

The October 28, 2014 meeting of the Door County Board of Supervisors was called to order at 9:00 a.m. by Chairman Dan Austad.

Chairman Austad 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, Charles Brann, John Bur, Roy Englebert, David Enigl, Ken Fisher, Joel Gunnlaugsson, Richard Haines, Randy Halstead, Jon Koch, Susan Kohout, David Lienau, Ben Meyer, Mark Moeller, John Neinas, Tim O'Connor, Holly Runquist, Kathy Schultz, Richard Virlee, and Leo Zipperer. Don Sitte was excused.

Presentation of Agenda

Motion by Moeller, seconded by Brann to approve the agenda. Motion carried by unanimous voice vote.

Correspondence

- WCA Thank You to Supervisor Roy Englebert
- WCA Appointment to 2014-2015 Health & Human Services Steering Committee – Supervisor Moeller
- County Mutual 2013 Best Overall Loss Ratio – Sheriff's Department
- Unassigned Fund Balance

Public Comment

No one from the public commented.

Supervisors Response

N/A.

Administrator's Monthly Report

N/A.

Minutes of September 30, 2014 Regular Meeting

Motion by Virlee, seconded by Schultz to approve the minutes of the September 30, 2014 meeting. Supervisor Kohout noted paragraph two under the Constitutional Amendment Resolution is missing a complete sentence; County Clerk Lau will make the correction to the sentence. Motion carried by unanimous voice vote.

Pending Business/Updates

No pending business was presented.

Resolutions

Welcome and Introductions by Joe Krebsbach, Director, Door County Department of Human Services.

2014-83 Proclamation Designating the Month of October 2014 as "Disability Employment Awareness Month"

Motion by Moeller, seconded by Kohout to approve Resolution 2014-83 – A Proclamation designating October, 2014 as National Disability Employment Awareness Month.

The Proclamation was read aloud by County Board Chairman Dan Austad.

Motion carried by unanimous voice vote.

Celebrate National Disability Employment Awareness Month - Presented by Dave Anderson, Assistant Deputy Secretary for the Department of Workforce Development and Jennifer Mikalowsky, WDA 5 Vocational Rehabilitation Supervisor, DVR

Joe Krebsbach introduced Jennifer Mikalowsky, WDA 5 Vocational Rehabilitation Supervisor, DVR. Jennifer presented an overview of DVR. Locally, 17 people have achieved their employment goal this year.

Jennifer introduced Jess Siler, Business Services Consultant, Division of Vocational Rehabilitation, State of Wisconsin. Jess contacts businesses to determine if they are looking for an inclusive workforce. Jennifer introduced a video which recognized John Flesia and Healthy Ridge Farm/Dan Barnard.

Video

Presentation of Award and Employee/Employer Recognition

Anna Eggebrecht introduced the Exemplary Employer Award to Healthy Ridge Farm, Dan Barnard. Dan was unable to attend the meeting; the award will be presented to Dan at a later date.

Anna awarded John Flesia the Perseverance Award in recognition of his outstanding work at Healthy Ridge Farm.

The Board recessed at 9:22 a.m. and reconvened at 9:31 a.m.

2014-84 Door County Revolving Loan Fund Extension Request – Heather and Nate Price and Captain Commodores, Inc.

Motion by Haines, seconded by Brann to approve Resolution 2014-84 – Approval of the request from Heather and Nate Price and Captain Commodores, Inc. to extend the loan for one (1) year.

Supervisor Haines explained this is an extension of a loan from 2010; extension is for one year. Loan Review Committee recommends the extension.

Motion carried by a vote of 20 Members voting Yes; 1 Member excused.

2014-85 Door County Revolving Loan Fund Application – James Olson Automotive Group, LLC

Motion by Haines, seconded by Lienau to approve Resolution 2014-85 – Approval of the recommendation of the Door County Loan Review Committee for a business loan to James Olson Automotive Group, LLC, through the Door County Revolving Loan Fund Program in the amount of \$250,000.

Supervisor Haines explained this is a new application for a loan for equipment in the amount of \$250,000 to James Olson Automotive, LLC. The Loan Review Committee has met and recommends the approval of the loan.

Sam Pearlman, DCEDC, noted funds will provide equipment for the recent purchase of the Witt Ford Dealership by Jim Olson Motors.

Motion carried by a vote of 20 Members voting Yes; 1 Member excused.

2014-86 Non-Commercial Hangar Site Lease Agreement – Karl Steinke – Building No. 53

Motion by Virlee, seconded by Brann to approve Resolution 2014-86 – A resolution giving approval to the Airport & Parks Committee to enter into a 10 year non-commercial hangar site lease agreement, with a 10 year renewal clause, for the parcel of land on which Building No. 53 has been constructed.

Supervisor Virlee noted this is a routine lease agreement with Steinke. Back-up information was provided in the meeting packet.

Motion carried by a vote of 20 Members voting Yes; 1 Member excused.

2014-87 Amendment of Compensation Plan

Motion by Lienau, seconded by Englebert to approve Resolution 2014-87 – Approval of an amendment of the Compensation Plan.

