

MEETING DATE, TIME AND LOCATION

This regular meeting of the Vilas County Board of Supervisors was held at 9:00 A.M., January 28, 2014 in the Vilas County Courthouse conference rooms, 330 Court Street, Eagle River, WI

CALL TO ORDER

Vilas County Board Vice-Chairman Chris Mayer called the assembly to order and instructed the Clerk to read aloud and insert into the minutes the following notification: Public meeting notice requirements were fulfilled by posting a notice of this meeting on bulletin boards located in the Vilas County Courthouse, Olson Memorial Library and Eagle River City Hall. Notice of this meeting was posted to the Vilas County Government website. All media outlets and members of the public requesting notification of this meeting were notified on January 17, 2014, more than twenty-four hours prior to the meeting. The Clerk requested that all present silence their cell phones and pagers for the duration of the meeting.

PLEDGE OF ALLEGIANCE

The Board Vice-Chair asked all in attendance to stand for the Pledge of Allegiance.

ROLL CALL

Roll call found the following members in attendance: Emil Bakka, Alden Bauman, Maynard Bedish, James Behling, Edward Bluthardt, Jr., Ronald De Bruyne, Charles Hayes, Sig Hjemvick, Lorin Johnson, Leon Kukanich, Christopher Mayer, Dennis Nielsen, Charles Rayala, Jr., Carolyn Ritter, Mark Rogacki, Kathleen Rushlow, Ralph Sitzberger, Erv Teichmiller and Linda Thorpe. Mary Kim Black and Stephen Favorite were excused. The Clerk reported 19 Supervisors in attendance, constituting a quorum of the County Board.

APPROVAL OF THE AGENDA TO BE DISCUSSED IN ANY ORDER AT THE VICE-CHAIR'S DISCRETION

Motion by A. Bauman, seconded by C. Rayala to approve the agenda, with the order of discussion to be at the Chair's discretion. All voted aye. Carried.

APPROVAL OF THE MINUTES OF THE NOVEMBER 12, 2013 MEETING

Motion by R. Sitzberger, seconded by E. Bakka to approve the minutes of the November 12, 2013 Annual Meeting as presented. All voted aye. Carried.

OMIT PUBLIC READING OF ALL RESOLUTIONS AND ORDINANCES UNLESS REQUESTED

Motion by C. Rayala, seconded by C. Ritter to omit the reading of all resolutions and ordinances by the Clerk, unless requested from the floor. All voted aye. Carried.

RESOLUTIONS TABLED OR POSTPONED TO A DAY CERTAIN – None

COMMITTEE REPORTS

UW Extension Committee: D. Nielsen presented a letter from the committee asking the County Board to reconsider the consolidation of county board committees.

Snowmobile Safety Committee: R. Sitzberger reported that a portable public safety message sign was purchased with the help of the Arbor Vitae Cross Country Cruisers. The sign advertises the Ride Right – Ride Safe snowmobile safety initiative.

Tourism & Publicity Committee: L. Thorpe announced that the annual Chamber of Commerce dinner was scheduled for February 12, 2014 in Arbor Vitae. County Board members are invited to attend.

Commission on Aging and ADRC: E. Teichmiller reported a steady increase in walk-in traffic at the downtown Eagle River office location. He also reported on a recent survey of ADRC services. Survey results indicate a high level of public awareness of the services offered. He also reported that data provided by the UW Extension Dept. estimated the value of assistance provided to seniors in Vilas County, by the Elderly Benefit Specialist, at over \$1.4 million.

Highway Committee: C. Rayala praised the Highway Department for their road plowing efforts during this abnormally snowy and cold winter season.

Communication Committee: R. De Bruyne announced that Fire & EMS Simulcast radio system was operational.

L.E.P.C. Committee: K. Rushlow reported that appointments to this committee would come before the Board in February for approval.

Finance & Budget Committee: C. Mayer asked Finance Manager Jason Hilger to provide a brief report about the County's debt load and future repayment schedule. J. Hilger reported a steady reduction in County debt load and annual debt service costs. The County will be debt free in 2018.

