed conditions of eligibility for this supplementation are:

- 25
26
 - Employee has been eligible for and received temporary partial disability ("TPD") or temporary
 - 27 total disability ("TTD") benefits under the WCA for a period of at least thirty (30) consecutive
 - 28 days;
 - 29
 - Employee remains eligible for and is receiving TPD or TTD benefits under the WCA;
 - 30 Employee, as applicable, assigns or turns over her/his TTD or TPD benefits under the WCA to
 - 31 the Employer;
 - 32 Employee acknowledges and agrees that this supplementation is not worker's compensation;
 - 33 Employee must elect, in writing, to receive this supplementation; and
 - 34 Employee's eligibility for this supplementation, and Employer's duty to supplement, is limited
 - 35 to no more than six (6) months.

36
37 Expressly subject to each of the foregoing conditions, Employee may elect to receive her/his normal
38 weekly pay, relating back no more than thirty (30) days from the date of the election.

39
40 **ARTICLE 16 - CALL-IN, OVERTIME, AND TRAINING TIME**

41
42 A. Call-in Premium Pay: If an employee is called in outside their normal schedule ~~for employer approved~~
43 ~~ambulance/ paramedic response or to provide coverage at the station, the employee shall be paid one and~~
44 ~~one-half (1 1/2) times Rate B in APPENDIX A their regular or overtime rate of pay, whichever is~~
45 ~~applicable.~~

46
47 ~~Employees shall be paid one and one half (1 1/2) times Rate B in APPENDIX A if while on unscheduled~~
48 ~~overtime, the employee is dispatched to an ambulance/paramedic response, providing that the unscheduled~~
49 ~~overtime is for less than twelve (12) hours. The paragraph does not apply to overtime resulting from an~~
50 ~~employee taking vacation.~~

1
2 Minimum Call-in Time: There shall be a minimum of ~~two and one half (2-1/2)~~ three (3) hours for all call-
3 in time, except if the call-in is the result of an employee taking vacation in increments of less than one (1)
4 day.

5
6 B. Overtime: ~~Employees shall be paid one and one-half (1-1/2) times their regular rate of pay for all hours
7 worked over forty (40) in a workweek. Paid time off taken by an Employee counts as hours worked
8 toward the calculation of the overtime requirement. Employees shall be paid one and one half (1-1/2)
9 times Rate C in APPENDIX A for all hours outside of their normal schedule in ARTICLE 17 –
10 (unscheduled overtime). Employees shall be paid one and one half (1-1/2) times Rate D in APPENDIX A
11 for all hours within their normal schedule ARTICLE 17 in excess of forty (40) hours per week (scheduled
12 overtime). When totaling schedule time to calculate how much time qualifies as overtime, all paid leave
13 as identified in this contract shall be considered as time served under the schedule.~~

14
15 C. Training Time: Time spent in actual training, (e.g., course, meeting, program or session) that is required,
16 or that is voluntary and approved by the employer, constitutes compensable hours of work. Training time
17 shall be paid at the employee’s regular or overtime rate of pay, whichever is applicable.

18
19 ~~Time spent outside the employee’s regular working hours and in actual training shall be paid at time and
20 one half (1-1/2) Rate C in Appendix A. Time spent outside the employee’s regular working hours and
21 voluntary and approved training shall be paid at Rate D in Appendix A.~~

22
23 Home to work travel does not count as hours worked and is not compensable. Time spent traveling from
24 the work place to the training site is compensable. Time spent traveling ~~for from~~ the work place to the
25 training site shall be paid at ~~time and one half (1-1/2) Rate C in Appendix A. Time spent traveling from the~~
26 ~~workplace to the training site for voluntary and approved training shall be paid at Rate D in Appendix A~~
27 ~~the employee’s regular or overtime rate of pay, whichever is applicable.~~

28
29 **ARTICLE 17 - WORKDAY & WORKWEEK**

30
31 The normal schedule for personnel shall be as follows:

- 32 one (1) day on, one (1) day off,
- 33 one (1) day on, one (1) day off,
- 34 one (1) day on, four (4) days off.

35
36
37 If approved by the Emergency Services Director, an alternate schedule:

- 38 Two (2) days on, four (4) days off.

39
40 The schedule ~~(whether ‘normal’ or the ‘alternate’)~~ must shall be fixed on an annual basis.

41
42 ~~It is understood that the alternate schedule will not be available to the Central Station unless and until a
43 new Central Station is constructed.~~

44
45
46 The regularly established workday shall start at 7:00 a.m. and this starting time shall be recognized as the
47 beginning of a twenty-four (24) hour day.

48
49 **ARTICLE 18 - WISCONSIN RETIREMENT SYSTEM [WRS]**

50
51 A. WRS Contributions [~~See- §§ 40.05 &~~ 111.70(4)(mc)5, Wis. Stats.]:

- 1 1. ~~Employees will pay the required employee's contribution. For an Employee who is initially~~
 2 ~~employed as a public safety employee by the Employer on or after July 1, 2011:~~
 3
 4 a) ~~Employee will pay the same contribution as general municipal employee's required~~
 5 ~~contributions; and~~
 6 b) ~~Employer will pay the employer's required contributions.~~
 7
 8 2. ~~County will pay the required employer's contribution. For an Employee who is initially~~
 9 ~~employed as a public safety employee by Employer before July 1, 2011, the Employee will pay~~
 10 ~~as follows:~~
 11 a) ~~Effective July 1, 2016, the Employee's required contribution is five and one half percent~~
 12 ~~(5.5%);~~
 13 b) ~~Effective January 1, 2017, the Employee's required contribution is the lesser of six percent~~
 14 ~~(6%) or the WRS required employee contribution.~~
 15 c) ~~Employer will pay the employer's required contributions and any remaining share of the~~
 16 ~~employee's required contributions.~~

17 ARTICLE 19 – INSURANCE

18 A. Health Insurance

19
 20
 21
 22 Employer may: 1) establish, and implement changes to, the design of health care coverage plans; 2)
 23 select, and change, health care coverage plans; and 3) except for premium contributions, establish and
 24 change all costs associated with health care coverage plans within the meaning of and as permitted by
 25 § 111.70(4)(mc)6, Wis. Stats. The parties acknowledge ongoing litigation regarding the meaning of
 26 plan design and agree to abide by the decisions of courts of competent jurisdiction in this regard.

27 B. Health Care Coverage Plan Premium Contributions s and Health Risk Assessment (“HRA”)

28
 29 Employees will, effective January 1, 2019, pay 15% of the total premium of any health care coverage
 30 plan.

