

**AGENDA FOR CLARK COUNTY BOARD OF SUPERVISORS**  
**Thursday, March 31, 2016**  
**7:30 PM**  
**County Board Room, 517 Court Street, Neillsville, WI 54456**

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**CALL TO ORDER**

**PLEDGE OF ALLEGIANCE**

**ROLL CALL**

**PRESENTATIONS:**

Plaque presentations – outgoing board members

**RESOLUTIONS:**

- 9-3-16** Adoption of the Clark County Outdoor Recreation Plan, 2016-2021 as the Official Comprehensive Outdoor Recreation Plan for Clark County
- 10-3-16** Amendment to the 2016 Budget for Emergency Medical Dispatch Software and Training
- 11-3-16** Clark County Administrative Compensation Policy and Revision of the Clark County Employee Handbook
- 12-3-16** Elected Officials Salaries for Register of Deeds, County Treasurer and County Clerk for 2017,2018, 2019 and 2020

**MISCELLANEOUS:**

Approval of the March 15, 2016 Minutes

Approval of the Payroll

Public comment, on any item on the agenda, may be by call of the Chair, or by Rule 20 of the Board of Supervisors Rules and Regulations

**CLOSED SESSION:**

The Board of Supervisors may go into closed session in accordance with Wis. Stat. 19.85(1)(g) for conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved. Topic: Town of Hoard fire protection charges.

The Board of Supervisors may go in and out of closed session and take any action deemed appropriate from closed session.

**ADJOURNMENT**

Christina M. Jensen  
Clark County Clerk

Persons needing special accommodation to attend or participate in this meeting may call the County Clerk at (715) 743-5150 or TDD (715) 743-5192 or (715) 743-3157.

Posted in compliance with WI Open Meetings Laws: March 24, 2016

**RESOLUTION #9-3-16**

**ADOPTION OF THE CLARK COUNTY OUTDOOR RECREATION PLAN , 2016-2021 AS  
THE OFFICIAL COMPREHENSIVE OUTDOOR RECREATION PLAN  
FOR CLARK COUNTY**

1. WHEREAS, Clark County, through the Clark County Trails
2. Advisory Committee and the Clark County Forestry and
3. Parks Department, in cooperation with West Central
4. Wisconsin Regional Planning Commission, has developed
5. an updated comprehensive outdoor recreation plan for
6. Clark County as set forth in Exhibit A; and
  
8. WHEREAS, this plan lists available outdoor recreation
9. facilities and identifies foreseeable outdoor recreation needs
10. for Clark County; and
  
12. WHEREAS, this plan identifies specific recommendations
13. and priorities for improving the recreational facilities and
14. opportunities within Clark County; and
  
16. WHEREAS, municipalities are required to have a
17. community outdoor recreation plan on file with the
18. Wisconsin Department of Natural Resources in order to be
19. eligible to obtain state and federal cost-sharing financial
20. aids for the development of outdoor recreation facilities;
21. and
  
23. WHEREAS, the cities of Greenwood, Owen, Neillsville,
24. and Thorp participated in the plan update and the plan
25. includes a section specific to the outdoor recreational
26. supply, demand, recommendations, and action plans of
27. each participating community.
  
29. NOW, THEREFORE BE IT RESOLVED, that the Clark
30. County Board of Supervisors hereby adopts the *Clark*
31. *County Outdoor Recreation Plan, 2016-2021* as set forth in
32. Exhibit A as the official outdoor recreation plan for Clark
33. County.
  
35. BE IT FURTHER RESOLVED, that Clark County
36. recognizes that each city participating in this plan update
37. may make changes to their respective city-specific section
38. of the plan without County Board approval, if such changes
39. are specific to their community and do not impact or
40. conflict with the remaining plan sections.

