



Kewaunee County
Executive Committee Meeting
AGENDA

December 4, 2023 6:00 p.m.

County Board Room

County Administration Building, 810 Lincoln Street,
Kewaunee

1. Call to Order
2. Roll Call
3. Approval of December 4, 2023 Agenda
4. Approval of November 27, 2023 Minutes
5. Public Comment
6. Bug Tussel Representative
7. Consider Salary Schedule I (2025-2028)
8. County Administrator's Report
 - a. Personnel Report
 - b. Approve Filling Vacancies
 - c. Vacation Deadline Extension
9. Consider Compensation for Accepting Increased Supervisor Responsibilities (Highway Dept)
10. Next Meeting
11. Adjournment

The Committee welcomes all visitors to listen and observe, but only Committee members and those invited to speak will be permitted to do so. Persons with disabilities needing special accommodations to attend or participate should contact the County Administrator's Office at (920) 388-7164 prior to the meeting so that accommodations may be arranged.



**Executive Committee Meeting
November 27, 2023 – 6:00 p.m.
Admin Center –Conference Room**

Call to Order:

Chairman Olson called the meeting to order at 6:00 p.m.

Roll Call:

Members Present: Chairman Dan Olson, Supervisors Gary Paape, Tom Romdenne, John Mastalir, Aaron Augustian, Joe Lukes, Scott Jahnke, and Kim Kroll

Excused: Supervisor Virginia Haske

Also Present: Ed Dorner, Jamie Annoye, John Hockhammer via Zoom

Approve Agenda:

Supervisors Romdenne moved and Paape seconded to approve the November 27, 2023 agenda. Motion carried.

Public Comment: No one from the public was in attendance.

Approve Minutes:

Supervisors Mastalir moved and Augustian seconded to approve the November 9, 2023 minutes. Motion carried.

Approve County Administrator Position Salary and Description:

The Position Summary was handed out to the committee. John Hockhammer with Public Administration Associates, LLC went over what was in the current position description language and what changes they proposed should be made (see attached).

Supervisors Mastalir moved and Paape seconded to approve the salary range as proposed by Public Administration Associates, LLC. Chairman Olson opposed, Motion carried.

Supervisors Romdenne moved and Kroll seconded to approve the new position description language as proposed by Public Administration Associates, LLC. Motion carried.

County Administrator Position Announcement: Supervisors Lukes moved and Augustian seconded to approve the County Administrator Position Announcement as proposed. Motion carried.

County Administrator Position Advertising Plan: Supervisors Romdenne moved and Jahnke seconded to approve the County Administrator Position Advertising Plan as proposed. Motion carried.

County Administrator Position Screening Matrix: No vote was taken on this as it will only be used in the event that there is a large number of candidates. If necessary, it will be taken up at a later date.

Review and Approve Remainder of Recruitment Schedule to fill County Administrator Position: John Hockhammer reviewed all dates as outlined in section 5, the recruitment schedule in detail (see attached).

Supervisors Romdenne moved and Mastalir seconded to approve the County Administrator Position Recruitment Schedule as proposed. Motion carried.

John Hockhammer also went over the survey responses received from the county employees and county board supervisors with the committee.

Supervisor Kroll requested a meeting with Bug Tussel representatives be added to the December agenda.

Ed Dorner reminded the committee that Salary Schedule I will need to be addressed and completed prior to March for those elected officials. He requested it be added to the December or January agenda.

Approve Filling Vacancies: None

Next Meeting:

Monday, December 4, 2023 at 6:00 p.m. at the Kewaunee County Administration Center in the County Board Room.

Monday, January 8, 2024 at 5:30 p.m. at the Kewaunee County Administration Center

Adjournment:

Supervisors Augustian moved and Romdenne seconded to adjourn at 7:01 p.m. Motion carried.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "Jamie Annoye".

Jamie Annoye, Kewaunee County Clerk

Current Language

The salary range for this position is \$100,000 to \$130,000 DOQ plus excellent benefits.

The following education and experience are required for this position: Bachelor's Degree in Business Administration, Public Administration, Finance or related field. (Master's Degree preferred.) Five years of experience in business, industry, or administration of a public agency or department. Any combination of education and experience that provides equivalent knowledge, skills and abilities will be considered.

PAA Proposed Language

The salary range for this position is \$118,227 to \$135,220 DOQ plus excellent benefits.