ALL RESOLUTIONS AND ORDINANCES, IN THEIR ENTIRETY, ARE ON FILE IN THE COUNTY CLERK'S OFFICE.

Resolutions and Ordinances are posted in the order in which they were acted upon.

General Code of Vilas County

ORD. AMENDMENT 2014 – 01A

Re: Chapter 23 – Vilas County Floodplain Zoning Ordinance

WHEREAS, from time to time it is necessary to update the Vilas County General Code in order to reflect changes which are deemed appropriate to ensure the public health, safety, and welfare; and

WHEREAS, a public hearing was held on January 2, 2014 at the Vilas County Courthouse at 9:00 AM at which time the public was invited to attend and be heard; and

WHEREAS, a Class 2 Notice was made and a copy of the notice and proposed changes were mailed by registered mail to all municipal clerks at least 10 days prior to said hearing; and

WHEREAS, the Zoning & Planning Committee recommends that Chapter 23 of the Vilas County Code of Ordinances be amended as set forth in the attached documents.

NOW, THEREFORE, THE VILAS COUNTY BOARD OF SUPERVISORS IN SESSION THIS 28th DAY OF JANUARY, 2014, DOES ORDAIN AS FOLLOWS:

Section 1: Any existing ordinances, codes, resolutions, or portions thereof that are in conflict with this ordinance shall be and are hereby repealed as far as any conflict exists.

Section 2: This ordinance shall take effect upon passage and publication as provided by law.

Section 3: If any claims, provisions, or portions of this ordinance are adjudged invalid or

unconstitutional by a court of competent jurisdiction, then the remainder of this ordinance shall not be affected thereby.

Section 4: Chapter 23 of the Vilas County Code of Ordinances is hereby amended as shown on the attached documents.

SUBMITTED BY: Zoning & Planning Committee

s/ Chris Mayer, Chair

s/ Lorin Johnson

s/ Chuck Hayes

s/ Kathleen Rushlow

s/ Ralph Sitzberger

Motion by J. Behling, seconded by L. Johnson to adopt. Discussion. All voted aye. Carried.

RESOLUTION NO. 2014 - 04

Re: Little Tamarack Flowage Baker Spring Lake District

WHEREAS, a petition has been filed with the Town of Conover for the establishment of a Public Inland Lake Protection and Rehabilitation District to be known as Little Tamarack Flowage Baker Spring Lake District; and

WHEREAS, Vilas County owns eleven (11) 40-acre parcels of County Forest Land that are within the boundaries of the proposed lake district (see attached map); and

WHEREAS, the Forestry Committee supports the formation of this lake district, as it will benefit the property within the proposed district and will not interfere with the County's ability to manage the public forest land; and

WHEREAS, the County Forest property within the proposed lake district will remain tax exempt.

NOW, THEREFORE, BE IT RESOLVED by the Vilas County Board of Supervisors in session this 28th day of January, 2014, that we support the establishment of the Little Tamarack Flowage Baker Spring Lake District in the Town of Conover.

BE IT FURTHER RESOLVED that a copy of this resolution be sent to the Town Clerk of the Town of Conover.

SUBMITTED BY: County Board Supervisor

s/ Ralph Sitzberger

Motion by S. Hjemvick, seconded by R. Sitzberger to adopt. Discussion. Motion by E. Teichmiller, seconded by R. De Bruyne to amend the resolution by adding the following language to Line #5: ...lake district (see attached map); and, Vilas County does not authorize the Town of Conover to include Vilas County in the proposed lake district; and Discussion. The motion to amend was withdrawn by its maker. Discussion. A roll call vote returned the following results. 3 voted aye to adopt: M. Bedish, S. Hjemvick and R. Sitzberger. 16 voted no: E. Bakka, A. Bauman, J. Behling, E. Bluthardt, R. De Bruyne, C. Hayes, L. Johnson, L. Kukanich, C. Mayer, D. Nielsen, C. Rayala, C. Ritter, M. Rogacki, K. Rushlow, E. Teichmiller and L. Thorpe. Adoption failed.

At 10:03 A.M. the Vice-Chair called for a short recess. The meeting resumed at 10:09 A.M.