31
 32
 33 As an incentive for employee's and employee's spouse's participation in the Health Risk Assessment
 34 and Physical Examination Program (See: “I” below), a reduction in employee premium contribution
 35 to 12.8% can be achieved in 2019 and 2020,
 36 2016 & 2017

- 37
 38 → ~~Employee's required health coverage plan premium contribution is 15%, and Employer will~~
 39 ~~pay 85% of the health coverage plan premium.~~
 40 → ~~If employee participates in HRA, then employee's required health coverage plan premium~~
 41 ~~contribution is 12.8%, and Employer will pay 87.2% of the health coverage plan premium.~~
 42 → ~~Participation in HRA is optional for employee's spouse.~~

43
 44
 45 2018

- 46
 47 → ~~Employee must participate in and achieve the minimum score on their HRA to achieve~~
 48 ~~reduction of health coverage plan premium contribution from 15% to 12.8%.~~
 49 → ~~The minimum score is to be tied to an objective ... yet to be identified and mutually agreed ...~~
 50 ~~standard.~~

~~→ Participation in HRA remains optional for employee's spouse.~~

~~Employees may participate in HRA during working time if HRA is available. Otherwise, participation in HRA is not compensable working time.~~

~~Employer is responsible for HRA costs or fees.~~

C. Summary of Benefits And Coverage ("SBC")

1. An SBC is attached hereto for informational purposes only.
2. This SBC is based on the Employer's 2019~~6~~ health care coverage plan design and selection.

D. Dental Coverage

1. Effective January 1, 1995, the dental insurance plan was amended to increase the lifetime maximum payment under Class III (orthodontia) to one thousand two hundred dollars (\$1,200).
2. Employer is responsible for payment of the single plan premium and family plan premium.

E. Injury or Illness:

Any employee off work because of injury or illness up to one (1) year shall continue to have group insurance coverage with the County contributing or paying the same premium amounts as set forth in Paragraph B above. Such continuation of coverage is dependent upon the employee contributing his or her share of the premium.

F. State Life Insurance Plan:

The Employer agrees to offer employees enrollment in the Group Life Insurance Plan for State and Local Government Employees administered by the Wisconsin Department of Employee Trusts, "Basic" and "Additional" plans. The Employee shall also be entitled to purchase spouse and dependent coverage.

G. Retirees:

Upon retirement, with eligibility for benefits under the Wisconsin Retirement Service, employees shall be eligible for continued coverage under the Employer's family or single health insurance plan as long as the employee submits payment of the full monthly premium to the County Treasurer's Office on or before the last day of the month preceding the month of coverage.

H. Section 125 Flexible Spending Account (FSA):

Employer shall offer an FSA to employees. This is a form of cafeteria plan benefit, funded by salary reduction, which reimburses employees for expenses incurred for certain qualified benefits.

The FSA is offered for dependent care assistance and medical care reimbursements. These benefits are subject to: an annual maximum, an annual "use-it-or-lose-it" rule, and a grace period, all consistent with the Internal Revenue Code.

Employer will cover the costs of administering the FSA.

I. Health Risk Assessment (HRA) and Physical Examination Program

This program is in effect for 2019 only. Participation is voluntary.

HRA's may be offered and completed on work time without reduction in pay or benefits. No additional pay or benefits shall be offered to those who complete their HRA outside of work time. HRA's must be completed on or before December 1, 2018.

Physical examinations must have taken place between December 1, 2017 and December 1, 2018.

If an employee and the employee's spouse timely complete both an HRA and physical examination, then employee will be eligible for a premium contribution reduction as provided in "B" above.

Employer will contribute the sum of \$150 to employee's FSA if the employee, and \$300 to the employee's FSA if both the employee and employee's spouse, timely complete both an HRA and physical examination. Employer will cover the cost of administering the FSA.

J. Go365

In 2021, a reduction in the employee's required (15%) premium contribution may be achieved through participation (from December 1, 2019 - November 30, 2020) in the Go365 Wellness and Rewards Program.

~~I. Health Risk Assessment Program (HRA)~~

~~The HRA will have the following attributes:~~

- ~~-> Participation shall be voluntary.~~
- ~~-> HRA's will be offered during normal working hours and may be completed on work time without reduction in pay or benefits.~~
- ~~-> Employer will contribute the sum of \$150 annually per adult health plan participant to a maximum of two adult plan participants (a maximum of \$300 annually) to the participating employee's FSA provided the employee or the employee and their covered spouse complete an approved HRA.~~
- ~~-> No additional pay or benefits shall be offered to those who are unavailable on the date(s) the assessment is offered and who complete the assessment at a different time.~~

~~J.K. Supplemental Insurance~~

~~AFLAC supplemental insurance will be made available to employees, at employees' sole cost and expense.~~

ARTICLE 20 - PAYDAY

The Employer agrees to establish a bi-weekly payday system. The paycheck shall include information of hours worked and deductions made. Payday shall be every other Friday. If a payday falls on a holiday, the payday shall be the day prior to the holiday. There shall be a one (1) week holdback of wages.

ARTICLE 21 - MAINTENANCE OF BENEFITS

The Employer agrees to maintain in substantially the same manner such present benefits not specifically referred to in this Agreement. Such benefits are coffee and lunch breaks, time off for approved schooling, and schooling required for maintaining certifications as required by employer, safety equipment supplied, mileage for use of personal cars, lodging and meals out of County on County business, and written approval of outside jobs that do not conflict with duties.

ARTICLE 22 - AGENCY FEE OR OTHER PAYMENT TO THE UNION FAIR SHARE AGREEMENT

~~Neither an agency fee nor any other payment to the Union may be deducted from an employee’s wages, nor may any other attempt be made to collect such a payment, unless the employee affirmatively consents to pay. By agreeing to pay, employees are waiving their First Amendment rights, and such a waiver cannot be presumed. Rather, to be effective, the waiver must be freely given and shown by “clear and compelling” evidence. Unless employees clearly and affirmatively consent before any money is taken from them, this standard cannot be met.~~

~~The parties will comply with the United State Supreme Court’s ruling in “Janus v. AFSCME”, 138 S.Ct. 2448 (June 27, 2018), including the creation and use of a compliant *Voluntary Payroll Deduction Authorization* form.~~

~~A. Fair Share Agreement~~

~~1. “Fair share agreement” means an agreement between a municipal employer and labor organization that represents public safety employees under which all or any of the public safety employees in the collective bargaining unit are required to pay their proportionate share of the cost of the collective bargaining process and contract administration measured by the amount of dues uniformly required of all members [Sec. 111.70 (1)(f) Wis. Stats.].~~

~~2. Once each month the Employer will deduct the amount of monthly dues as certified (in writing) by the Union from the earnings of each employee affected by this fair share agreement and pay the amount deducted to the Union consistent with Sec. 111.70 (2) Wis. Stats. Employer will also transmit, along with the deducted amount, a listing of employees from whom deductions were made~~

~~3. Changes in the amount of dues to be deducted shall be certified (in writing) by the Union thirty (30) days before the effective date of the change.~~

~~B. Errors:~~

~~If an error is discovered with respect to any deductions under this Article, the Employer shall correct said error by appropriate adjustment in the next paycheck of the employee(s) or in the next submission of funds to the Union.~~

~~C. Hold Harmless:~~

~~The defense of such claims, demands, suits, damages, costs, attorneys' fees or other forms of liability shall be under the control of the Union and its attorneys, but nothing in this sections shall be interpreted to preclude the County from participating in any legal proceeding concerning the application or interpretation of this Article through representatives of its own choosing and at its own expense.~~

ARTICLE 23 - CLOTHING ALLOWANCE

The Employer shall provide all uniform articles at no cost to the employee, including the initial allotment of uniforms for new hires.