Requires a Bachelor's Degree in public or business administration or finance or a related field, with a Master's degree preferred. A combination of education or experience may be substituted for the specific degree major. Significant experience in the administration of a complex organization with a minimum of two years in upper-level management is required. ICMA Credentialed Manager certification is a plus as is a thorough knowledge of local government. Private sector and military candidates who have led comparably sized, complex organizations are encouraged to apply.



Public Administration Associates, LLC

To: Executive Committee

From: Dave Bretl *David Bretl*
Jon Hochkammer

Re: County Administrator Recruitment

Date: November 22, 2023

The purpose of this memo is to provide you with background for our November 27 meeting. We are hoping to gain your final approval on a number of documents before we begin advertising this position. Attached please find the following attachments:

1. Position description;
2. Memo regarding assessment results;
3. Draft position announcement;
4. Marketing plan;
5. Updated recruitment plan;
6. Screening rubric

1. Position description (Attachment 1). This document is important because it sets forth the minimum required education and experience for the position. Hiring a candidate who fails to meet your minimum qualifications can pose risks to your organization. The challenge is to provide specificity while affording you some flexibility in your hiring process.

2. The assessment memo (Attachment 2) summarizes the results of a questionnaire that we had previously distributed to Supervisors and staff. The position profile and announcements were drafted to reflect preferences indicated from the survey.

3. The draft position announcement (Attachment 3) will be used in the recruitment. We are happy to modify this document as you see fit. This announcement is used in most of the ads we place. The goal is to describe the community and position. The challenge, however, is that it needs to be concise; one page. We have a couple of suggestions for improvement here which we will discuss with you.

4. Marketing plan. We have included a list of how we would market the position once the recruitment documents are approved as Attachment 4.

David Bretl
414-350-3328
bretld paa@gmail.com

1155 W. South Street
Whitewater, WI 53190

5. I attached the recruiting schedule (Attachment 5) to reflect the dates discussed at your last meeting. If you have any additional thoughts on the final assessment please share them at our meeting. We will provide these dates to applicants so they can put them on their calendar in order to minimize conflicts.

6. Attachment 6 is a screening matrix. We will discuss this at our meeting. Your preferences here will help us focus on candidates that best align with your expectations.

I have not yet received the recruitment brochure from our design company. While we write the brochure, we have an advertising agency produce the final product. Given the holidays, it is still with our vendor and I do not expect that it will be finished on Monday. We would suggest that you give the committee chair the authority to approve the brochure when it is complete

We are looking forward to meeting with you on Monday. Please reach out to me at (414) 350-3328 or Jon at (608) 225-3024 with any questions or concerns that you might have.





**Kewaunee County
County Administrator**

Position Summary

The County Administrator shall serve as the Chief Administrative Officer of the County and have the powers and duties as set forth in Wisconsin Statutes 59.18. Additionally, the County Administrator shall have the duties and responsibilities as assigned by the Kewaunee County Board of Supervisors. The Administrator shall be responsible for supervising and coordinating the day to day administrative management responsibilities of the County and must exercise professional administrative judgment and initiative daily within policy guidelines established by the County Board.

Essential Duties and Responsibilities

All provisions of Wisconsin Statutes 59.18 are hereby incorporated by reference into this job description.

Insurance Coordinator

- a) Evaluate all insurance needs and recommend appropriate coverage.
- b) Supervise bidding of all insurance contracts.
- c) Administer the County Insurance Program.
 - Maintain copies of all policies.
 - Ensure continued coverage.
 - Transmit claims to the proper carrier.
 - Coordinate with the Finance Director who administers the following insurance contracts: Property, Liability, Storage Tank Liability, Public Employee Bonds, Elected Official Bond.

Purchasing Director

- a) Shall act as the purchasing agent for the County, developing best practice policies that will ensure that all purchases by County employees are carried out in the best interests of the County.
- b) Be responsible for the maintenance and development of all real and personal property of the County over which the Board has authority, maintain and keep such property in repair, maintain in a permanent record a perpetual inventory of such property.
- c) Direct the preparation of plans for the management of County properties and for the construction and alteration of physical facilities needed to render County services properly, said plans to be submitted to the Board, recommending the priority of projects.
- d) Coordinate, with the appropriate committee, the preparation of architectural plans for County buildings and their construction, and allocate space to County departments and agencies. Monitor expenditures and establish financial controls to maintain compliance with budget allocations.