Human Resources Manager Janna Kahl introduced Wipfli consultant Lisa Corbeille. L. Corbeille presented wage market data compiled from the recently completed Wipfli Wage Study. J. Kahl and L. Corbeille then fielded questions from the Board members. This discussion period ended at 11:30 A.M.

RESOLUTION 2014 - 07

Re: Adoption of the 2014 Wipfli Wage Study

WHEREAS, changes in Wisconsin's labor relations laws have made it prudent for Vilas County to review its pay plans and develop a uniform method for base compensation for its employees using valid and objective data; and

WHEREAS, the County acknowledges its obligation to collectively bargain with those general municipal employees represented by a collective bargaining unit over the increase in total base wages, as defined by statute, but retains the right to establish other methods of compensation including, but not limited to: overtime, premium pay, merit pay, performance pay, supplemental compensation, pay schedules, and automatic pay progressions; and

WHEREAS, the County retained the services of Wipfli LLP, to study and analyze current compensation plans and to develop recommendations regarding future compensation plans for the County's employees; and

WHEREAS, the Personnel Committee accepts the recommendations made by Wipfli to replace the existing County employee compensation structures, excepting the employee compensation structures for the Sheriff Deputy's Association and County Elected Officials, with a new employee compensation schedule (attached), consisting of 22 pay grades, effective January 1, 2014; and

WHEREAS, the Personnel Committee respectfully requests authority to implement across the board and individual wage increases, provided that those increases are supported by the attached Wipfli employee compensation schedule and are contained within the annual budget line item for wage increases; and

WHEREAS, adopting the attached employee wage compensation schedule is in the best interests of Vilas County, as it will assist with recognizing the value each position brings to the County, pay salaries equitably for work being performed, ensure equitable pay across departmental lines, attract and retain qualified employees, increase understanding of pay administration, minimize inconsistent pay administration, increase manager accountability, and ensure comparable wages for the market in which we compete for wages; and

WHEREAS, the cost of 2014 wage adjustments are included in the operating budget; and

WHEREAS, a majority vote of the Board of Supervisors is necessary for adopting this study and its recommendations.

NOW, THEREFORE, BE IT RESOLVED by the Vilas County Board of Supervisors in session this 28th day of January 2014 that we hereby adopt the attached employee compensation schedule and authorize the Personnel Committee to implement the recommendation made by Wipfli to replace the existing compensation structures, excepting the employee compensation structure for the Deputy Sheriff's Association and County Elected Officials, with the new employee compensation structure, consisting of 22 pay grades, effective January 1, 2014.

BE IT FURTHER RESOLVED that the Personnel Committee is hereby granted authority implement across the board and individual wage increases, provided that those increases are supported by the attached Wipfli employee compensation schedule and are contained within the annual budget line item for wage increases.

SUBMITTED BY: Personnel Committee

s/ Jim Behling, Chair

s/ Chuck Hayes

s/ Ed Bluthardt

Ron De Bruyne

s/ Lorin Johnson

Motion by E. Bluthardt, seconded by R. De Bruyne to adopt. Discussion. A roll call vote returned the following results. 13 voted aye to adopt: E. Bakka, J. Behling, E. Bluthardt, R. De Bruyne, C. Hayes, S. Hjemvick, L. Johnson, L. Kukanich, C. Mayer, C. Rayala, R. Sitzberger, E. Teichmiller and L. Thorpe. 6 voted no: A. Bauman, M. Bedish, D. Nielsen, C. Ritter, M. Rogacki and K. Rushlow. Carried.

RESOLUTION 2014 - 01

Re: Vilas County Outdoor Recreation Plan

WHEREAS, Vilas County along with the Towns of Arbor Vitae, Boulder Junction, Cloverland, Conover, Lac du Flambeau, Land O'Lakes, Lincoln, Manitowish Waters, Phelps, Plum Lake, Presque Isle, St. Germain, Washington, Winchester, and the City of Eagle River, all located in Vilas County, have invested considerable time and resources through the years to develop outdoor recreation facilities for the residents and visitors; and

WHEREAS, the demand for a variety of outdoor recreation activities is increasing; and