CC Thomas explained the resolution recites the history of the Base Wage Compensation Plan. The Plan is clearly goal orientated and not prescriptive. The Wage Comparability Study was adopted in December 2013 which included the Base Compensation Plan. In June 2014 the Base Compensation Administrative Guide was approved; a decision was made that Door County wants to meet the Market average (mid-point represents the Market average). This should be the last steps in getting the Wage Study up and implemented. The Base Wage Compensation Plan proposes a 6-Step Plan for those positions in the minimum to mid-point of the Wage Study. Proposed for 2015; first the County will apply an aging factor to the Compensation Plan to keep up with the Market (If no aging factor is applied the Plan will not meet the market and the goal of the Compensation Plan, to meet the Market, will fail). Next the County will place the General Municipal Employees, falling within the minimum to the mid-point, into the 6-Step Plan based on where they sit presently; those employees with at least one year of service, falling within the minimum to mid-point, will receive a step increase of 2.5%. The final step for 2015 is to

apply a CPI-U; an across the board increase, 1.57%, will be given to the General Municipal Employees falling within the mid to the max in the Compensation Plan.

Employees in the min to mid-point fall into Performance Based Steps. For 2016 there is a yet-to-be determined Performance Evaluation and Assessment Process for employees in the mid to maximum of the Wage Study. Those employees falling above the maximum are not eligible for any increases. All is dependent upon funds available and budgeted each budget cycle and conditioned upon the Performance Based Evaluation System.

HR Director Hendee presented a PowerPoint outlining the Compensation Plan. Hendee noted there was a mistyped statement in her memo included in meeting packets and clarified all general municipal employees will receive the 1.57% across the board increase

Motion carried by a vote of 19 Members voting Yes; 1 Member abstained – Moeller; 1 Member was excused.

2014-88 Supplement to Resolution No. 92-99 – County Administrator

Motion by Brann, seconded by O'Connor to approve Resolution 2014-88 – A resolution appointing the Corporation Counsel to serve as the acting or interim County Administrator in the event of the County Administrator being temporarily unable or unavailable to perform the functions of the office with the understanding that no additional compensation will be paid to the Corporation Counsel for serving as acting or interim County Administrator.

Chairman Austad noted this resolution is on the books the only amendment to the resolution is the language regarding compensation.

Motion carried by a vote of 20 Members voting Yes; 1 Member excused.

Ordinances

Report - Map Amendment – Van Gheem/Doeren Trust

Motion by Fisher, seconded by Bur to accept the report. Motion carried by unanimous voice vote.

Planning Director Goode explained the Van Gheems are petitioning to rezone the upland portion of two of their parcels from High Density Residential to Single Family Residential-20,000. The owners want to be able to build a single-family residence. The owners are not interested in a high density-type of residential use, and the buildable area would be increased due to the reduced wetland setback in the SF20 zoning district. In addition, the rezoning would make the towns and the county's zoning maps consistent.

Motion carried by unanimous voice vote.

2014-11 Van Gheem/Doeren Trust

Motion by Fisher, seconded by Kohout to approve Ordinance 2014-11.

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

Special Reports

No special reports presented.

New Business

Reconsideration of Resolution 92-99 – County Administrator (Administrative Coordinator, County Administrator, County Executive?)

Motion by Lienau, seconded by Fisher to reaffirm Resolution 92-99.

Supervisor Neinas commented regarding an Administrative Coordinator versus an Administrator. Supervisor Zipperer was contacted by a constituent who was in favor of moving to a County Executive. A request was made for more Board Members to be involved in the hiring process; either more of them or as a whole body. It was noted that if the County can hire someone who can do a good job it will remove the micro-managing by the County Board.

Chairman Austad explained the Administrative Committee will be reviewing the process of hiring. It is expected to take three or four months; with no more than nine to twelve months for the refill.

Motion carried by a vote of 17 members voting Yes – Austad, Brann, Englebert, Enigl, Fisher, Gunnlaugsson, Haines, Halstead, Koch, Kohout, Lienau, Meyer, Moeller, O'Connor, Runquist, Schultz, and Zipperer; 3 Members voting No – Bur, Neinas, and Virlee; 1 Member Absent.

Oral Committee Reports

- Supervisor Moeller noted the Open House at the Highway Department was very successful. Moeller thanked Highway Commissioner John Kolodziej and the Highway Department employees for a successful event.

Review Committee Minutes

Reviewed without comment

Review Vouchers, Claims and Bills

Reviewed without comment.

Announcements

- Next County Board Meeting: Wednesday, November 12, 2014 – 9:00 a.m. – Budget Hearing (November 13, 2014, if necessary) and County Board's Annual Meeting per Sec. 59.11 Wis. Stats. – Date/Time & Business to be Transacted
- Determine Date and Time of December County Board Meeting – December 16, 2014 – 9:30 a.m.

Adjourn

Motion by Virlee, seconded by Koch to adjourn. Time: 10:10 a.m. Motion carried by unanimous voice vote.

Respectfully submitted by Jill M. Lau, County Clerk