

(15-21/22)

**LA CROSSE COUNTY BOARD OF SUPERVISORS PLANNING MEETING
PROCEEDINGS; MONDAY, MAY 10, 2021**

The La Crosse County Board of Supervisors Planning Meeting was held on Monday, May 10, 2021 in the Administrative Center, Room 1700 and via Microsoft Teams. The County Clerk, Ginny Dankmeyer, took attendance. 27 supervisors were present when Chair Monica Kruse called the meeting to order at 6:00 P.M. and those otherwise present, excused or absent are noted in the roll call detail:

District Name	Attendance
1 Richmond, Andrea	Present
2 Geary, Ralph	Present
3 Janssen, Barb	Present
4 Freedland, Maureen	Present
5 Mathu, Grant	Present
6 Plesha, Roger	Present
7 Padesky, Gary	Present
8 Isola, Peg	Present
9 Wacek, Dawn	Present
10 Cable, Kim	Excused
11 Scheller, Patrick	Present
12 Erickson, Randy	Present
13 Tryggestad, Tina	Present
14 Larson, Margaret	Present
15 Kruse, Monica	Present
16 Ferries, Dan	Present
17 Pogreba, Jack	Excused
18 Weber Strauss, Noelle	Present
19 Cornforth, Rick	Present
20 Doyle, Steve	Present
21 Burke, Vicki	Present
22 Viner, Pamela	Present
23 Nikolay, Matt	Present
24 Hoyer, Kevin	Present
25 Hundt, David	Present
26 Hesse, Dan	Present
27 Jacobs, Thomas	Present
28 Keil, Karen	Present
29 O'Neill, Jamie	Present

PLEDGE OF ALLEGIANCE

COMMUNICATIONS AND ANNOUNCEMENTS:

County Board Chair Report - Monica Kruse

- WCA Annual Conference
 - The WCA Annual Conference will be held on September 26-28, 2021 in La Crosse County. As the host County, we will have a booth at the conference and are looking for ideas. Let Clerk Dankmeyer know if you are interested in attending so you can be registered.
- Supervisor Conference Reports – none offered.

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Administrator Report - Steve O'Malley

PROCLAMATION MAY 2021 - LAW ENFORCEMENT/PUBLIC SAFETY & COURTS MONTH

WHEREAS, in a free society, law enforcement is entrusted and expected to protect the civil rights of its residents and visitors to our community; and, **WHEREAS**, La Crosse County employees serve to enhance public safety in the Courts, District Attorney, Sheriff, Emergency Management Coordination, Medical Examiner and Public Safety Communications; and **WHEREAS**, thousands of residents and visitors are helped each year by the professionals who respond to emergencies and assist those in need. **NOW THEREFORE BE IT RESOLVED**, the La Crosse County Board does hereby proclaim the month of May as Law Enforcement, Public Safety & Courts Month and urges all residents to join in recognizing the valuable contribution of persons dedicated to ensuring the safety of its county's residents and visitors to our community.

Motion by V. Burke/G. Padesky to approve passed on a unanimous voice vote with 27 ayes, 2 excused - K. Cable and J. Pogreba.

APPOINTMENT OF HEALTH DIRECTOR

Motion by P. Isola/T. Tryggstad to appoint Audra Martine as the County Health Director as recommended by Administrator O'Malley passed on a unanimous voice vote with 27 ayes, 2 excused - K. Cable and J. Pogreba.

- Update on Highway Department – Administrator O'Malley announced that the Highway Commissioner, Ron Chamberlain, has submitted his notice of resignation. His last day will be in July.
- Report on Salaried Pay Plan Status – Human Resources Director Stephen Conrad
 - The purpose of the plan was to introduce a point based system to establish and continue internal equity and consistency within the County when designing and classifying jobs. This will also help to attract and retain talent. The County practice will be to review and maintain all compensation matrices going forward. The 2018 budget approved \$60,000 to engage a vendor in the study and the 2021 budget approved \$170,000 to implement the salary study via salary contingency. Data sources and comparisons studies were from reputable and credible comparisons. La Crosse County is incrementally below market in some roles. Future steps will include 11 steps versus 8 steps and will have step increases of 2.5% versus the current 4%. There will be no decreases in salary. Incremental increases will be at market and address internal equity and remain competitive. Implementation is planned for July 1, 2021.
- Review of County Performance Evaluation System
 - The type of performance evaluation is probation and annualized on the date of hire. Probation is one year with two reviews during probation and one evaluation at end of probation. There is an annual evaluation on the date of hire thereafter. There is a step increase for ratings of meets expectations and above. Not meeting expectations is a step increase plus a work plan. Compensation increase is determined by step or by contract.
- Update on redistricting due to delay in census data
 - Counties will not have census numbers before September to complete redistricting and this will affect the Spring Elections. The question now is to hurry or to take time on redistricting and have it completed after the Spring Elections. A Redistricting Committee will be formed and comprised of supervisors and citizen members.
- Status on American Rescue Plan guidelines
 - Guidelines were released for the American Rescue Plan this afternoon. The portal will open this week to make application for the first half of the amount allocated to La Crosse County. Staff is still reviewing what the money can be spent on and will report back. All expenditures will be approved by the County Board.

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SUGGESTIONS FOR FUTURE AGENDA TOPICS

- Supervisor Hundt requested action to be taken regarding the unemployment rate and benefits.

ADJOURN

Motion by D. Hundt/R. Plesha to adjourn at 7:03 PM passed on a unanimous voice vote with 27 ayes, 2 excused - K. Cable and J. Pogreba.

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, May 10, 2021 and that it is the whole thereof. IN WITNESS THEREOF, I HAVE HEREUNTO SET MY HAND AND AFFIXED THE OFFICIAL SEAL THIS DAY 11 OF MAY 2021.