Financial Administration

- a) Conduct future needs planning.
- b) Participate in County strategic planning.
- c) Develops annual County Budget and presents it to the County Board.

Human Resources Director

- a) Administer the County's Personnel Policy and recommend updates.
- b) Conduct performance evaluations of all department heads.

- c) Review and approve probational performance evaluations for all department heads with the exception of elected officials.
- d) Supervise and discipline all department heads of the County except those elected.
- e) Provide administrative direction and administer the collective bargaining process and agreements under the supervision of the Personnel Committee.
- f) Maintain personnel and medical files on all employees.
- g) Administer the County's employee fringe benefit program.
- h) Conduct hiring of department heads and other employees as requested.
- i) Review all recommendations for disciplinary suspension and discharge.
- j) Develop hiring policies and monitor hiring practices and decisions to ensure that consistent and sound personnel policies are followed.
- k) Has overall responsibility for implementation of the Affirmative Action/Equal Employment Opportunity Program.
- l) Has overall responsibility for implementation of the Equal Opportunity in Service Delivery program for the County.
- m) HIPAA coordination.
- n) Assist and participate in labor negotiations.

Knowledge, Skills, Abilities and Requirements

Knowledge of and demonstrated experience in principles and practices of public administration and related legal requirements. Budget development and execution, financial management and administrative practices, county government structure and operation, meeting attendance, strategic planning and organizational improvement, property management and community and intergovernmental relations.

Training and Experience

The following education and experience are required for this position: Bachelor's Degree in Business Administration, Public Administration, Finance or related field. (Master's Degree preferred.) Five years of experience in business, industry, or administration of a public agency or department. Any combination of education and experience that provides equivalent knowledge, skills and abilities will be considered.

Physical Demands

Tasks performed are inside and protected from the weather. Most work is completed in a sedentary position and in a normal office setting. The employee is required to stand, walk, use hands and fingers, feel, push, pull, reach with arms, hands above and below shoulders, stoop, kneel, crouch and crawl. The employee may occasionally lift or move up to 25 pounds. The physical demands described here are generally representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable an individual with a disability to perform the essential functions while performing the duties of this job.

August 3, 2023

Kewaunee County Is An Equal Opportunity Employer



Public Administration Associates, LLC

To: Kewaunee County Executive Committee

From: Jon Hochkammer

Re: County Administrator Recruitment – Assessment Results

Date: November 22, 2023

Thank you to everyone who responded to our request for input into the County Administrator selection process by completing an assessment survey. We received a total of thirty surveys from county board supervisors and department heads. Respondents ranked the various skills and attributes on a scale of 1 to 5 in terms of importance.

The purpose of the brief survey was to gain a high-level understanding of the skills and attributes that are valued by the Kewaunee County stakeholders. In this respect, we have received useful feedback. Respondents can interpret the descriptions differently and the distinction between a “2” and “3” rating may not be that significant. While it is not a perfect survey tool, we have found it to be useful for the purpose it serves in the recruitment. Please keep in mind that although not all of your personal priorities may have risen to the top, this survey is just the start of our process. We urge you to look at the big picture as we advertise this position; what are the highest rated skills and attributes identified by the majority of stakeholders.

The survey results are important in two respects. First, they allow us to target those candidates with the skills and characteristics that are the best fit for Kewaunee County. Second, they serve as a reminder at various points during the selection process as to what the organization’s priorities were at the start of the search. This can serve as an important tie-breaking function when it comes to final selection. The results of this exercise tell us that Kewaunee County officials desire to recruit an individual who has solid leadership skills, is a good collaborator with strong communication skills, is approachable, and possesses extensive budgeting, financial, human resources, intergovernmental relations and strategic planning experience.

There are numerous ways to analyze the data. We aggregated elected officials and department head responses. Where top “vote-getters” were tied, we favored those skills and attributes that received lower rankings (meaning respondents placed a higher value on the skill or attribute.)

Recall that we asked for input in two broad areas: “Experience in County Government” and “Personal Qualities.” In terms of your county administrator’s experience, the following priorities emerged.

Jon Hochkammer
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1155 W. South Street
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Strategic Planning emerges as a very high organizational priority.

