



Kewaunee County  
EXECUTIVE COMMITTEE MEETING  
**MINUTES**

August 14, 2019 8:00 a.m., Conference Room  
Kewaunee County Administration Center, 810 Lincoln Street, Kewaunee, WI 54216

**Call to Order:** Chair Weidner called the meeting to order at 8:05 a.m.

**Roll Call:** Members Present – Chuck Wagner, Mary Ellen Dobbins, Kaye Shillin, Virginia Haske, Gary Paape, Robert Weidner. Members Excused – John Mastalir, Scott Jahnke, Tom Romdenne. Others Present – Jeff Wisnicky, Scott Feldt, Paul Kunesh, Dave Myers, Todd Every, Steve Hanson, Julie Schleis, Cindy Kinnard, Davina Bonness, Jennifer Gonzalez, Cindy Kudick, Robert Stearns, Rebecca Deterville, Ross Loining, Sue Weisser.

**Approve August 14, 2019 Agenda:** Paape moved and Dobbins seconded to approve the August 14 agenda. Motion carried.

**Approve July 10, 2019 Meeting Minutes:** Paape moved and Dobbins seconded to approve the July 10 minutes. Motion carried.

**Public Comment:** Hanson provided a statement explaining his comments and recommendation at the previous meeting. Hanson stated he has been with the county for a long time and that historically an annual increase of 3% was considered good.. The current pay plan increases are excessive. He had agreed with Supervisor Romdenne's comments and suggested a proposal that aligned with those comments. Hanson supports the proposal up for consideration today but supports a lower total compensation cap at 3.5% or 3.25%.

**Discussion of County Pay Plan (possible action):** Weidner stated that the action by the Committee at the last meeting was abrupt and the committee should reconsider its previous decision. Wagner moved and Paape seconded to reconsider the committee's previous action approving modifications to the pay plan of a 3%/2%/1% increase. Motion carried. The previous action has been rescinded. Weidner clarified the proposal in front of the committee. The proposal is similar to previous Pay Plan proposal 3. There are no "skip" years and the annual increase will be based on the rate of inflation. Feldt echoed Weidner's comments. He added the proposal in front of the committee is simple to understand and more sustainable financially.. Kunesh informed the committee the previously approved plan proposal would have taken (saved) \$105,000 out of the plan and the current plan takes out \$34,000. Weidner stated that with the new plan that in the future the committee will only consider the annual increase and not the steps. The annual increase for 2020 is proposed to be 2.17% Discussion followed regarding the annual increase based on the cost of living. Wagner moved and Dobbins seconded to approve the pay plan proposal presented by administration to modify the step increases from 3%/2% to 1,5%.1.0% and include an annual increase based on the cost of living. Paape asked for a clarification regarding the pay plan schedule presented. The plan in front of them has the annual increase at 2.07% Feldt indicated new plan schedules will be printed with the increase at 2.17% Dobbins stated she supports the plan as it has no skip years and includes an annual increase to address inflation. Wagner stated that he supports the plan as it eliminates skip years, has a total compensation cap and treats the employees fairly.



Motion carried unanimously on a roll call vote.

**Approve Methodology for Annual Pay Plan Increase:** Weidner gave a brief summary as to how the annual increase for the pay plan is to be projected and recommended to the committee each year. Administration will use the projected inflation number calculated by the Wisconsin Employment Relations Commission (WERC) for the month of December which precedes the start of the next calendar year. The number for 2020 would be 2.17% Wagner moved and Haske seconded to approve the methodology for calculating the recommended annual pay plan increase. Motion carried.

#### **Administrator's Report**

**Personnel Report:** Feldt reviewed the report with the committee. A question was raised if the new Radio Operator/Jailer is law enforcement (LESB) certified. Feldt answered no. Another question asked if the Parks Caretaker position is going to be replaced. Feldt answered that he is still examining the need. A final question asked about the effect of the psychiatrist's resignation on the Public Health Department. Kinnard indicated that Dr. Shopbell has agreed to still serve as Medical Director until the end of the year.

