

**LA CROSSE COUNTY BOARD OF SUPERVISORS PLANNING MEETING  
PROCEEDINGS; MONDAY, SEPTEMBER 09, 2013**

The La Crosse County Board of Supervisors Planning Meeting was held on Monday, September 09, 2013 in the Administrative Center, Room B410. The County Clerk, Ginny Dankmeyer, took attendance. 26 supervisors were present when Chair Tara Johnson called the meeting to order at 6:00 P.M. and those otherwise present, excused or absent are noted in the roll call detail:

<b>District Name</b>	<b>Attendance</b>
1 Richmond, Andrea	Present
2 Geary, Ralph	Present
3 Veenstra, Joe	Present
4 Freedland, Maureen	Present
5 Johnson, Karin	Present
6 Plesha, Roger	Present
7 Hampson, Sharon	Present
8 Jerome, Peg	Present
9 Londre, Andrew	Absent
10 Becker, Richard	Present
11 Schultz, Bill	Present
12 Holtze, Dave	Present
13 Meyer, Donald	Present
14 Schroeder, Jeffrey	Present
15 Kruse, Monica	Present
16 Ferries, Dan	Present
17 Berns, Jim	Present
18 Berg, Laurence	Present
19 Downer, Thomas	Present
20 Doyle, Steve	Present
21 Burke, Vicki	Present
22 Spiker, Charles	Excused
23 Pedretti, Marilyn	Present
24 Pfaff, Leon	Present
25 Ebert, Ray	Present
26 Gamroth, Tammy	Present
27 Wehrs, Tina	Absent
28 Keil, Robert	Present
29 Johnson, Tara	Present

**PLEDGE OF ALLEGIANCE**

**COMMUNICATIONS AND ANNOUNCEMENTS:**

**County Board Chair Report - Tara Johnson**

- Supervisor Conference Reports
  - Supervisor Schroeder participated in the filming of an upcoming segment of Discover Wisconsin: Motorcycling through the area including La Crosse and Vernon Counties.

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- Supervisor Burke announced that the Wisconsin Arts Board was here visiting last week on Thursday and Friday. They had given the City of La Crosse a grant for "Fun for Fridays" at the Pump House. The School District of La Crosse is doing a compassion project. Supervisor Burke will be receiving a 6x6 inch tile and will speak with the Chair on what to do with that as related to the County.
- Supervisor Pedretti announced that the Women of County Government will be working October 11<sup>th</sup> and 12<sup>th</sup> on the Habitat for Humanity build. Please contact her if you would like to make a monetary donation.
- Supervisor Freedland and Hampson attended a conference in Madison on treatment alternatives and diversions from jail. They talked extensively about programs that exist in La Crosse County.
- Supervisor Schroeder inquired about Oktoberfest at the Capitol. Chair Johnson announced that this is the La Crosse Chambers lobbying day and will be October 9<sup>th</sup> this year. Supervisors are welcome to sign up and fill out a travel authorization to attend.

**Administrator Report - Steve O'Malley**

**PROCLAMATION SEPTEMBER 2013 - LIBRARIES AND UW EXTENSION MONTH**

**WHEREAS**, research-based educational programs for agricultural producers and professionals, businesses, local governments, communities, families and youth are brought to the residents of La Crosse County; and, **WHEREAS**, research-based educational and library programs identify and respond to specific community needs for education, research and knowledge to improve the quality of life in local communities, to strengthen families, to increase the competitiveness of businesses and agriculture, enhance decision-making in local government, and to develop leadership skills for managing resources and planning for the future; and, **WHEREAS**, libraries provide recreational and educational resources for residents in pursuit of life-long learning; and, **WHEREAS**, UW-Extension programming combines faculty, campus-based specialists, and staff expertise to bring University research to the people of La Crosse County in the areas of Agriculture/Horticulture; Community, Natural Resources and Economic Development; Family Living Education; and 4-H & Youth Development; and, **WHEREAS**, UW-Extension faculty & staff and area library staff are committed to educating the residents of La Crosse County in order to promote life-long learning and provide a more knowledgeable and informed community. **NOW THEREFORE BE IT RESOLVED**, that the La Crosse County Board does hereby proclaim the month of September as La Crosse County Libraries and UW-Extension Month, and urges all residents to join in recognizing the valuable contribution of persons dedicated to educating the residents and engaging with them in transforming lives and communities in La Crosse County.