Strategic planning received the most votes (twenty votes) of any of the desired skills. When ranked by the individuals completing the survey, it ranked in the middle of their rankings. Seven of the individuals selected strategic planning as their first or second highest category. Five county board supervisors selected strategic planning as their first or second highest category. Usually we do not see strategic planning ranked this high in a survey. We strongly recommend every governmental body should develop a strategic plan, conduct a regular review, and update their plan when necessary.

Budget development finished as the second highest organizational priority.

Budget development finished second with eighteen votes. Over half of the respondents rated the dimension as either their number 1 or number 2 desired skill the new county administrator should possess. This dimension was equally important to county board supervisors and county staff.

Human Resources (pay, performance and personnel management) finished tied for the third highest organizational priority.

Human Resources (pay, performance and personnel management) received sixteen votes. Of the sixteen votes, nine individuals ranked this category as their number 1 desired skill. Another five respondents gave this dimension a number 2 ranking. This dimension was rated remarkably high by the elected officials and department heads. This is not surprising considering competitive pay and benefits was mentioned frequently as an important issue or challenge in employee recruitment or retention in the written comments section of the survey.

Intergovernmental Relations finished tied for third.

Intergovernmental relations also finished tied for third place with sixteen votes, however it did not receive as high of a ranking as other dimensions. Seven of the respondents gave this dimension a 1 or 2 ranking. County board supervisors ranked this desired skill slightly higher than the department heads, although ten of the sixteen votes came from the department heads.

Capital improvement planning and execution finished fifth.

Capital improvement planning and execution received twelve votes. The county board supervisors found this dimension to be of slightly greater importance than did the department heads. That being said, clearly budget development, contract/project management and capital improvement planning and execution are high priorities based on responses to the survey.

Summary Table – Skills

Skill	Total top five votes	Average rating
Strategic planning	20/30	3.1
Budget development	18/30	2.39
Human Resources (pay, performance and personnel management)	16/30	1.75
Intergovernmental Relations	16/30	3.0
Capital improvement planning and execution	12/30	2.92



Respondents were also asked about "Personal Qualities" that would be important in the next City Manager. Sixteen different dimensions were surveyed.

Leadership Skills finished in first place.

Leadership skills received the most votes (twenty votes) of any of the desired "Personal Qualities". Seven of the respondents ranked this dimension either as a 1 or 2 in their rating. The department heads found this dimension to be of slightly greater importance than did the county board supervisors.

Open and positive communication skills finished tied for second.

Open and positive communication skills finished with eighteen votes. Nine of the eighteen votes were either a 1 or 2 in their rating. Thirteen of the eighteen votes in this dimension came from the department heads.

Collaborative style in working with the county board, department heads and employees finished tied for second.

A collaborative management style in working with the county board, department heads and employees was rated as a top-five skill by eighteen of the thirty respondents. This dimension was equally important to county board supervisors and county staff.

Approachable finished fourth.

Approachable finished fourth with seventeen top-five votes, however this dimension received very high ratings from both county board supervisors and department heads. Nine of the seventeen votes ranked this dimension as their highest priority. "Approachable" finished with the highest average rating in the "Personal Qualities" category.

Responsive finished fifth.

Responsive finished in fifth place with eight votes. All of the votes in this dimension came from the department heads.

The results are tabulated in the table below.

Summary Table – Personal Attributes

Skill	Total top five votes	Average rating
Leadership skills	20/30	2.95
Open and positive communication skills	18/30	2.5
Collaborative style in working with the county board, department heads and employees	18/30	3.11
Approachable	17/30	1.76
Responsive	8/30	3.67



In addition to the above-stated ratings, all respondents provided written comments identifying some key challenges and opportunities for the county and the new county administrator. We are providing examples of some of the more common themes that were identified. We appreciate all of the detailed responses and thoughtful comments that were received. This information will be very valuable as we move forward in this process.

The following lists provide the more prevalent themes expressed in moving Kewaunee County forward. However, by far the most frequently mentioned issues from the county board supervisors and department heads were the lack of adequate/affordable housing, and planning and building a new county jail facility. Employee recruitment and retention, and providing competitive compensation and benefit packages were also high on the list of comments.

What do you believe are the most important issues facing Kewaunee County today?