The employees shall turn in worn or unserviceable article(s) to the Emergency Services Director for replacement. All uniform articles purchased by the Employer shall remain the property of the Employer and shall be returned to the Employer upon termination of employment with Door County.

Uniforms shall be as established by the Emergency Medical Services Committee.

1 The Employer shall provide a two hundred dollar (\$200.00) biennial boot allowance for each employee, which
2 shall be expended for boot purchases within the biennium. The first biennium shall start January 1, 1995 and
3 end December 31, 1996.

4
5 **ARTICLE 24 - DISCIPLINARY PROCEDURE**
6

7 The following disciplinary procedure is intended as a legitimate management device to inform employees of
8 work habits, etc. which are not consistent with the aims of the Employer's public function, and thereby to
9 correct those deficiencies.

10 Any employee may be disciplined, demoted, suspended or discharged for just cause. It is understood that just
11 cause for immediate discharge includes, but is not limited to being under the influence of intoxicants or
12 controlled substance on duty, dishonesty, flagrant insubordination or flagrant misconduct. This expression of
13 specific reasons for discharge shall not preclude discharge for other reasons normally considered just cause.
14
15

16 The normal sequence of disciplinary action for offenses shall be:

- 17 1. Letter of Criticism
- 18
- 19 2. Letter of Reprimand
- 20
- 21 3. Suspension
- 22
- 23 4. Termination
- 24
- 25

26 A written warning shall be considered effective for not longer than a nine (9) month period.

27
28 Any discharged employee may appeal such action through the grievance procedure and shall initiate grievance
29 action by immediate recourse to Step 3, within ten (10) days of notice of discharge.

30
31 Any suspended employee may appeal such action through the grievance procedure and shall initiate grievance
32 action by immediate recourse to Step 3.

33
34 Suspensions shall not be for less than two (2) days, but for serious offenses or repeated violation, suspension
35 may be more severe. No suspension shall exceed thirty (30) calendar days. Notice of discharge or suspension
36 shall be in writing and a copy shall be provided the employee and the Union.

37
38 The Employer and the Union mutually agree that in order to further the efficient operations of the Door County
39 Emergency Services and to promote the welfare and safety of the employees, negligent abuse of equipment
40 shall not be tolerated. It is further agreed that the penalties for negligent abuse of equipment committed by an
41 employee shall be as follows:

- 42 1. First offense: One (1) week suspension without pay;
- 43
- 44 2. Second offense: Two (2) weeks suspension without pay;
- 45
- 46 3. Third offense: Termination from employment.
- 47
- 48

49 Grievance procedures previously set forth in this agreement are available to the employees on any question
50 involving negligent abuse of equipment. It is further agreed that the penalties provided for above apply in
51 situations of failure to use safety devices.
52

1 **ARTICLE 25 - LONGEVITY (Applicable only to employees hired before January 1, 2019)**

2
3 A. **Recognition of Service:** In recognition of continuous years of service by employees, the County has
4 established a longevity pay plan. Eligibility for longevity pay is based continuous service with the County
5 in a full time position, and will not be paid unless the employee has thirty-six (36) months of continuous
6 employment accrued prior to the December 16 cut off date.

7
8 Longevity checks will be issued on December 9th of each year or the next succeeding payday. A separate
9 check will be issued for wages and longevity.

10
11 B. **Eligibility:** Determination of eligibility for longevity pay shall be counted from the date of first hiring of
12 "Anniversary Date" until termination. If an anniversary date falls on or between the first (1st) and fifteenth
13 (15th) day of the month, credit shall be given for the full month. If an anniversary date falls between the
14 sixteenth (16th) and last day of the month, eligibility for longevity pay shall not begin until the following
15 month.

16
17 If the separation is on or prior to the fifteenth (15th) of the month, no credit shall be given toward
18 longevity pay in that month. Separation after the sixteenth (16th) of the month shall be credited as a full
19 month toward the longevity payment.

20
21 C. **Leave:** Military leave or County employment related injury or illness leave shall not require the
22 determination of a new anniversary date for the purposes of longevity pay. Other leave in excess of thirty
23 (30) days shall require the determination of a new anniversary date.

24
25 D. **Rate of Longevity Pay:** Longevity shall be paid at the rate of one dollar and fifty cents (\$1.50) per month
26 for every year of continuous service commencing with the employees anniversary date as previously
27 stated.

28
29 E. **Termination:** Termination of employment by the County shall cancel all accrued longevity credits.

30
31 **ARTICLE 26 - PAYROLL DEDUCTION**

32
33 A. **Savings Plan:** The Employer agrees to provide, through payroll deduction, for the employees participation
34 in a savings plan with any designated Institution located within Door County, subject to the following:

- 35
36 1. Employee shall pay for the actual cost of administration, not to exceed one dollar (\$1.00) per person
37 during the term of this contract year.
38
39 2. A minimum of twenty-five (25) percent of the total bargaining unit's membership shall participate
40 prior to commencement of payroll deductions.
41
42 3. Enrollment is for a period of six (6) months, January 1 through June 30, and July 1 through December
43 31 inclusive, without cancellation during the six-month period.
44
45 4. Any employee wishing a payroll deduction must give the Human Resources Director at least two (2)
46 weeks notice in advance of the first (1st) deduction. Thereafter, changes in the amount deducted shall
47 also require two (2) weeks prior notice.
48

49 B. **457 Deferred Compensation Plan:** A deferred compensation plan shall be maintained as previously agreed
50 to by the parties.

51 **ARTICLE 27 - MANAGEMENT RIGHTS**

1
2 The County possesses the sole right to operate County government and all management's rights repose in it.
3 The business and the direction of the County Emergency Services and its working forces is vested exclusively
4 in the County of Door and the Emergency Services Director of Door County and includes, but is not limited to
5 the following:

6
7 To hire, expand, direct and control all operations of the Door County Emergency Services, to direct and
8 supervise the work of the employees of the Door County Emergency Services, to determine by whom
9 work shall be performed and the location where such work shall be performed; to determine to what
10 extent any service shall be added, modified or eliminated; to make and enforce reasonable rules; and to
11 take whatever action may be necessary to carry out the functions of the County in situations of an
12 emergency nature.

