

**JEFFERSON COUNTY BOARD MINUTES  
TUESDAY, JUNE 12, 2012, 7:00 P.M.**

Mr. John Molinaro presiding.

Mr. Torres led Pledge of Allegiance.

A moment of silence was observed.

County Clerk Barbara A. Frank called the roll. Supervisor Kuhlman gave prior notice of his inability to attend.

District 1..... Richard C. Jones	District 2..... Mike Kelly
District 3..... Greg David	District 4..... Augie Tietz
District 5..... Jim Braughler	District 6..... Ron Buchanan
District 7..... Dwayne C. Morris	District 8..... Rick L. Kuhlman
District 9..... Amy Rinard	District 10..... Al C. Counsell
District 11..... Donald Reese	District 12..... Gregory M. Torres
District 13..... Ed Morse	District 14..... Pamela Rogers
District 15..... Steven J. Nass	District 16..... John Molinaro
District 17..... Russell Kutz	District 18.. Jennifer Hanneman
District 19..... Jim Schroeder	District 20..... Jim Mode
District 21..... John C. Kannard	District 22..... Blane Poulson
District 23..... George Jaeckel	District 24..... Sarah Bregant
District 25..... Matthew Foelker	District 26..... Carlton Zentner
District 27..... Glen D. Borland	District 28..... Dick Schultz
District 29..... Paul Babcock	District 30..... Walt Christensen

County Administrator Gary Petre informed the Board that it was in compliance with the Open Meetings Law.

The agenda was approved as printed with the exception of deleting the presentation of the 2011 Comprehensive Annual Financial Report by Clifton Larson Allen LLP, which will be presented at the July 10 County Board meeting.

**Mr. Mode moved that the minutes of the May 7, 2012, meeting be approved as corrected and printed.** Seconded and carried.

**GENERAL FINANCIAL CONDITION  
JEFFERSON COUNTY, WISCONSIN  
JUNE 1, 2012**

Available Cash on Hand		
May 1, 2012	\$ (282,707.08)	
May Receipts	<u>6,094,736.91</u>	
Total Cash		\$5,812,029.83
Disbursements		
General - May 2012	\$4,050,293.97	
Payroll - May 2012	<u>1,789,479.61</u>	
Total Disbursements		<u>5,839,773.58</u>
Total Available Cash		\$ (27,743.75)
Cash on Hand (in bank)		
June 1, 2012	\$ 675,062.08	
Less Outstanding Checks	<u>702,805.83</u>	
Total Available Cash		\$ (27,743.75)

AIM Government & Agency Portfolio	\$ 3,991,347.17
Local Govt. Invest. Pool - General	19,654,118.23
Institutional Capital Management	15,958,757.24
Local Government Investment Pool - Clerk of Courts	25,873.67
Local Government Investment Pool – Farmland Preservation	252,196.50
Local Government Investment Pool - Parks/Liddle Fund	112,261.09
	<u>\$39,994,553.90</u>
2012 Interest - Super N.O.W. Acct.	\$ 1,088.51
2012 Interest - L.G.I.P. - General Funds	11,986.57
2012 Interest - ICM	110,834.18
2012 Interest - AIM	334.83
2012 Interest - L.G.I.P. - Parks/Carol Liddle Fund	66.97
2012 Interest - L.G.I.P. - Farmland Preservation	150.43
2012 Interest - L.G.I.P. - Clerk of Courts	15.44
Total 2012 Interest	<u>\$ 124,476.93</u>

JOHN E. JENSEN  
JEFFERSON COUNTY TREASURER

**Mr. Molinaro presented the following communications:**

1. Memo dated June 7, 2012, from County Administrator Gary Petre on the appointment of David Diestler as Fair Park Director.

2. Notice of Public Hearing from the Planning & Zoning Committee for a hearing to be held on June 21, 2012, at 7 p.m. in Room 205 of the Jefferson County Courthouse, Jefferson, Wisconsin.

The communication and notice were received and placed on file.