- Better communication on community events and the impact on local traffic
- Better relationship between the county board and employees
- Better understanding of what each of the county departments do
- Commitment to capital improvements
- Competitive salaries and benefits to match the cost of living and inflation
- Continuing increase in crisis calls and resources to deal with them
- Control spending including jail, highway shop and general spending
- Effective and responsible use of taxpayer dollars
- Expand economic development efforts
- Groundwater/water quality issues
- Highway building
- Housing (safe and affordable)
- Improving the perception of the county because there is a lot to do in the county
- Incentives for new businesses
- Inflation
- Jail
- Keeping a healthy budget
- Lack of large and diversified employers
- Levy limits
- Need more revenue
- Need more staff
- Retaining young adults after they graduate from college
- Shrinking population
- Staff morale
- Staff recruitment and retention
- Stagnant growth
- Working with the farming community



What challenges and opportunities face the County in the next five years?

- Aging population
- Aging workforce
- Competitive salaries and benefits to match the cost of living and inflation
- Creating a vision for the county
- Economic development
- Effective use of taxpayer dollars
- Employing a county administrator who is trusted and respected by the county board, employees and within the community
- Financial limitations and the impact on county services
- Housing for families
- Increased spending at all levels of government
- Increased tax base
- Inflation
- Keep taxes low
- Lack of affordable and reliable internet services
- Need more honest and open-minded discussions
- Need to promote Kewaunee as a great place to live, raise a family or visit
- Planning for a new jail
- Seek more opportunities to share resources with other municipalities
- Skilled labor
- Staff recruitment and retention
- Stay within budget
- Stronger workforce
- Working with the farming community



**County Administrator
Kewaunee County, WI (Population 20,543)**

Kewaunee County, Wisconsin seeks a proven leader to serve as its next County Administrator. Located on the shore of Lake Michigan in northeast Wisconsin, Kewaunee County offers the best of both worlds; a small-town quality of life, within a 30-minute drive to Green Bay and less than a 2-hour drive to Milwaukee. Kewaunee County's many peaceful communities offer a variety of housing options, quality schools, growing business and job opportunities. Kewaunee County boasts year-round recreational activities including Great Lakes boating and fishing as well as canoeing and kayaking on its rivers and inland lakes. Thousands of acres of parks, public land and trails are available for hiking, biking, horseback riding, cross country skiing and hunting with trails for snowmobiling and ATV's. The County seat is Kewaunee (population 2,822). Learn more about Kewaunee County by visiting its [website](#).

The County Administrator is the County's chief administrative officer and carries out the duties and responsibilities set forth in Section 59.18 of the Wisconsin Statutes and will also serve as the County's Human Resources Director. The Administrator is appointed by and reports to a 20-member nonpartisan Board of Supervisors. A \$26.5M annual budget (expense) supports approximately 151 full-time equivalent positions.

Immediate priorities for the next County Administrator include recruiting and retaining quality employees in a challenging labor market and maintaining quality services in light of strict statutory levy limits. A proven track record of success in maintaining positive and productive relationships with other units of government and among elected officials and staff are priorities.

Desire a strong finance background including a sound knowledge of budget development and capital improvement planning. The successful candidate will possess exceptional strategic planning skills as well as a thorough knowledge of human resources. The successful candidate will be an accomplished leader; an approachable teambuilder, who can be decisive when necessary. The ability to foster collaboration and communicate openly and positively are essential.

The salary range for this position is \$xxx,xxx to \$xxx,xxx DOQ plus excellent benefits.

Requires a Bachelor's Degree in public or business administration or finance or a related field, with a Master's degree preferred. Five years of experience in business, industry, or administration of a public agency or department is required. Any combination of education and experience that provides equivalent knowledge, skills and abilities will be considered.

Email cover letter, résumé, three professional references and salary history as a single PDF to Jon Hochkammer, Public Administration Associates, LLC at jonhochkammer@gmail.com. Include Kewaunee County, WI Administrator Search in the subject line. Questions regarding the position should be directed to Mr. Hochkammer at (608) 225-3024. The deadline for applications is January 8, 2024.

Confidentiality must be requested but cannot be provided for those selected as final candidates.

Attachment 4

Kewaunee County Ad Plan- County Administrator

International City/County Management Association (ICMA)
with NACA, social media and Women Leading Government options

National Association of Counties (NACo)
With Diversity and e-mail blast

Wisconsin Government Finance Association Officers

Wisconsin Counties Association (WCA)

Michigan Association of Counties

Minnesota Association of Counties

League of Wisconsin Municipalities

Wisconsin City/County Management Association (WCMA)

Illinois City/County Management Association (ILCMA)

Wisconsin Towns Association Jobs Board

Iowa League of Cities

Strategic Government Resources

Universities with nationally recognized public administration programs including the University of Kansas, Northern Illinois University, University of Minnesota, Mankato State University, Syracuse University and Brigham Young University,

PAA website

Linked In

In addition, PAA will contact and encourage personally known qualified individuals to apply.

