



Kewaunee County  
EXECUTIVE COMMITTEE MEETING  
**MINUTES**

July 10, 2019 7:30 a.m., Conference Room  
County Administration Building, 810 Lincoln Street, Kewaunee, WI 54216

**Call to Order:** Chair Weidner called the meeting to order at 7:30 a.m.

**Roll Call:** Members present – Robert Weidner, Charles Wagner (left at 9:09), Tom Romdenne, Gary Paape, Virginia Haske, Kaye Shillin, Mary Ellen Dobbins, John Mastalir (arrived 7:35). Members Excused – Scott Jahnke,.

Others present –Sheriff Matt Joski, Rebecca Deterville, Scott Feldt, Jeff Wisnicky, David Cornelius, Tracy Nollenberg, Cindy Kinnard, Greg Gabriel, Davina Bonness, Cindy Kudick, Steve Hanson, Jennifer Gonzalez, Paul Kunesh, Corrine Konkel, Todd Every, Dave Myers, Louise Wolff, Debbie Miller, Rob Stearns, Sarah Johaneck, Melissa Annoye, Bonnie Joski, Marleia Dorner, Peggy Seidl, Chad Laluzerne, Lori Nellis, Brenda VandermauseSue Weisser.

**Approve July 10, 2019 Agenda:** Wagner moved and Paape seconded to approve the agenda. Motion carried.

**Approve June 6, 2019 Meeting Minutes:** Wagner moved and Paape seconded to approve the June 6, 2019 minutes. Motion carried.

**Public Comment:** Sue Weisser questioned the need to modify the plan citing various county actions including the landfill, and county sales tax as examples of questionable decisions. Weisser advocated for the employees to not bear the brunt of the county's financial issues. Bonness expressed her concern that the proposal in front of the committee causes a number of employees to leap forward in the pay plan with many to the top of the pay scale. Bonness cited individual examples within her department. LaLuzerne expressed his concern that the issue is a county problem not a county employee problem.

**Discussion of County Pay Plan:** Weidner gave a summary of actions the County has taken to address budgetary issues in previous years. Weidner spoke about the pay plan and how the process relates to a union contract and how county wages and increases compare to the private sector. Dobbins expressed her concern regarding employee recruitment and retention. Revenue growth is an important issue. Wagner expressed his concern regarding employee morale and how we address those employees at the top of the pay scale. General discussion followed regarding how the County determined employee wages in the past including union contracts and how wage increases were projected. Wagner suggested the County should support a resolution to modify the state levy limits. Romdenne expressed his preference that the pay plan should be left alone and have the Committee only decide on the cost of living. The Committee would determine the increase for those employees at the top of the scale. Every stated that he understands that something needs to be done. Perhaps the Committee can look at changing items within the county Personnel Policies to lessen the impact. Joski commend the Committee for looking at the issue. He urged the Committee to look at the



revenue side. The County should go to the community and explain that we have at expenses and it is now time to address increasing revenues. Bonness suggested that employees be left in their current step and reduce the step increases. Kunesh indicated this would create

individualized plans for each employee which is not the purpose of a pay plan. Wisnicky stated the County is not addressing what the employees should be paid. Feldt indicated there is a difference between what an employee should be paid and what the County is able to pay. Additional questions were raised as to the cost of living increase and how it is incorporated in to the total wage increase, as well as how the original pay plan was constructed. Mastalir shared his relief that he owns a private company. Wages are not made public and to make them public often hurts the employees. In addition, while he pays more as a per hour wage, he pays 15% of health insurance premiums and the employees pay 85% which is the opposite of the County. A question was raised whether the Committee should table the issue. The Chair indicated the issue has been placed on three consecutive committee agendas. Hanson indicated his support for Romdenne's view that the plan should be left as is with regard to step increases but have the Committee decide the pay for the top of the scale. Hanson suggests a 1% increase for those at the top of the scale. General discussion followed. Wagner moved and Romdenne seconded that the front half of the plan (Years 1-8) would receive a 3% step increase with no cost of living increase, the second half of the plan (Years 9-15) would receive a 2% step increase with no cost of living increase, and those at the top of the scale would receive a 1% increase with no cost of living increase. In addition, the County will review the county Personnel Policies and conduct a wage study. Motion carried 6-2 with Wagner, Romdenne, Haske, Paape, Weidner and Mastalir voting aye and Dobbins and Shillin voting nay.

A ten minute recess was held.

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

**Personnel Report-** Feldt reviewed the personnel report. No items for discussion.

**Administrator's Report** – Feldt informed the committee that Broadband Study Group will not meet in June or July. Additional information is being collected to present to the group. The Public Safety Facility Study Group met and recommended that the County proceed to Phase 2. Feldt reviewed the timeline for the various committees to approve the report, recommend to proceed to Phase 2 and approve funding for Phase 2.

Feldt reviewed the progress to date with the Jail Study Group. Venture Architects is finishing up the final draft of the Phase 1 Report that will be presented to the County Board. The recommendation is for the County to construct a new facility with an initial estimation of 74 beds. General discussion followed as to size and the need for programming space.

**Approval to Fill Vacant Positions – Contract Social Worker and Dispatcher/Jailer positions:** Paape moved and Dobbins seconded to authorize the filling of the Jailer/Dispatcher position and the Social Worker position. Motion carried.



**Review Phase 1 Report and Recommends of Public Safety Facility Committee:** Feldt summarized the recommendations of the Study Group. Some supervisors indicated they had not seen the Final Report. Feldt indicated that the information provided in the summary given to the County Board on June 18 had not changed and the final report was additional detail supporting the findings and recommendation by the consultant. The Chair deferred action and indicated the Committee will approve the report and recommendation at the August meeting.

**Chief Deputy Recruitment Policy:** The Committee reviewed language drafted by Corporation Counsel regarding the recruitment and selection of the Chief Deputy. The purpose of the language is to agree on the process prior to the Chief Deputy retiring. The Sheriff expressed his support of the language. Haske moved and Mastalir seconded to approve the policy. Motion carried.

**Chairman's Report:** Weidner indicated the state prison issue is dead for now as funding in the state budget was vetoed out. The County S Bridge project in Algoma is underway. The ATV ordinance has been passed by the towns of Pierce, Casco, West Kewaunee, Carlton, and Montpelier. Some discussion related to the ordinance followed. Weidner also reported the Parks and Land Conservation Departments are addressing erosion issues along the ravine at the ATV park.

**Next Meeting:** The next meeting is scheduled for August 14 at 8:00 a.m. and September 11 at 8:00 a.m.

**Adjournment:** Romdenne moved and Paape seconded to adjourn the meeting. Motion carried. Meeting adjourned at 9:36 a.m.

Respectfully submitted,

A handwritten signature in cursive script that reads "Scott Feldt".

Scott Feldt