Motion by R. Becker/K. Johnson to approve passed on a unanimous voice vote with 26 ayes, 2 absent - A. Londre and T. Wehrs, 1 excused - C. Spiker.

**APPOINTMENT**

Appoint **Adam Flood** as the County Veterans Service Officer to replace James Gausmann.

Motion by R. Plesha/J. Schroeder to approve. Discussion ensued. Administrator O'Malley mentioned that numerous people were involved in the selection of Mr. Flood. He is a former Marine, veteran of the Iraq War, graduated from UW-L with a Bachelor's Degree, was a paid intern in the Veteran Service office and is the elected VFW Commander. The motion to approve passed on a unanimous voice vote with 26 ayes, 2 absent - A. Londre and T. Wehrs, 1 excused - C. Spiker. Mr. Flood greatly appreciates this opportunity and looks forward to working with veterans.

- Review of Personnel Policy changes due to Union Transition: Chapter 3, Employee Handbook and other policies

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- Administrator O'Malley reviewed items of what the union transition means and the various pieces that will come to the board from a policy standpoint. Supervisors will be voting on the Chapter 3 Ordinance at the September Monthly meeting. Supervisors have also received a copy of the Employee Handbook. A resolution for the employee handbook will also come to the board next week if it is passed by the Executive Committee. There will be some overlap between the handbook and the ordinance. The ordinance will contain items that don't change very often and applies to all employees. The handbook will get into more details and will allow employees to have something similar to the union contracts. This will also break down the individual items that affect different items and will be referred to as addendums. One example of an addendum would be for the Highway Department employees and how they are called out for overtime and their summer schedule. Other kinds of policies will not generally have county board action on them. They are mostly administrative, personnel or IT in nature like email, HIPPA, residence policy, etc. A subset of the policies will be the department work rules: how to put in for trading shifts, how to report for work in the jail, etc.
- Personnel Director Bob Taunt reviewed the amendments that will be offered to the Chapter 3 Ordinance at the monthly meeting. A wording change will be made regarding half time or more, the process for a grievance hearing and witnesses being sworn, the removal of a paragraph that is an old holdover from the early days regarding a salary increase after probation, a process was included for a grievance procedure for a written warning and the union requested that 10 days be changed to 14 days as the timeframe for filing a grievance.
- Personnel Director Taunt reviewed the draft Employee Handbook and the changes that are being made. He will review the handbook in more detail with the County Board when the final version is approved. Topics in the employee handbook include: Union Activities, Hire Date and Probationary Period, Posting of Job Opportunities, Workweek and Overtime, Holidays, Vacation, Sick Leave, Funeral and Bereavement Leave, Leaves of Absence, Accidents and Injuries, Insurance, Reduction of Staff, Grievance Procedure and Arbitration, Travel and Meal Reimbursement, Retirement, Termination of Employment, Separability, Effective Date and Amendments, Classifications, Pay Grades & Department Specific Provisions, Disclaimer, Mission, Health and Dental Attachment, and Medical and Dental Plan Summary.
- Update on 2014 County Administrator's Budget
  - Administrator O'Malley reviewed the 2014 Budget likely conditions and decisions. Some of the 2014 Budget decisions include jail staffing for direct supervision pod, Lakeview facilities – who we serve, size and location, potential sale of land to West Salem School District, Administrative Center design of remodel or replacement, and highway funding level and debt strategy. 2014 additional challenges will include the health insurance changes and impact on Affordable Care Act, Medical Examiner hours and partnership with Dane County, Health Departments home health service costs, union transition, and retirements expected in several management positions in next few years. The County Administrators Budget will be distributed by the end of the month for Committee and Board review in October.

**ADJOURN**

Motion by K. Johnson/P. Jerome to adjourn at 7:18 PM passed on a unanimous voice vote with 26 ayes, 2 absent - A. Londre and T. Wehrs, 1 excused - C. Spiker.

(108-13/14)

STATE OF WISCONSIN )

COUNTY OF LA CROSSE )

I, Ginny Dankmeyer , La Crosse County Clerk, in and for the County of La Crosse, Wisconsin, do hereby certify that the foregoing is a true and correct copy of the Journal of Proceedings of the La Crosse County Board of Supervisors at the La Crosse County Board of Supervisors Planning Meeting held Monday, September 09, 2013 and that it is the whole thereof. IN WITNESS THEREOF, I HAVE HEREUNTO SET MY HAND AND AFFIXED THE OFFICIAL SEAL THIS DAY 10 OF SEPTEMBER 2013.