**The floor was opened for public comment.** Speaking on the Highway Department facility/site were Mike Burow, Town of Aztalan; Marian Speerless, Town of Concord; Buck Smith, Johnson Creek; Kimberly Miller, Town of Concord; Scott Zimmerman, Town of Milford; Karolyn Broehm, Fort Atkinson; Barbara McGann, Town of Sumner, Jill Schlitter, Town of Sumner; Weenonah Brattset, Town of Palmyra, Sue Marx, Town of Jefferson; and Beth Gehred, Fort Atkinson.

Gail Scott, Director/Health Officer; Kathi Cauley, Human Services Director; Amy Venables O'Neil, People Against Domestic & Sexual Abuse (PADSA) Executive Director; Yvonne Duesterhoeft, Veterans Service Officer; and Sue Happ, District Attorney, presented their department's/council's annual report. The annual reports were received and placed on file pursuant to Board Rule 3.03(12).

**Mr. Nass read the following report:**

**REPORT  
TO THE HONORABLE MEMBERS OF THE JEFFERSON  
COUNTY BOARD OF SUPERVISORS**

The Jefferson County Planning and Zoning Committee, having considered petitions to amend the zoning ordinance of Jefferson County, filed for public hearing held on May 17, 2012, as required by law pursuant to Wisconsin Statutes, notice thereof having been given, and being duly advised of the wishes of the town boards and persons in the areas affected, hereby makes the following recommendations:

APPROVAL OF PETITIONS

R3577A-12, R3578A-12, R3579A-12, R3580A-12, R3581A-12, R3582A-12 and R3583A-12

DATED THIS FOURTH DAY OF JUNE 2012

Donald Reese, Secretary

THE PRIOR MONTH'S AMENDMENTS, 3548A-11, 3549A-11, R3573T-12, R3574T-12, R3575T-12, ARE EFFECTIVE UPON PASSAGE BY COUNTY BOARD, SUBJECT TO WIS. STATS. 59.69(5).

**Mr. Nass moved that the report be adopted.** Seconded and carried.

**Mr. Nass presented Ordinance No. 2012-05.**

WHEREAS, the Jefferson County Board of Supervisors has heretofore been petitioned to amend the Jefferson County Zoning Ordinance, and

WHEREAS, Petitions R3577A-12, R3578A-12, R3579A-12, R3580A-12, R3581A-12, R3582A-12 and R3583A-12 were referred to the Jefferson County Planning and Zoning Committee for public hearing on May 17, 2012, and

WHEREAS, the proposed amendments have been given due consideration by the Board of Supervisors in open session,

NOW, THEREFORE, BE IT ORDAINED that the Jefferson County Board of Supervisors does amend the zoning ordinance of Jefferson County (and official zoning maps) as follows:

FROM AGRICULTURAL A-1 TO A-3, RURAL RESIDENTIAL

Rezone one acre of PIN 002-0714-2521-000 (41.6 acres) for a building site on Biederman Road in the Town of Aztalan. Rezoning of this lot is conditioned upon road access approval by the Town, upon receipt by Zoning of a soil test showing sites for installation of both initial and replacement private sewage systems, and upon approval and recording of a final certified survey map for the property, including extraterritorial plat review if necessary. Rezoning shall be null and void and of no effect one year from the date of County Board approval unless all applicable conditions have been completed by that date. (R3577A-12 – Victor Perschke Trust, c/o Caroline Perschke)

Rezone to create two, five-acre lots with existing homes at N5115 and N5063 Probst Lane in the Town of Farmington. The sites are on PINs 008-0715-3324-000 (40.13 acres) and 008-0715-3331-000

(45.662 acres) respectively. Rezoning is conditioned upon approval and recording of the final certified survey map for the lots; rezoning shall be null and void and of no effect one year from the date of County Board approval unless all applicable conditions have been completed by that date. (R3578A-12 – Jordan Loeb/Leonard & Karen Loeb Trust)