WHEREAS, the Vilas County Forestry, Recreation & Land Committee directs the development and maintenance of the County Forest, Parks, & recreation facilities; and

WHEREAS, numerous individuals and organizations utilize these facilities for a wide range of outdoor recreation programs and activities; and

WHEREAS, outdoor recreation facilities are important amenities supporting the tourism industry; and

WHEREAS, an approved Five Year Outdoor Recreation Plan is essential for the County and Towns & City to be eligible to apply for the Wisconsin Department of Natural Resources Land & Water Conservation Fund, Stewardship Programs and other competitive grant in aid programs; and

WHEREAS, Vilas County's Five Year Outdoor Recreation Plan was developed for Vilas County and the Townships of Arbor Vitae, Boulder Junction, Cloverland, Conover, Lac du Flambeau, Land O'Lakes, Lincoln, Manitowish Waters, Phelps, Plum Lake, Presque Isle, St. Germain, Washington and Winchester and the City of Eagle River by the North Central Wisconsin Regional Planning Commission with input from local citizens, organizations, and town, city and county officials and has been reviewed by the Wisconsin Department of Natural Resources.

NOW, THEREFORE, BE IT RESOLVED by the Vilas County Board of Supervisors in session this 28th day of January, 2014 that the Vilas County Five Year Outdoor Recreation Plan for the years 2014 – 2019 is hereby approved and shall be submitted with this resolution to

the Wisconsin Department of Natural Resources.

SUBMITTED BY: Forestry, Recreation & Land Committee

s/ Ralph Sitzberger, Chair

s/ Sig Hjemvick

s/ Leon Kukanich

s/ Charles Rayala, Jr.

s/ Maynard Bedish

Motion by C. Rayala, seconded by R. Sitzberger to adopt. Discussion. All voted aye. Carried.

RESOLUTION 2014 – 02

Re: Planning Grant Application for 2014 Farmland Preservation Plan Certification

WHEREAS, under 2009 Wis. Act 28, all Wisconsin Counties are required to update their Farmland Preservation Plans on a rotating schedule based on population growth; and

WHEREAS, Farmland Preservation plans ensure private landowner access to program benefits, including eligibility for farmland preservation tax credits; and

WHEREAS, revisions to the plan will modernize Farmland Preservation to meet current land use challenges; and

WHEREAS, the current Vilas County Farmland Preservation Plan (passed in 1984) will expire on December 31, 2014 and new plan development must begin; and

WHEREAS, the Department of Agriculture, Trade, and Consumer Protection (DATCP) is offering planning grants to counties to assist with the costs of updating farmland preservation plans; and

WHEREAS, the planning grant application to DATCP in the project total amount of \$38,000 would provide 50% reimbursement (up to \$19,000) to Vilas County Land and Water Conservation to help cover expenses associated with Farmland Preservation planning, including staff time, consultant payments, and support costs as needed.

NOW, THEREFORE, BE IT RESOLVED by the Vilas County Board of Supervisors in session this 28th day of January, 2014 that we authorize the Land and Water Conservation Committee to request grant funds available from DATCP for the purpose of updating the Vilas County Farmland Preservation Plan.

BE IT FURTHER RESOLVED that the Land and Water Conservation Committee / Department will meet any annual grant administration obligations.

SUBMITTED BY: Land & Water Conservation Committee

s/ Ralph Sitzberger, Chair

s/ Kathleen Rushlow

s/ Mary Kim Black

Lorin Johnson

s/ Dennis Nielsen

Motion by R. Sitzberger, seconded by A. Bauman to adopt. Discussion. All voted aye. Carried.

RESOLUTION 2014 - 03

Re: County Aid Culvert on Simpson Road

WHEREAS, the culvert located on Simpson Road in the Town of Phelps has been deemed a traffic hazard by the Town Board of Phelps and the Vilas County Highway Commissioner; and

WHEREAS, the Town Board of Phelps and the Vilas County Highway Commissioner have deemed it necessary to repair the culvert, because it is a traffic hazard; and

WHEREAS, the Town Board of Phelps hereby submits the actual cost of replacing these culverts in the amount of \$17,700.00; and

WHEREAS, pursuant to Wis Stat. §82.08(3) SHARED COST, the Town and County shall each pay one-half of the cost of construction or repair.