**Administrator's Report:** Feldt provided an update on a number of topics. The Jail Study Committee will meet in September after the County Board has approved moving on to Phase 2 of the process. The Broadband Study Committee will meet in August after no meetings in June or July. Discussions have been held with WE Energies and Door County Broadband to explore service options..Feldt informed the committee the County is looking to finalize a tower lease agreement with Door County Broadband to place equipment on the tower in Luxemburg. The contract will be brought forth for approval. An Storm Water Retention Pond agreement with D&S Machine will be put in front of the Finance Committee for approval. The Finance Committee will set annual health/dental insurance premium increases in September. Administration will recommend a 4.5% increase for health insurance and 2.0% increase for dental insurance. The City of Kewaunee has scheduled an economic development training session for October. The County has been slotted 8 seats. Information will be passed out at the August county board meeting. Aprposal from Bay Lakes Regional Planning to conduct a countywide housing study will be on the August county board agenda for approval.

**Approval to Fill Position Vacancy – Community Health Educator – Public Health:** Item was removed from the agenda as the request has been withdrawn.

**Approval of Phase 1 Final Report from Venture Architects (Jail Study):** Dobbins moved and Haske seconded to approve the report. Cretney asked to review a copy of the final report. Motion carried.

**Approval of Phase 2 of Jail Study:** Wagner moved and Paape seconded to proceed forward to Phase 2 of the study. Dobbins inquired the scope of phase 2. Feldt responded that phase 2 will go into the design of the building and the different functional spaces and square footage required within the jail. A question was asked about the public education video. Discussion followed as to the importance of educating the public. Other discussion followed. Feldt suggested to the



committee that the county may want to consider retaining another consultant to verify the cost estimates provided by Venture Architects. With a project of this size and cost another set of eyes may be prudent. Cretney commented the county should explore new ideas and initiatives from other states and countries. Wisnicky urged the county to begin the jail at a lower capacity and increase jail bed capacity as needed. This will push the county to continue to look for options other than incarceration. Motion carried.

**Discuss ATV Ordinance (possible action):** Weidner provided an update of discussions in various committees regarding the ordinance. An amendment was added to the ordinance requiring liability insurance if an ATV is operated on roads. Weidner said that there was excellent discussion of the topic at the Transportation Safety Commission. The Commission acknowledged that the use of ATVs on roads is unsafe and that the additional requirements in the ordinance help to address some of those concerns. The amended ordinance will go before the county board as a first reading. There was a request that the Commission minutes be available at the county board meeting. No action was taken.

**Discuss Resolution Supporting Great Lakes Marine Sanctuary (possible action):** Haske moved and Dobbins seconded to approve the resolution. Discussion took place regarding the resolution. Changes were made to the resolution to identify concerns by the fishing industry. More discussion followed as to those concerns and what impacts may result from the creation of a marine sanctuary. Haske indicated she has a family member that resides in Alpena, Michigan which is the location of the only Great Lakes marine sanctuary. He may be able to provide some information and perspective. Feldt suggested that the county take the time to collect more information and invite all interested parties to the table since the issue is not time sensitive. A request was made for the motion to be withdrawn. Haske and Dobbins agreed and the motion was withdrawn.

**Chairman's Report:** Weidner reported the two gas station/convenience stores located at Main Street and Highway 54 in Luxemburg have been sold. Weidner met with State Representative Joel Kitchens. Weidner stressed that the County should be notified of legislative bills that affect Kewaunee County. Review of personnel policies (including compensation rules) will be taken up shortly. County Board supervisor compensation will be considered at the September meeting.

**Next Meeting:** Wagner moved and Paape seconded to schedule the next meeting for September 11, 2019 at 8:00 a.m. Motion carried.

**Adjournment:** Wagner moved and Paape seconded to adjourn the meeting. Motion carried. Meeting adjourned at 9:32 a.m.