Create a 4-acre rural residential building site on Star School Road in the Town of Koshkonong from part of PINs 016-0514-2142-000 (40 acres) and 016-0514-2131-000 (40 acres). This nullifies Petition 2651A-03, a previously approved 2-acre lot at this location. Rezoning is conditioned upon road access approval by the Town, upon receipt by Zoning of a soil test showing sites for installation of both initial and replacement private sewage system, and upon approval and recording of a final certified survey map for the lot, including extraterritorial plat review if necessary. Rezoning shall be null and void and of no effect one year from the date of County Board approval unless all applicable conditions have been completed by that date. (R3579A-12 – Robert & Jane McIntyre Trust)

#### FROM AGRICULTURAL A-1 TO A-3, RURAL RESIDENTIAL AND N, NATURAL RESOURCE

Rezone to create a 2-acre building site and a 20-acre Natural Resource zone adjacent to it from part of PINs 016-0514-2131-000 (40 acres) and 016-0514-2134-000 (38.723 acres). The sites are in the Town of Koshkonong, on McIntyre Road; this nullifies Petitions 2808A-04 and 2809A-04, a previously approved 4-acre building site and an 18-acre Natural Resource zone at this location. Conditions of approval call for road access approval by the Town, receipt by Zoning of a soil test showing sites for installation of both initial and replacement private sewage systems, and approval and recording of a final certified survey map for the lots, including extraterritorial plat review if necessary. The rezoning shall be null and void and of no effect one year from the date of County Board approval unless all applicable conditions have been completed by that date. (R3580A-12 and R3581A-12 – Robert & Jane McIntyre Trust)

#### FROM AGRICULTURAL A-1 TO N, NATURAL RESOURCE

Create an approximate 7-acre Natural Resource zone from part of PIN 026-0616-0843-000 (20.157 acres) in the Town of Sullivan on Froelich Road. This action is conditioned upon road access approval by the Town and upon approval and recording of a final certified survey map for the lot. The rezoning shall be null and void and of no effect one year from the date of County Board approval unless all applicable conditions have been completed by that date. (R3582A-12 – Tad Van Valin, et al.)

#### FROM AGRICULTURAL A-1 TO A-2, AGRIBUSINESS

Rezone PINs 024-0516-3323-000 (40 acres) and 024-0516-3324-000 (39.56 acres) to allow for agricultural tourism. The property is at N301 CTH H in the Town of Palmyra. (R3583A-12 – Rushing Waters Trout Farm Holdings, LLC)

**Mr. Nass moved that Ordinance No. 2012-05 be adopted as printed.** Seconded and carried.

**Mr. Buchanan read Resolution No. 2012-19.**

WHEREAS, several County Board committees have been involved, with the assistance of consultants, in looking for a location of a new Highway Department main facility, and

WHEREAS, multiple sites including the current location of the Highway Department main facility have been considered, and

WHEREAS, two previous studies by consulting architectural and engineering firms (Short, Elliott, Hendrickson, Inc. and Barrientos Design & Consulting, Inc.) have recommended a new location for the Highway Department's main facility, and

WHEREAS, two additional studies by a third architectural and engineering firm (Bray Architects) have again recommended that the main Highway Department facility be relocated from its present location and that either one of two new sites (Site A or C) be selected for a new location, with preference being given to the site that is most cost effective to the County, and

WHEREAS, Bray Architects latest study dated May 30, 2012, estimates the cost (high range) of building on Site A to be \$19.376M and on Site C to be \$14.486M, and

WHEREAS, the current economic climate affecting architects, engineers, builders and the taxpayers may offer the opportunity to economically meet the essential needs of the Highway Department at a new location, and

WHEREAS, the Highway and Infrastructure Committees agree that the County has expended an extensive amount of County Board and staff time and money in examining potential locations for a new Highway Department main facility, and

WHEREAS, this project needs to continue to move forward in order to take advantage of favorable construction cost and bond financing rates.