NOW, THEREFORE, BE IT RESOLVED by the Vilas County Board of Supervisors in session this 28th day of January, 2014 that the Vilas County Highway Department pay the amount of \$8,850.00 to defray its share of such culvert repair, and charge it to the County Aid Bridge Fund. .

SUBMITTED BY: **Highway Committee**

s/ Charles Rayala Jr., Chair

s/ Alden Bauman

s/ Ronald De Bruyne

s/ Kathleen Rushlow

s/ Christopher Mayer

Motion by A. Bauman, seconded by S. Hjemvick to adopt. Discussion. All voted aye. Carried.

RESOLUTION 2014 - 05

Re: Propane Conversion Program/Funding and Budget Amendment

WHEREAS, the Vilas County Board of Supervisors approved the Sheriff's Office to apply for a grant program with the Wisconsin Propane Education & Research Council (Wisconsin PERC), for funding a dual fuel propane-gasoline conversion for the Sheriff's Office patrol fleet January 22, 2013. This project has been progressing as quickly as possible and we have been awarded grant funds in 2013; and

WHEREAS, in 2014 the Sheriff's Office will have a fleet of 26 patrol cars. One of these vehicles (2013 Dodge Charger) was converted in 2013 to allow the use of LP fuel and is functioning very well. Another patrol car (2011 Dodge Charger) has been converted to LP fuel, however is still in Michigan being tested for EPA certification. Both of these conversions were completed free of charge by American Alternative Fuels, Inc. American Alternative Fuels will provide an additional 6 free installs. This will leave Vilas County with 18 conversions to pay for as the work is done; and

WHEREAS, The Law Enforcement and Emergency Management Committee have analyzed the data and determined there is a long term financial savings to convert the remainder of our patrol fleet and other high use autos to allow the use of LP fuel; and

WHEREAS, a two-thirds vote of the Board of Supervisors is required for a transfer of money from the General Fund.

WHEREAS, the Law Enforcement and Emergency Management Committee anticipates that Vilas County will receive \$10,000 paid for by the 2013 Clean Air Act Grant and \$10,000 paid for by the 2014 Clean Air Act Grant; however the 2013 money will not arrive until 2014; and

WHEREAS, using the current prices of unleaded fuel at \$3.23 a gallon and LP at \$1.50 a gallon, our data indicates we would have annual fuel savings of approximately \$46,593. We are also eligible to submit our total LP gallons used per year to the Internal Revenue Service for a \$.50 cents per gallon subsidy. This tax subsidy would provide additional cost savings of approximately \$12,500 annually. The total savings is estimated to be \$59,093 annually or \$295,465 over 5 years; and

WHEREAS, the Sheriff's Office is currently using AmeriGas in Eagle River for refueling. The Sheriff's Office completed a poured concrete slab in 2013 for a refueling station in Arbor Vitae, however additional costs for installing fencing and power will be needed. This is expensive because of the explosion proof wiring needed and we anticipate the costs for completion of this project will be \$20,000.00; and

WHEREAS, the Law Enforcement and Emergency Management Committee are asking for funding from the general fund to complete this very cost effective program as soon as possible in 2014. The funding will be for 18 cars X \$5,800.00 for each conversion, for a total of \$104,400 and \$20,000 to finish the installation of a refueling station in Arbor Vitae. We are hopeful to receive \$20,000 from the Clean Air Grant to help offset these costs; and

WHEREAS, American Alternative Fuels will be available to come to Vilas County and install these conversion units and work with Vilas County Highway Department mechanics on conversion installation. Future installations will be completed by Highway Department mechanics; and

NOW, THEREFORE, BE IT RESOLVED by the Vilas County Board of Supervisors in session this 28th day of January 2014 that a transfer from the Vilas County General Fund of \$124,400 into the vehicle purchase expense account line item number 100.24.52101.0821 is authorized for the purpose of converting 18 squad cars in the Sheriff's fleet to LP Fuel.