13
14 The Employer's exercise of the foregoing functions shall be limited by the other provisions of this Contract. The
15 County has all the rights it has by law except those expressly bargained away in this Agreement.

16
17 **ARTICLE 28 - WAGES**

18
19 ~~Across the Board Wage ("ATB") Increases as follows:~~

20
21 ~~2016~~

22
23 ~~→ Effective January 1, 2016, ATB wage increase of one and one-half percent (1.5%)~~

24
25 ~~→ Effective July 1, 2016, ATB wage increase of one and one-half percent (1.5%)~~

26
27 ~~2017~~

28
29 ~~→ Effective January 1, 2017, ATB wage increase of one and one-half percent (1.5%)~~

30
31 ~~→ Effective July 1, 2017, ATB wage increase of one and one-half percent (1.5%)~~

32
33 ~~2018~~

34
35 ~~→ Effective January 1, 2018, ATB wage increase of one and one percent (1.0%)~~

36
37 See: Appendix A "20196 – 2021+8 Wage Schedule", attached hereto and incorporated herein as if set forth in
38 full.

39
40 **ARTICLE 29 - NEGOTIATION PROCEDURES**

41
42 By July 1st of any year in which the agreement expires or any subsequent year, the Union shall give notice of
43 its request for changes in the Agreement or for such other requests as it may offer in the negotiations in writing
44 to the Door County Board.

45
46 **ARTICLE 30 - SHIFT TRADES**

47
48 Shift trades are provisionally allowed. Employees may have time off if they can arrange for someone to
49 cover their shift by swapping with another employee, subject to the following:

- 50 ▪ The employee initiating a proposed shift trade must notify the Emergency Services Director or her/his designee.

- 1 ▪ Shift trades need to be approved *in advance* by management, i.e., the EMS Director or her/his
- 2 designee. Once approved by management, sans a crisis situation, the shift trade may not be
- 3 cancelled by management.
- 4 ▪ Shift trades do not impose additional costs on the Employer.
- 5 ▪ Shift trades do not result in shifts that are under or over staffed;
- 6 ▪ Shift trades can only occur between people doing the same job. Just having one person replacing
- 7 another person is not good enough; this other person will need to be able to do the job for the
- 8 member they are replacing.
- 9 ▪ All approved shift trades shall be promptly recorded, *in advance*, in the Employer's scheduling
- 10 system (currently EMS Manager) by the employees involved in the trade.
- 11 ▪ The County is not responsible for enforcing any shift trades between employees.
- 12 ▪ Until the shift trade is approved the employee originally assigned to work the shift is responsible for
- 13 working the shift, and will bear any consequences if the shift is not covered.
- 14 ▪ Once the shift trade is approved the employee who agreed to take the shift is responsible for
- 15 working the shift, and will bear any consequences if the shift is not covered.
- 16 ▪ Notice of any proposed shift trade must be provided to management at least seventy-two (72) hours in
- 17 advance.
- 18 ▪ Shift trades must comport with all applicable state and Federal rules and regulations.

19
20 **ARTICLE 31 - FORMATION OF A JOINT MANAGEMENT & UNION TASK FORCE**

21
22 A Joint Management & Union Task Force will be formed... to meet, discuss issues, and make non-binding

23 recommendations.

24
25 This Task Force will examine, among other things, the following:

- 26 ▪ Transition from the current traditional sick leave (Article 9) and vacation (Article 7) program to a
- 27 comprehensive paid time off ("PTO") system;
- 28 ▪ Implementation of a Post-Employment Health Plan ("PEHP");
- 29 ▪ Go365 Program Wellness and Rewards Program;
- 30 ▪ Health care coverages;
- 31 ▪ Physical readiness standards and test; and
- 32 ▪ Any other subject mutually agreed upon by the parties.

33
34 **ARTICLE 32 - DURATION OF CONTRACT**

35
36 This Agreement shall be in effect on January 01, ~~2016~~2019, and shall remain in full force and effect to,

37 and including, December 31, ~~2018~~2021, and shall be automatically renewed from year to year unless

38 negotiations are instituted by giving written notice on or before July 1 of any anniversary thereof.

39
40 All references to "year" in this agreement shall mean calendar year unless stated otherwise.

41
42 Accepted and Agreed this ____, day of _____, 2019.

43

Door County		Door County Emergency Services Employees International Association of Firefighters Local 4982
 _____ David Englebert Supervisor, District 1	 _____ Date	 _____ Brandon Schopf Union Bargaining Team
		 _____ Date

Ken Pabich
County Administrator

Date

Chris Hecht
Union Bargaining Team

Date

Kelly Hendee
Human Resources Director

Date

Michael J. Woodzicka
Field Service Representative - IAFF

Date

Aaron LeClair
EMS Director

Date

Grant P. Thomas
Corporation Counsel

Date

1

Appendix A 2019-2021 Wage Schedule

2019							
	Start 1	2	3	4	5	6	7
Paramedics	17.09	17.52	17.96	18.41	18.87	19.34	19.82

2019

1. Each employee will be provided a minimum 2.0% increase, in the form of a base increase (aging and/or step) and/or supplemented with a bonus.
2. Bonus is calculated off W2 Earnings on the last full pay period in December, 2018.
3. Date of Pay / Step Change:
 - a. Change of pay or moving through the steps shall be changed to take place on the first full pay period in January of each year for all employees.
 - b. New Hires: New employees hired before July 1st they will get increase on next Jan full pay period. Example: Hired March 1st 2020 at step 1 – Employee moves to step 2 first full pay period of 2021. Hired August 1st 2020 at step 1 – Employee moves to step 2 first full pay period of 2022.
 - c. Existing Employees: The Step, Aging or in some cases both would be applied on the first pay period in January. Example:
 - i. 2019 Employee at Step 4 (2019 Anniversary date included)
 - ii. August first full pay roll – back pay is issued
 - iii. Employee aged to new plan Step 5
 - iv. December last full pay period – employee back pay is issued if necessary
 - v. Jan 2020 first full pay period – employee moved to Step 6
4. How to Make Whole:
 - a. County will take the 2019 W2 wages at end of the last pay period in Ceridian. 2% is paid out on those W2 earnings.
 - b. New wage starts on the next pay period as part of the new payroll system called DayForce.
 - c. Bonus is calculated off 2019 W2 Earnings between August and the last full pay period in December.

2020

1. The Wage Schedule will be aged 0.5%.
2. For 2020 – each employee will be provided a minimum 2.0% increase, in the form of a base increase (aging and/or step) and/or supplemented with a bonus.
3. Bonus is calculated off W2 Earnings on the last full pay period in December, 2019.