NOW, THEREFORE, BE IT RESOLVED that County owned land (Site C) as identified in the Bray Architects Report dated May 30, 2012, is the approved location for a new Highway Department main facility, as recommended by the Highway and Infrastructure Committees.

*Fiscal Note: Adoption of this resolution will not result in any additional cost to the County as it only establishes the location for the County's new Highway Department main facility. The Highway Department's budget includes approximately \$532,200 in remaining funds for facility design expenses as estimated by one of the County's architectural consultants. It is also estimated that an additional \$221,400 will be needed for preparation of bid documents; managing the bid process; construction administration; optional Green design and LEED certification; and the replenishment of funds*

*expended for the Lake Mills satellite facility land purchase and building design. Therefore the total remaining cost for this project's architectural and engineering work is estimated at this time to be \$753,600.*

**Mr. Buchanan moved that Resolution No. 2012-19 be adopted.**  
Seconded.

**Mr. Christensen moved to postpone Resolution No. 2012-19 to a date certain--June 12, 2012, after the Land & Water Conservation Committee resolution (Resolution No. 2012-23).**  
Seconded and carried: Ayes 16, Noes 13 (Jones, Tietz, Reese, Torres, Morse, Rogers, Molinaro, Kutz, Mode, Poulson, Borland, Schultz, Babcock), Absent 1 (Kuhlman).

**Mr. Braugler presented Ordinance No. 2012-06.**

THE COUNTY BOARD OF SUPERVISORS OF JEFFERSON COUNTY DOES HEREBY ORDAIN AS FOLLOWS:

The Civil Service Ordinance (Ordinance No. 2010-21) is hereby repealed and recreated as follows to incorporate the ability to hire external (not currently Jefferson County employees) candidates for the Chief Deputy position:

**SECTION 1. PURPOSE.** This ordinance is intended to bring qualified persons into county law enforcement work by a system of competitive examinations and to ensure continuity in county law enforcement work by virtue of a permanent appointment as deputy sheriff under a civil service ordinance as set forth in sec. 59.26(8) and Chapter 63, Wisconsin Statutes.

**SECTION 2. COMMISSION.**

- A. There is hereby established a County Civil Service Commission with the duties, functions and authority set forth in sec. 59.26 and Chapter 63 of the Wisconsin Statutes.
- B. Such Commission shall consist of five (5) members, all of whom shall be legal residents of Jefferson County. Appointments shall be made on the basis of recognized and demonstrated interest in, and knowledge of the problems of civil service. No person holding any elected or appointed public position or office of any sort in Jefferson County government shall be appointed thereon.
- C. The Jefferson County Administrator shall appoint members of the Commission, subject to confirmation by the County Board. The office of a commissioner shall be deemed vacant upon the happening of any of the following events:
  - 1. Death of the incumbent.
  - 2. Resignation of the incumbent in writing.
  - 3. Removal of the incumbent by the County Board.
  - 4. Ceasing to be a resident of Jefferson County.
- D. In the month of December of each year immediately preceding

the expiration of the term of office of any such commissioner, the County Administrator shall appoint one member of such Commission to hold office for the term of five (5) years from the first day of January next succeeding the appointment and until a successor is elected and is qualified. Appointment to vacant positions shall be for the remainder of the original term.

- E. Each member of the Commission shall take and file the official oath.
- F. Each member of the Commission shall receive such compensation as the County Board shall determine.
- G. The Commission shall organize and elect a chairperson whose term of office shall be one (1) year and shall elect a secretary whose term of office shall be one (1) year. Such chairperson and secretary shall serve until election of a successor. The secretary shall cause the minutes of the proceedings of the Commission to be preserved in a proper record book.
- H. Nothing herein shall be construed as to affect the appointment or terms of the present commissioners.

**SECTION 3. DUTIES OF THE COMMISSION.** It shall be the duty of the Commission:

- A. To prepare and publish such rules and regulations to carry out the provisions of this ordinance as may be necessary to secure the best law enforcement service for the County.
- B. To receive applications and conduct examinations of applicants for positions in the Sheriff's Office of Jefferson County with such frequency as may be necessary to maintain an eligibility list sufficient to meet the needs of the Sheriff's Office.