**FORESTRY AND PARKS COMMITTEE**

\_\_\_\_\_  
Jeff Kolzow

\_\_\_\_\_  
Al Bower

\_\_\_\_\_  
Joe Waichulis

\_\_\_\_\_  
Tom Wilcox

\_\_\_\_\_  
Dale Mitte

**FINANCIAL IMPACT STATEMENT:**

(current year)	New Positions:	none
	Anticipated Revenue:	none
	Wages and Benefits:	none
	All other costs:	\$1,100.00 Estimated (printing)
	Space:	none

Reviewed by: \_\_\_\_\_,  
Corp Counsel  
Reviewed by: \_\_\_\_\_,  
Comptroller

**RESOLUTION #10-3-16**  
**AMENDMENT TO THE 2016 BUDGET FOR**  
**EMERGENCY MEDICAL DISPATCH SOFTWARE AND TRAINING**

1. WHEREAS, the Emergency Medical Dispatch (EMD) Software and Training
2. was originally in the Sheriff's 2016 budget that was approved by the Law
3. Enforcement/Emergency Management Committee and the Finance
4. Committee during the the 2016 budget process; and
  
6. WHEREAS, the committees believed that the EMD would be very beneficial
7. to the citizens of Clark County in order for the 911 dispatch to assist in a
8. caller until an Emergency Medical Team could arrive on the scene; and
  
10. WHEREAS, currently the 911 dispatch is not trained or qualified and thereby
11. cannot assist the citizens of Clark County on a medical call; and
  
13. WHEREAS, there was a concern that the 2016 budgeted EMD money would
14. not be used to provide the proper materials and trainings for the 911
15. dispatch; and
  
17. WHEREAS, even though the committees supported the expenditure for the
18. EMD, it was decided that it would be best to amend the 2016 budget in
19. November to remove the \$62,283 from the Sheriff's Budget and return the
20. money to the General Fund; and
  
22. WHEREAS, the Law Enforcement/Emergency Management Committee and
23. the Finance Committee believes it is in the best interest of the citizens of
24. Clark County to include the cost for the Emergency Medical Dispatch
25. Software and Training in the Emergency Management 2016 budget; and
  
27. WHEREAS, the estimated cost of the EMD is now \$63,163.00; and
  
29. WHEREAS, the Clark County Finance Committee recommends using the
30. General Fund Balance to pay for the EMD in the Emergency Management
31. 2016 budget.
  
33. NOW, THEREFORE, BE IT RESOLVED, that the Clark County Board of
34. Supervisors hereby approve that the 2016 budget be amended by increasing
35. the Emergency Management expenditure budget in the amount of
36. \$63,163.00 and under revenues increasing the usage of the General Fund
37. Balance Applied in the amount of \$63,163.00 for the purpose of Emergency
38. Medical Dispatch (EMD) Software and Training.

Fiscal impact:	Additional Expenditure	\$63,163.00
	Fund Balance Used	\$63,163.00

Resolution #10-3-16

**FINANCE COMMITTEE**

\_\_\_\_\_  
Wayne Hendrickson

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Chuck Rueth

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Marcia Hochhalter

\_\_\_\_\_  
Mark Renderman

**LAW ENFORCEMENT & EMERGENCY MANAGEMENT COMMITTEE**

\_\_\_\_\_  
Scott Jalling

\_\_\_\_\_  
Doris Bakker

\_\_\_\_\_  
Dale Mitte

\_\_\_\_\_  
Gordon Haselow

\_\_\_\_\_  
Frieda Rollins

Reviewed by: \_\_\_\_\_,  
Corp Counsel  
Reviewed by: \_\_\_\_\_,  
Comptroller

**RESOLUTION # 11-3-16**

**CLARK COUNTY ADMINISTRATIVE COMPENSATION POLICY AND REVISION OF THE CLARK COUNTY EMPLOYEE HANDBOOK**

1. WHEREAS, the Clark County Personnel Committee is authorized to
2. administer the classification and salary plan and policies, including
3. reclassification and grade change under the Clark County Boards,
4. Committees and Commissions, Ordinance in Chapter 2, Article 3,
5. Section 2-48-2-67#13(i); and
  