2021

1. The Wage Schedule will be aged 0.5%.
2. Each employee will be provided a minimum 2.0% increase in the form of a base increase (aging and/or step) and/or supplemented with a bonus.
3. Bonus is calculated off W2 Earnings on the last full pay period in December, 2020.

LETTER OF AGREEMENT

[Overtime]

This Letter of Agreement is entered into this 1st day of January, ~~2016~~2019, by and between Door County (hereafter referred to as "Employer") and Door County Emergency Services (EMT's / Paramedics) IAFF, Local 4982 (hereafter referred to as "Bargaining Unit").

When overtime becomes available due to vacation, posting or sick leave, employees who regularly work full-time hours (including the Director and Deputy Director) shall have priority over employees who do not work regular full-time hours to fill those schedules. Distribution of this overtime shall be based on Article ~~6VI~~, A, but acknowledging department seniority of the Director and Deputy Director for this section only.

In the best interest of timely response to secondary emergency situations, readily available and properly trained personnel who do not regularly work full-time hours may be utilized for call-in. However, employees who regularly work full-time hours shall have priority when equally available.

Accepted and agreed this ___ day of July, 2019.

Bargaining Unit:

Employer:

Michael J. Woodzicka, Field Service Repr., IAFF

Aaron LeClair, EMS Director

Brandon Schopf, Union Bargaining Team

Kelly Hendee, Human Resources Director.

Chris Hecht, Union Bargaining Team

David Englebert, Supervisor, District 1

Ken Pabich, County Administrator

Grant P. Thomas, Corporation Counsel

LETTER OF AGREEMENT

Labor Management Task Force [Health Insurance]

This Letter of Agreement is entered into this 1st day of January, 2016, by and between Door County (hereafter referred to as "Employer") and Door County Emergency Services (EMTs / Paramedics) IAFF, Local 4982 (hereafter referred to as "Bargaining Unit").

The Employer and Bargaining Unit agree to establish a Labor Management Task Force ("Task Force") to address health insurance related concerns. The general parameters of the Task Force are as follows:

- The Bargaining Unit will select up to two (2) representatives as members of the Task Force. The Field Service Representative may participate, and will not be counted as one of the two (2) Bargaining Unit members, on the Task Force.
- The principles of participation and consensus will be paramount as to decision making.
- The Employer, at Employer's sole cost and expense, will retain a consultant in the field of health care to conduct analysis, identify issues, and to guide and facilitate discussion.
- Focus of the Task Force is to: conduct an extensive and ongoing review of health insurance issues; discuss, work through and resolve "real" tasks and issues; enhance collaboration between Employer and Bargaining Unit; and propose solutions to ongoing health insurance problems.
- All parties involved in the Task Force are encouraged to invite representatives from the insurance and health care related industries to advance the discussions.

By inviting participation from both labor and management, and by striving for consensus, the parties seek to establish recommendations that will be better informed and more readily accepted.

The parties' intent is to fully comply with Sec. 111.70(4)(mc)6, Wis. Stats. The Task Force is not tantamount to collective bargaining.

This Task Force's proposals are not binding. Any Task Force proposal that is subject to collective bargaining will be forwarded to the Employer's and Bargaining Unit's respective representatives for discussion and decision.

The term of this Letter of Agreement is three years, commencing January 1, 2016, and expiring December 31, 2018.

This agreement shall expire without establishing a precedent or practice, unless extended upon the mutual written consent of the parties.

Accepted and agreed this ___ day of March, 2016.

Bargaining Unit: _____ Employer: _____

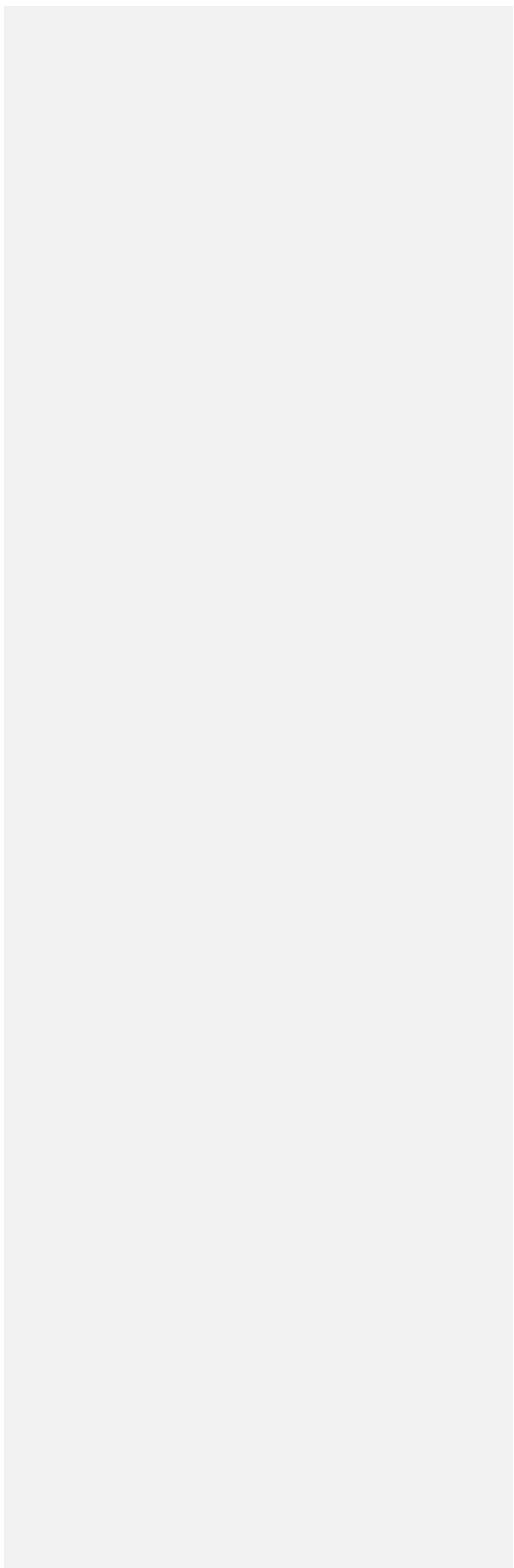
Michael J. Woodziela, Field Service Repr., IAFF _____ Dan Williams, EMS Director

Scott Wieland, Union Bargaining Team _____ Kelly Hendee, Human Resources Director

Brandon Schopf, Union Bargaining Team _____ Joel Gunnlaugsson, Supervisor, District 21

Amy Jeanquart, Union Bargaining Team _____ Ken Pabich, County Administrator

~~Grant P. Thomas, Corporation Counsel~~



LETTER OF AGREEMENT

Labor—Management Council [Health and Fitness Standards / Assessments]