**SECTION 4. RECRUITMENT.**

- A. The following classifications are created within the Jefferson County Sheriff's Office: Chief Deputy, Captain, Sergeant, Detective, and Deputy Sheriff.
- B. In addition to requirements under Section 6, Promotions, no person shall be eligible to apply for or be appointed to the positions covered by this ordinance after November 1, 2010, unless:
  - 1. The applicant is a citizen of the United States.
  - 2. The applicant has a minimum of sixty (60) college credits or has three (3) years experience as a paid full-time law enforcement officer (civilian or military).
  - 3. Persons employed in the classifications subject to this ordinance shall meet the training standards set by the Department of Justice, Wisconsin Law Enforcement Standards Training Board as a Wisconsin Certified Law Enforcement officer within 12 months of employment.
  - 4. The applicant is at least eighteen (18) years of age.
  - 5. There is no specific measurement set for height and weight

relationships. They shall be in proportion and shall be considered by the medical examiners in determining the applicant's physical fitness for the position. In addition, all new hire Deputy Sheriff applicants shall be required to pass a physical agility test.

6. The applicant shall not have been convicted at any time or any place of a felony, unless the judgment or conviction has been reversed or a complete pardon has been granted.
  7. Visual acuity must be corrected to 20/20.
  8. The applicant must possess a valid Wisconsin driver's license at the time of appointment.
- C. Deputy Sheriff positions. Notice of the date, time and place for conducting written examinations and notice as to the open Deputy Sheriff positions, the necessary qualifications and where applications may be filed shall be published in the County's official newspaper. Such notice shall also be given to schools within this state which confer police science degrees as well as law enforcement websites designed for advertising openings/hiring processes for law enforcement personnel, such as the Department of Justice's WILENET website.
- D. Detective. At least fourteen (14) days prior to the commencement of the examination process, the Sheriff shall post a notice on the bulletin board, which notice shall identify the opening and classification, along with the salary range. Such notice shall contain the names of those persons within the Sheriff's Office eligible to write the examination. Eligible sworn staff intending to participate in the examination process shall so indicate in writing by placing their signatures next to their names on the eligibility list.
- E. Supervisory positions of Sergeant and Captain. At least fourteen (14) days prior to the commencement of the examination process, the Sheriff shall post a notice on the bulletin board, which notice shall identify the supervisory and/or administrative opening and classification, along with the salary range. Such notice shall contain the names of those persons within the Sheriff's Office eligible to write the examination. Eligible sworn staff intending to participate in the examination process shall so indicate in writing by placing their signatures next to their names on the eligibility list.
- F. Chief Deputy Position. In addition to meeting the posting requirements for other supervisory positions, at least thirty (30) days prior to the commencement of the examination process, the Sheriff shall publish a notice of the Chief Deputy vacancy containing the required qualifications for the position in the County's official newspaper, other state and regional newspapers, as well as law enforcement websites designed for advertising openings/hiring processes for law enforcement personnel.



- G. All candidates for full-time positions in the classifications of Chief Deputy, Captain, Sergeant, Detective, and Deputy Sheriff shall file a written application with the Jefferson County Human Resources Department upon forms designated. Vacancies in classifications other than those set forth hereinabove shall be filled pursuant to the Jefferson County Personnel Ordinance and shall not be covered by this ordinance.
- H. Jefferson County is an Equal Opportunity Employer. No person employed by the Jefferson County Sheriff's Office, nor any person seeking admission thereto, shall be discriminated against contrary to the provisions of Ch. 111, Wisconsin Statutes.