7. WHEREAS, the reclassification of all employees shall be considered
8. by the Personnel Committee upon supervisory committee
9. recommendation on an annual basis prior to budget preparations.
10. Promotions and job postings shall be in accordance with County
11. personnel policies and union contracts (if applicable), under the Clark
12. County Boards, Committees and Commissions, Ordinance in Chapter
13. 2, Article 3, Section 2-48-2-67#13(j); and
  
15. WHEREAS, across the board salary adjustments shall be subject to
16. approval by the full County Board of Supervisors under the Clark
17. County Boards, Committees and Commissions, Ordinance in
18. Chapter 2, Article 3, Section 2-48-2-67#13(j); and
  
20. WHEREAS, the Clark County Personnel Department, with assistance
21. from Schenck HR Consulting has completed the 2013-2015 Clark
22. County Classification and Compensation Study for the following
23. purposes:
  
25. Provide Clark County with updated, accurate depiction of
26. compensation rates and job descriptions.
  
28. Provide a comparative analysis of internal positions to market data.
  
30. Provide revised compensation schedules that is reflective of the
31. competitive market and is more equitable than the current county pay
32. scales; and
  
34. WHEREAS, Clark County's prior compensation study was completed
35. in 2001 with inadequate compensation policies and wage schedules
36. resulting in inconsistent processes and outdated compensation for
37. Clark County employees; and
  
39. WHEREAS, the Clark County Personnel Department, with assistance
40. from Schenck HR consulting, has drafted an Administrative
41. Compensation Policy with associated appendices as set forth in Exhibit
42. A to provide the county with self-administered, defined processes to
43. establish and/or adjust compensation for Clark County employees; and

Resolution #11-3-16

44. WHEREAS, this policy includes a wage schedule for each County  
45. position with processes to reclassify employees in different pay grades  
46. based on operational needs and position expectations; and
48. WHEREAS, the Administrative Compensation Policy will be  
49. implemented in a two (2) year time period taking effect on January 8,  
50. 2017 with all transitioning employees under the 101% compensation  
51. ratio shifting to the new scale, and all employees at or above the 101%  
52. compensation ratio will transition to the new scale on the first full pay  
53. period in 2018; and
55. WHEREAS, with the adoption and implementation of the Clark County  
56. Administrative Compensation Policy, the Clark County Employee  
57. Handbook and Administrative Manual must be updated to reflect the  
58. changes in compensation processes and wage schedules; and
60. WHEREAS, the Clark County Personnel Committee recommends the  
61. implementation of the Clark County Administrative Compensation  
62. Policy as a standalone policy with the Clark County Finance  
63. Committee affirming the financial feasibility of implementing such  
64. policy and plan in 2017 and 2018.
66. NOW, THEREFORE BE IT RESOLVED, that the Clark County Board  
67. of Supervisors hereby adopts the Clark County Administrative  
68. Compensation Policy with the 2017-2018 implementation plan as set  
69. forth in Exhibit A with an effective date of January 8, 2017 unless  
70. stated differently below.
72. BE IT FURTHER RESOLVED, the Clark County Board of  
73. Supervisors hereby authorizes departments and committees to utilize  
74. the reclassification process only as set forth in Section 3 and Appendix  
75. C of Clark County Administrative Compensation Policy with an  
76. effective date of May 1, 2016.
78. BE IT FURTHER RESOLVED, the Clark County Board of  
79. Supervisors hereby adopts revisions to the Clark County Employee  
80. Handbook and Administrative Manual Section 2.5 and Appendix C  
81. effective May 1, 2016 as set forth in Exhibit B.
83. BE IT FURTHER RESOLVED, the Clark County Board of  
84. Supervisors hereby adopts revisions to the Clark County Employee  
85. Handbook and Administrative Manual Section 6.2 and Appendix K  
86. effective January 8, 2017 as set forth in Exhibit B.