~~This Letter of Agreement is entered into this 1st day of January, 2016, by and between Door County (hereafter referred to as “Employer”) and Door County Emergency Services IAFF, Local 4982 (hereafter referred to as “Bargaining Unit”).~~

~~The parties are interested in working cooperatively regarding minimum health and fitness standards, pre placement and periodic assessments, and to identify how such may impact wages, hours, and conditions of employment. Toward that end a Labor—Management Council will be formed to meet, discuss, and make non-binding recommendations regarding such standards and assessments, and their impact.~~

~~The term of this Letter of Agreement is three years, commencing January 1, 2016, and expiring December 31, 2018.~~

~~This agreement shall expire without establishing a precedent or practice, unless extended upon the mutual written consent of the parties.~~

~~Accepted and agreed this ____ day of March, 2016.~~

~~Bargaining Unit: _____ Employer:~~

~~_____
Michael J. Woodzicka, Field Service Repr., IAFF _____ Dan Williams, EMS Director~~

~~_____
Scott Wieland, Union Bargaining Team _____ Kelly Hendee, Human Resources Director.~~

~~_____
Brandon Schopf, Union Bargaining Team _____ Joel Gunnlaugsson, Supervisor, District 21~~

~~_____
Amy Jeanquart, Union Bargaining Team _____ Ken Pabich, County Administrator~~

~~_____
_____ Grant P. Thomas, Corporation Counsel~~

Formatted: Right: 0", Line spacing: single, Widow/Orphan control, Tab stops: Not at 2.93"

Formatted: Centered, Line spacing: single, Widow/Orphan control

Formatted: Centered, Right: 0", Line spacing: single, Widow/Orphan control, Tab stops: Not at 0.5"

Formatted: Centered, Line spacing: single, Widow/Orphan control

Formatted: Centered, Line spacing: single, Widow/Orphan control, Tab stops: Not at 3.5"



DOOR COUNTY

ROLL CALL Board Members	Aye	Nay	Exc.
AUSTAD			
BACON			
BULTMAN			
CHOMEAU			
D. ENGLEBERT			
R. ENGLEBERT			
ENIGL			
FISHER			
GUNNLAUGSSON			
HALSTEAD			
KOCH			
KOHOUT			
LIENAU			
LUNDAHL			
NEINAS			
NORTON			
ROBILLARD			
<i>District 13</i>			
VIRLEE			
VLIES WOTACHEK			
WAIT			

BOARD ACTION

Vote Required: Two-Thirds Vote of all the Members

Motion to Approve Adopted

1st _____ Defeated

2nd _____

Yes: _____ No: _____ Exc: _____

Reviewed by: _____, Corp. Counsel

Reviewed by: _____, Administrator

FISCAL IMPACT: This resolution further defines the compensation for county board members attending meetings within the county. This resolution also further defines expense reimbursement for out of county meetings or events.
STW

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 August 27, 2019 by the Door County Board of Supervisors.

Jill M. Lau
County Clerk, Door County

Resolution No. 2019-58
SUPERVISOR COMPENSATION AND REIMBURSEMENT

1 **TO THE DOOR COUNTY BOARD OF SUPERVISORS:**

2

3 **WHEREAS**, A County Board may, at its annual meeting, by a

4 two-thirds vote of all the members, fix the compensation and

5 reimbursement of the board members to be next elected

6 (See: § 59.10(3), Wis. Stats.);

7

8 **WHEREAS**, Such compensation and reimbursement is to be

9 established before the earliest time for filing nomination papers, may

10 not be increased or diminished during the Supervisor's term, and

11 shall remain for ensuing terms unless changed; and

12

13 **WHEREAS**, The Administrative Committee has forwarded to

14 County Board, for consideration and action, *Addendum A -*

15 *Compensation and Reimbursement for Supervisors*, attached hereto

16 and incorporated herein by reference as if set forth in full.

17

18 **NOW, THEREFORE, BE IT RESOLVED**, That the Door County

19 Board of Supervisors hereby fixes the compensation and

20 reimbursement of Board Members to be next elected (i.e.,

21 Supervisors who take office on April 21, 2020) as set forth in

22 *Addendum A - Compensation and Reimbursement for Supervisors.*

SUBMITTED BY:
Administrative Committee

_____ David Lienau, Chairman _____ Susan Kohout

_____ Ken Fisher _____ John Neinas

_____ Dan Austad _____ Nancy Robillard

_____ Joel Gunnlaugsson

Supervisor Compensation & Reimbursement

Introduction

A county board may, at its annual meeting, by a two-thirds vote of all the members, fix the compensation and reimbursement of the board members to be next elected (See: § 59.10(3), Wis. Stats.).

Such compensation and reimbursement is to be established before the earliest time for filing nomination papers, and cannot be increased or diminished during the supervisors' term.

This is primarily intended, and should be deemed, to fix the compensation and reimbursement for members of the Door County Board of Supervisors.

The following will be in full force and effect on and after April 21, 2020.

III. Per Diem and Expenses

Will remain in effect as is.

IV. Compensation

The compensation currently established will remain in effect for ensuing terms unless changed.

V. Reimbursement for Expenses (Authorized Meal, Mileage, Lodging and Registration Expenses)

The reimbursement for expenses currently established will change, for ensuing terms, as follows:

- A. Each supervisor will be allocated up to fifteen hundred dollars (\$1,500) annually for authorized expenses (i.e., meal, lodging and registration) actually incurred and related to approved conferences, conventions, institutes, schools, seminars, training or workshops. Mileage is addressed separately in Par. II. B. below.
1. Authorized meal expenses, incurred by a Supervisor shall be reimbursed as set forth in *Door County's Administrative Manual (Section 2.15 Expense Reimbursement, A. Meal Expenses, 1.-3.)*.
 2. Authorized lodging expenses, incurred by a Supervisor shall be reimbursed as set forth in *Door County's Administrative Manual (Section 2.15 Expense Reimbursement, D. Lodging)*.
 3. Authorized registration expenses, incurred by a Supervisor shall be reimbursed as set forth in *Door County's Administrative Manual (Section 2.15 Expense Reimbursement, E. Registration Fees)*.

Funds not used by the end of a year will be returned to the General Fund. A supervisor may only exceed the annual allocation with prior approval of the County Board.

B. Mileage (§ 59.10(3)(g), Wis. Stats.)

1. Each supervisor shall receive mileage for each mile traveled in going to and returning from approved conferences, conventions, hearings, institutes, meetings, proceedings, schools, seminars, training or workshops by the most usual traveled route at the rate

Addendum A to Resolution 2019-58

established by the County Board under § 59.22 Wis. Stats. as the standard mileage allowance for all County employees and officers (See: Door County's Administrative Manual - Section 2.15 Expense Reimbursement, B. Mileage).