SUBMITTED BY: Law Enforcement and Emergency Management Committee

s/ Edward Bluthardt, Chair

s/ Ronald De Bruyne

s/ Christopher Mayer

s/ Charles Rayala

James Behling

Motion by E. Bluthardt, seconded by M. Bedish to adopt. Discussion. A roll call vote returned the following results. 16 voted aye to adopt: E. Bakka, A Bauman, J. Behling, E. Bluthardt, R. De Bruyne, C. Hayes, S. Hjemvick, L. Johnson, L. Kukanich, C. Mayer, D. Nielsen, C. Rayala, C. Ritter, R. Sitzberger, E. Teichmiller and L. Thorpe. 3 voted no: B. Bedish, M. Rogacki and K. Rushlow. Carried.

RESOLUTION 2014 - 06

Re: Creating Part-time Highway Patrol Position

WHEREAS, the Vilas County Highway and Personnel Committees have identified that the Highway Department has experienced a headcount reduction of seven full-time employees since 2011; and

WHEREAS, the Highway Department has been, and continues to, use Limited Term Employees during the winter months to assist with the County snowplowing and vehicle maintenance efforts; and

WHEREAS, the need for a regular part-time (working full-time hours, from November to March annually, approximately 1,000 hours/year) exists to meet the service level requirements for the County and State roadways, in conjunction with the use of LTE's; and

WHEREAS, the position's additional duties are detailed on the attached job description; and

WHEREAS, this employee would be compensated at a rate of \$17.00/hour for the first year, and \$20.00/hour for the second and subsequent years; and

WHEREAS, the employee would be ineligible for health insurance, but would be eligible for participation in the WRS in the second and subsequent years, at a cost of \$1,400.00; and

WHEREAS, a $\frac{3}{4}$ vote of the Board of Supervisors is necessary for creating this position.

NOW, THEREFORE, BE IT RESOLVED by the Vilas County Board of Supervisors in session this 28th day of January, 2014 that the Highway and Personnel Committees are authorized to create and fill the position of Highway Part-time Patrolman, at an increase of \$18,909.10 in 2014 budgeted wages and benefits, and an increase of \$23,646.00 to the 2015 and subsequent years' wages and benefits.

SUBMITTED BY: Highway Committee

s/ Charles Rayala, Chair

s/ Al Bauman

s/ Ron De Bruyne

Chris Mayer

s/ Kathleen Rushlow

SUBMITTED BY: Personnel Committee

s/ James Behling, Chair

s/ Chuck Hayes

s/ Ed Bluthardt

s/ Ron De Bruyne

s/ Lorin Johnson

Motion by A. Bauman, seconded by C. Rayala to adopt. Discussion. All voted aye. Carried.

CHAIR'S APPOINTMENTS

- County Board representative to the Big St. Germain Lake District
 - Carolyn Ritter

Motion by E. Teichmiller, seconded by R. Sitzberger to accept the Chair's appointment of Carolyn Ritter as County Board representative to the Bog St. Germain Lake District. All voted aye. Carried.

LETTERS AND COMMUNICATIONS

R. De Bruyne spoke in regards to the Positive Alternatives Conference held last summer in St. Germain. This conference is held annually for the benefit of area 6th graders.

L. Thorpe called attention to the 2014 edition Area Guide. Each Board member was provided with a copy.

E. Teichmiller spoke in regards to a letter received, praising the Elder Meal program. A \$100 donation towards that program was also received. He also announced reception of a letter praising the Senior Transport – Escort Service program.

NEXT MEETING DATE

The next County Board meeting is scheduled for 9:00A.M, Tuesday, February 25, 2014. This meeting will be held at the courthouse conference rooms.

PAY MILEAGE AND PER DIEM

Motion by A. Bauman, seconded by R. Sitzberger to pay mileage and per diem for this meeting. 17 voted aye: 2 voted no: R. De Bruyne and M. Rogacki. Carried. Contact the County Clerk's office for mileage and per diem payment information.

ADJOURNMENT

The Chair adjourned the meeting at 12:09 P.M.

Prepared and submitted by:
David R. Alleman, Vilas County Clerk

Minutes reflect the recorder's notations and are subject to future revision and approval by the Vilas County Board.