**PERSONNEL COMMITTEE**

\_\_\_\_\_  
Marcia Hochhalter

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Al Bower

\_\_\_\_\_  
Mark Renderman

\_\_\_\_\_  
Jerome Krempasky

**FINANCIAL IMPACT STATEMENT:  
(2017)**

Projected new positions: none  
Anticipated revenues: none  
**Total Financial Impact: \$352,257.22 approx.**  
Wages: \$296,213.61 approx.  
Benefits: \$ 56,043.61 approx.  
All other costs: none  
Space requirements: none

**FINANCIAL IMPACT STATEMENT:  
(2018)**

Projected new positions: none  
Anticipated revenues: none  
Total Financial Impact: \$263,703.66 approx.  
Wages: \$221,748.79 approx.  
Benefits: \$ 41,954.97 approx.  
All other costs: none  
Space requirements: none

Review by  
Corporation Counsel: \_\_\_\_\_  
Review by  
Comptroller: \_\_\_\_\_

**RESOLUTION #12-3-16  
ELECTED OFFICIALS SALARIES FOR  
REGISTER OF DEEDS, COUNTY TREASURER AND  
COUNTY CLERK FOR 2017, 2018, 2019, AND 2020**

1. WHEREAS, Section 59.22(1)(a) of the Wisconsin Statutes require
2. that the County Board shall fix the salary of each county official
3. prior to his or her filing of nomination papers, and
  
5. WHEREAS, the 2016 compensation, for Register of Deeds, County
6. Treasurer and County Clerk were as follows: Register of Deeds
7. \$55,072.45; County Treasurer \$60,293.13 and County Clerk
8. \$59,090.91;
  
10. NOW THEREFORE BE IT RESOLVED, that the following shall be the
11. compensation of the County's elected Register of Deeds, County
12. Treasurer and County Clerk.

Office	2017	2018	2019	2020
County Clerk	\$59,534.09	\$59,980.60	\$60,430.45	\$60,883.68
Treasurer	\$54,000.00	\$54,405.00	\$54,813.04	\$55,224.14
Register of Deeds	\$55,485.49	\$55,901.63	\$56,320.89	\$56,743.30

13. BE IT FURTHER RESOLVED, that elected officials shall be required
14. to contribute the employee required contribution for elected
15. officials as established by the State of Wisconsin, Employee Trust
16. Funds to the Wisconsin Retirement System (WRS). It is expressly
17. recognized that this share may change each year, when the
18. required WRS rate is adjusted each year. These contributions will
19. be pre-tax.
  
21. BE IT FURTHER RESOLVED, that elected officials shall be
22. conditionally eligible for health insurance, through Clark County's
23. Group Health Insurance Plan. This eligibility for health insurance
24. coverage is expressly subject to the same terms and conditions
25. (e.g., premium contribution, deductibles, co-pays, etc.) as full-
26. time non-represented employees' of Clark County; and
  
28. BE IT FURTHER RESOLVED, that elected officials may participate
29. in any other fringe benefit package the County offers, subject to
30. the same terms and conditions as, full-time non-represented
31. employees of Clark County.
  
33. BE IT FURTHER RESOLVED, that all fees accruing to these elected
34. officials shall be paid into the County treasury.

Resolution #12-3-16

FINANCIAL IMPACT STATEMENT:

Projected new positions:	none
Anticipated revenues:	none
Wages:	
2017	\$ -5,436.90
2018	\$ 1,267.65
2019	\$ 1,277.15
2020	\$ 1,286.73
All other costs:	none
Space requirements:	none

**PERSONNEL COMMITTEE**

\_\_\_\_\_  
Mark Renderman

\_\_\_\_\_  
Al Bower

\_\_\_\_\_  
Marcia Hochhalter

\_\_\_\_\_  
Jerome Krempasky

Review by  
Corporation Counsel: \_\_\_\_\_  
Review by  
Comptroller: \_\_\_\_\_