2. Mileage reimbursement is to be calculated from the Supervisor's residence or their work location within Door County. If a Supervisor's work location is outside of Door County, mileage reimbursement will be calculated from the County line.
- C. Supervisor Residing on Washington Island:
1. Is eligible to be reimbursed for one round-trip ferry ticket per day; and
 2. Will, if an overnight stay on the mainland is necessary due to a meeting, be eligible for reimbursement for in-county lodging expense and meal expense consistent with Par. II. A. 1. & 2. above.

This is in addition to, and not in lieu of, other compensation and reimbursement set forth herein.

- D. Reimbursement can only be made for allowable expenses actually incurred.

VI. Compensation / Reimbursement Procedure

Lightly revised.

- A. All requests for reimbursement must (as a condition precedent to payment) be timely submitted (to the Finance Department) on properly completed and fully executed reimbursement request form(s), accompanied by any required documentation.
- B. These forms and instructions are available in the office of County Clerk, and the Finance Department.

VII. Miscellaneous

Will remain in effect as is...except for the addition of Par. F. below.

F. Non-Members of the Door County Board of Supervisors

1. Such members are eligible to receive per diem for any committee, commission or board a meeting (i.e., a timely noticed and properly convened meeting, with a quorum present) of a sub-unit (i.e., commission, committee, or board) of the County Board of which they are a member.
2. Such members are eligible for expense reimbursement as set forth in *Door County's Administrative Manual (Section 2.15 Expense Reimbursement)*.

**REPORT TO THE DOOR COUNTY BOARD OF SUPERVISORS:
TEXT AMENDMENTS TO THE DOOR COUNTY COMPREHENSIVE ZONING ORDINANCE**

1 This report is submitted pursuant to Section 59.69(5)(e), Wisconsin Statutes.
2

3 **REQUESTED:**
4

5 The Resource Planning Committee petitions to amend the Door County Comprehensive Zoning Ordinance with regard
6 to campgrounds and camping.
7

8 **EXPLANATION:**
9

10 The amendments reorganize and clarify existing regulations regarding campgrounds, delete outdated regulations or
11 matters governed by the state, better match new state regulations, and allow electricity and plumbing in camping
12 cabins. One minor amendment regarding the amount of time camping can occur on private property is also proposed.
13

14 **HEARING AND NOTICE:**
15

16 The Resource Planning Committee held a public hearing concerning this petition on August 1, 2019 at the Door County
17 Government Center, Sturgeon Bay, WI. Notice of the public hearing, notice to all county board supervisors, and notice
18 to all town clerks has been given in accordance with Chapter 59.69, Wisconsin Statutes. Proof of the giving of such
19 notice is available upon request from the Land Use Services Department.
20

21 **RECOMMENDATION:**
22

23 The Resource Planning Committee hereby recommends approval of a modified version of the zoning amendment
24 petition and the enactment of Amendatory Zoning Ordinance No. 2019 – 08.

RESOURCE PLANNING COMMITTEE

Kenneth Fisher, Chair

David Enigl

Jon Koch

Vinnie Chomeau

Richard Virlee



DOOR COUNTY

**AMENDATORY ZONING ORDINANCE 2019 – 08
AMENDMENT TO THE TEXT OF THE DOOR COUNTY
COMPREHENSIVE ZONING ORDINANCE**

ROLL CALL Board Members	Aye	Nay	Exc.
AUSTAD			
BACON			
BULTMAN			
CHOMEAU			
D. ENGLEBERT			
R. ENGLEBERT			
ENIGL			
FISHER			
GUNNLAUGSSON			
HALSTEAD			
KOCH			
KOHOUT			
LIENAU			
LUNDAHL			
NEINAS			
NORTON			
ROBILLARD			
<i>District 13</i>			
VIRLEE			
VLIES WOTACHEK			
WAIT			

1 The Door County Board of Supervisors, pursuant to Section 59.69(5)(e),
2 Wisconsin Statutes, does hereby amend the Door County Comprehensive
3 Zoning Ordinance to read as follows:

4
5 *See Attachment, incorporated herein as if fully set forth.*

6
7 Pursuant to Section 59.69(5)(e).6., Wisconsin Statutes, this ordinance shall
8 take effect on the 41st day after the date of enactment.
9

**SUBMITTED BY:
Resource Planning Committee**

Kenneth Fisher, Chair

Vinni Chomeau

David Enigl

Richard Virlee

Jon Koch

BOARD ACTION

Vote Required: Majority Roll Call Vote of a Quorum

Motion to Approve Adopted

1st _____ Defeated

2nd _____

Yes: _____ No: _____ Exc: _____

Reviewed by:

_____, Corp. Counsel

Reviewed by:

_____, Administrator

Certification:

I, Jill M. Lau, Clerk of Door County, hereby certify that the above is a true and correct copy of an ordinance that was enacted on the 27th day of August, 2019 by the Door County Board of Supervisors.

Jill M. Lau
County Clerk, Door County

COUNTERSIGNED

David Lienau, Chairman
Door County Board of Supervisors

Effective Date: _____

Attachment to Ordinance 2019-08

Notes: Existing Door County Comprehensive Zoning Ordinance language is in black font. Changes which were presented for public hearing are shown in red font. Modifications recommended by the Resource Planning Committee from what was proposed for public hearing are shown in green font. "Strikethrough" function indicates text is to be deleted.

CHAPTER 4

PARTICULAR USE REQUIREMENTS

4.07 Outdoor recreational uses requirements.

(2) Campgrounds ~~and trailer camps.~~

~~(a) Each recreational vehicle, trailer, or camp site shall be plainly marked and surfaced with gravel, asphalt, or other material to free the site of mud.~~

(ea) The minimum size of a ~~recreational vehicle park, trailer park or~~ campground shall be 5 acres, except that in the Heartland-3.5, Heartland-5, Heartland-10 and Countryside-5 districts the minimum size shall be 20 acres. (Amended: 27 February 2007; Ord. No. 2007-04; Effective 12 March 2007)

(hb) Each ~~recreational vehicle park, trailer park, or~~ campground shall be screened from adjacent properties and public and private roads by means of a vegetative screening, as described in s. 3.10(4), landscape buffer tree requirements, ~~along all lot lines.~~ Such requirement may be waived by the ~~Land Use Services Director Resource Planning Committee,~~ upon referral and recommendation by the Zoning Administrator, if existing woody vegetation is such that the screening objective is or will be achieved. (Amended: 27 March 2018; Ord. 2018-07)

(kc) Existing ordinance language:

One dwelling unit to be occupied by the owner and not more than one additional dwelling unit to be occupied by the manager shall be allowed in a campground.