Draft Kewaunee County Manager Recruitment Plan
(Revised November 6, 2023)

<u>Date</u>	<u>Milestone</u>	<u>Remarks</u>
November 6	Kickoff meeting with Executive Committee: <ul style="list-style-type: none"> • Recruitment plan approved/meeting dates established • Survey approved for distribution • Position description discussed • Single or multiple day assessment discussed • Discussion of employment contract. 	Completed. Conducted by Jon via Zoom.
November 27 at 6:00 PM via Zoom	Executive Committee Meeting. Consensus regarding Position Description is requested. Approval of the following documents is needed to commence the recruitment: <ul style="list-style-type: none"> • Position Description • Position Announcement • Advertising Plan • Position Profile • Screening Matrix • Remainder of recruitment schedule 	This meeting could take 1 ½ to 2 hours. A portion of this meeting will include a closed session.
November 28	PAA can begin running ads assuming authorization of above-stated documents.	
January 8	Recruitment closes	
January 12	Candidate Report provided by PAA for distribution to the Interview Committee.	
January 15 at 6:00 PM	Interview Committee meeting. <ul style="list-style-type: none"> • Selection of final candidates; • Final assessment details are approved. • Proposed employment agreement is discussed. 	This meeting will take approximately 2 - 3 hours in closed session.

January 25

Recommended activities include County facilities tour, meeting with management team, writing exercise, and meet-and-greet.

January 26

Candidate Interviews will begin at 8:00 AM

January 26

This meeting will be conducted immediately following interviews.

Late January or early February

Will be determined after the final assessment date. Usually it takes a few days to negotiate an employment contract with the candidate.

Week of February

Early to Mid-March

Candidates will arrive to complete the afternoon activities.

All County Board members are invited to attend the meet-and-greet from 5:00 to 6:30 PM.

Interview Committee meeting will be required to conduct interviews.

Interview Committee meeting. Committee deliberates and directs negotiations.

County Board Meeting. Board approves contract and confirms candidate subject to background check/drug test/physical.

Candidate completes any additional County activities such as background check or drug screen.

Estimated start date of new Administrator

The meet-and-greet will require the appropriate public notice as a quorum of the County Board or County Committees could be present.

The duration of this meeting will depend on the number of candidates being interviewed. Typically 50-60 minutes is required for each candidate.

Interviews will be conducted in closed session.

Committee members should plan on an up to 3 hour meeting. You will be deliberating in closed session on a preferred candidate and providing negotiating parameters.

You may wish to consider a special County Board meeting to help expedite the process.

This will depend upon tests required by County and speed of background check. 30 to 45 days' notice by the candidate to present employer is typical.

Candidates typically don't resign previous employment until County is satisfied with background/testing/exams.

EDUCATION	
MBA/MPA	Other Masters/Degrees
Highest Qualified Candidates	Well Qualified Candidates
Highly Related	
EXPERIENCE	
<p>Education Master's or higher in business or public administration</p> <p>Experience A County Administrator or Administrative Coordinator that runs a similarly-sized or larger county in Wisconsin.</p> <p>A Wisconsin County department head of a similarly-sized organization that regularly interacts with most of the departments in the organization, such as a Finance or Human Services Director.</p> <p>More than 5 years upper-level leadership experience</p>	<p>Education Master's or higher in a field other than business or public administration with an undergraduate degree in business or public administration or related field such as finance, accounting, planning, human resources.</p> <p>Experience A County Administrator or Administrative Coordinator that runs a similarly-sized or larger county in Wisconsin.</p> <p>A Wisconsin County department head of a similarly-sized organization that regularly interacts with most of the departments in the organization.</p> <p>Wisconsin City, Village or Town Administrator (population 10,000 or more).</p> <p>More than 2 years upper-level leadership experience</p>
<p>Qualified Candidate</p> <p>Education Undergraduate degree in business or public administration or related field with no Master's.</p> <p>More than 2 years high-level leadership experience</p>	<p>Not Qualified Lacks combination of education and experience set forth in the position announcement.</p>