Language proposed for public hearing:

One dwelling unit ~~to which may~~ be occupied ~~year-round~~ by the owner and not more than one additional dwelling unit ~~to which may~~ be occupied ~~year-round~~ by the manager shall be allowed in a campground.

Modified version recommended by Resource Planning Committee:

One dwelling unit to be occupied by the owner and not more than one additional dwelling unit to be occupied by the manager shall be allowed in a campground. ~~One or both dwelling units may be occupied year-round by the owner and/or manager.~~

(bd) The maximum number of ~~recreational vehicle, trailer, or~~ camp sites shall be ~~15~~ 10 per acre.

Attachment to Ordinance 2019-08

(e) Camp sites that may potentially accommodate camping cabins shall be designated on the campground site plan. Camping cabins may be placed on a maximum of 20% of the total number of proposed camp sites within a campground. Camping cabins may be wired for electricity and may contain plumbing for toilets, sinks, and bathtubs/showers.

(gf) All ~~recreational vehicle, trailer, or~~ camp sites shall meet the required setbacks from roads, ~~the required setback for accessory structures and~~ from the ordinary high water mark, and shall be located at least 50 feet from all exterior lot lines.

(dg) The minimum dimensions of a ~~recreational vehicle, trailer, or~~ camp site shall be 25 feet wide by 40 feet long.

~~(e) Each recreational vehicle, trailer, or camp site shall be separated from other recreational vehicle, trailer, or camp sites by at least 15 feet.~~

(fh) There shall be 2 off-street parking spaces for each ~~recreational vehicle, trailer, or~~ camp site.

(i) An application for a campground permit shall include any camping cabins and potential future sheds, decks, or patios in the impervious surface ratio calculation for the campground.

(ij) ~~Seasonal campsites~~ Camping units shall be ~~allowed~~ subject to the following:

~~3. 1. A seasonal camping unit shall be considered a temporary dwelling under Wisconsin Administrative Code HFS 178.03(17) and shall not be occupied by the same individual for more than eight continuous months in any 12-month period. However, a camping unit may remain on an individual campsite for an entire 12-month period. Wheels and tires shall remain in the in-transit position.~~ (Amended: 17 December 2002; Ord. 18-02) (Amended: 20 Sept. 2016; Ord. 2016-14)

~~4. 2. No more than one wheeled camping unit or one shelter unit shall be allowed on any individual campsite, except that the number of tents per campsite shall not be limited. In addition to these facilities, a tent may be erected to serve as an auxiliary shelter, but shall not be erected for a period of more than 14 consecutive days.~~

~~2. 3. A seasonal camping unit shall not exceed 400 square feet in floor area in its furthest extended position.~~ (Amended: 17 December 2002; Ord. 18-02)

~~5. 4. A wooden deck may be provided adjacent to a camping unit subject to the following: A maximum of up to two unenclosed decks and/or patios may be allowed per campsite provided neither exceeds more than 256 square feet. One temporary canvas screen room shall be allowed on one deck or patio.~~

~~a. The deck shall not exceed 256 square feet in area.~~

Attachment to Ordinance 2019-08

- ~~b. The deck may be enclosed by open railings, but shall not have built-in benches or tables.~~
- ~~c. The deck shall not have a permanent foundation in the ground.~~

~~6. A camping unit and deck may only be skirted with lattice; however, solid skirting may be installed immediately adjacent to the tires.~~

~~5. Canvas screen rooms or awnings shall be allowed.~~

~~4. 6. No porches, lean-tos, or additions shall be constructed onto or immediately adjacent to a camping unit.~~

7. One storage shed shall be allowed ~~per~~ on each campsite. Said shed shall not exceed 80 square feet in floor area. ~~Living quarters within a storage shed shall be prohibited.~~

~~8. One wood platform serving as the base for a temporary screen house not to exceed 256 square feet (16' x 16'). (Added: 27 May 2003; Ord. No. 04-03)~~

~~9. Any camping unit located on a campsite as of January 1, 1993, which fails to meet the dimensional provisions of subd. 2. shall be allowed to remain on the individual campsite, but shall not be added onto, extended or structurally altered. Sheds, decks, roof structures, lean-tos, porches, or other structures located on a campsite as of January 1, 1993, which fail to meet the provisions of subd. 4., 5, 6, or 7., shall be allowed to remain on the individual campsite until January 1, 2003, but shall not be added onto, extended, or structurally altered.~~

~~(j) A shelter unit may be located on an individual campsite provided it is designed only to protect occupants from the elements and does not have a permanent water supply, a sewage system, electricity, or heating and cooking facilities. The shelter unit shall not exceed 400 square feet in total floor area and shall not be rented to a camping party for a term exceeding 30 consecutive days. (Amended: 17 December 2002; Ord. 18-02)~~

(3) Camping.

(b) Camping on a lot by one camping party including the landowner or by one camping party with the landowner's written permission shall be allowed without issuance of a regular zoning permit, subject to the following:

5. Camping shall not exceed ~~15 consecutive days nor more than a total of 30~~ days in any calendar year.

Chapter 13, Definitions

Campground: Any parcel or tract of land ~~owned by a person, the state or a local government unit~~ which is designed, maintained, intended or used for the purpose

Attachment to Ordinance 2019-08

of providing camp sites offered with or without charge for temporary overnight sleeping accommodations ~~nonpermanent overnight use~~ by 4 or more camping units, or by ~~one to 3~~ any number of camping units if the parcel or tract of land is represented as a campground.

Camping: The use of ~~a temporary shelter for sleeping purposes.~~ overnight sleeping accommodations. ~~Examples of shelters accommodations used for camping include camping units, tents, camping trailers, motor homes, recreational vehicles, tarpaulins, bed rolls, and sleeping bags.~~ (Amended: 1 December 1996; Ord. 31-96)

Camping Cabin: A building or other structure that is 400 square feet or less in area. A camping cabin includes a yurt, but does not include a tent or recreational vehicle.

Camping Party: Any individual or ~~camping~~ family or a group consisting of not more than 6 persons who are 7 years of age or older provided that such individual, family, or group is engaging in camping.

Camping Unit: Any single temporary shelter 400 square feet or less in area, except sleeping bags, bed rolls, and hammocks, used for camping by a camping party. ~~Camping units include recreational vehicles, camping trailers, tents, motor homes, park models, camping cabins, and yurts.~~

Recreational Vehicle: A vehicle that has walls of rigid construction, does not exceed 45 feet in length, is designed to be towed upon a highway by a motor vehicle or has a motor of its own, and is equipped and used, or intended to be used primarily for temporary or recreational human habitation.

~~**Trailer Camp:** Any privately or publicly owned parcel or tract of land designed, maintained, intended, or used for the purpose of supplying accommodations for use by trailers or recreational vehicles on a temporary basis, open to the public and designated as a trailer camp area.~~