**SECTION 5. EXAMINATION.**

- A. The Commission shall conduct competitive written and oral examinations. The Commission shall establish passing grades for each phase of examination prior to each phase thereof.
- B. The first stage of the testing procedure will be a written examination, administered and proctored by the Commission or its designee. The test used shall be the current test certified for use by the Commission or its designee. The tests used must be validated and job-related.
- C. The Sheriff's Office shall, upon request of the Commission, conduct a background investigation to determine the character and reputation of applicants. This will be done by the Sheriff's Office Detective Bureau for new hire applicants.
- D. The Commission may refuse to examine a candidate or, after examination, to certify a candidate as eligible who (1) is found to lack any of the established requirements for the position for which that person has applied, or (2) has intentionally made a false statement in any material fact, or (3) is addicted to the habitual use of intoxicating beverages, narcotics or dangerous drugs, or (4) has ever been convicted of a felony without a full pardon, or (5) any other sufficient fact which, because of business necessity, would be a detriment to holding the position of Deputy Sheriff.
- E. The Commission shall establish a certified eligibility list of candidates who meet the prerequisites of the position, and who have scored a passing grade on the written and oral examinations. The Commission may invite representatives of other law enforcement agencies to participate in the oral interview process. Invitees' scores will be given to the Civil Service Commission for discussion and consideration in accordance with the Commission's rules. Invited law enforcement guests are neutral third parties chosen by their respective departments to participate in the process at the request of the Jefferson County Civil Service Commission. Invitees should be individuals that by rank or assignment have a level of expertise that is beneficial in the final scoring process.
- F. Placement on the certified eligibility list for initial appointment

shall be by overall score, weighing the scores on the written and oral examinations, 40 percent each, with the remaining 20 percent taken from the applicants file information. For promotional factor weights, see Section 6 (B)(1). Preference points shall be given to veterans of any wars of the United States as provided by sec. 63.08(1)(f) and 230.16 (7), Wisconsin Statutes.

- G. Every candidate on the eligibility list must, prior to appointment, submit to and pass a psychological, physical and drug test to be conducted by such physician or physicians as may be designated by the Commission. Such physician shall submit a statement that the applicant is of sound health and has the physical ability to perform the duties, with or without reasonable accommodation, of the position to which he seeks appointment. Cost of such examination shall be borne by Jefferson County. The Commission may also implement a physical agility test for prospective new hires.
- H. The Sheriff, in his or her discretion, may employ an assessment center process as an additional tool for evaluation of the top candidates for both new and promotional positions as certified by the Commission.

**SECTION 6. PROMOTIONS.** Promotions and divisional reassignment shall be made according to this ordinance:

- A. **Promotion Eligibility.** Those eligible for promotion shall be limited as follows:
  - 1. Chief Deputy. To take the examination for the position of Chief Deputy, the candidate must have not less than ten (10) years of service with a Sheriff's Office, and not less than five (5) years supervisory experience therein. The candidate must have a Bachelor's degree or the equivalency of 120 college credits. The Sheriff's Office shall, upon request of the Commission, conduct a background investigation to determine the character and reputation of applicants. By the direction and decision of the Sheriff, the background investigation will be completed by a representative of the Human Resources Department, an outside consultant, another law enforcement agency or a combination thereof.
  - 2. Captain. To take the examination for promotion to Captain, the candidate must have not less than seven (7) years of service with the Sheriff's Office and not less than three (3) years supervisory experience therein.
  - 3. Sergeant. To take the examination for promotion to Sergeant, a candidate must have not less than five (5) years of service with the Sheriff's Office.
  - 4. Detective. To take the examination for promotion to Detective, the candidate must have not less than three and one-half (3-1/2) years of service with the Sheriff's Office.

**B. Education – Experience Credit.**

1. An Associate's degree from an accredited college/university shall be deemed the equivalent of six (6) months of service.
2. A Bachelor's degree from an accredited college/university shall be deemed the equivalent of 18 months (1-1/2 years) of service.
3. These equivalents may be used for a successful promotion to a position enumerated in Section 6 (A)(1-4). Only one equivalent may be used on a one time basis only.

**C. Written Examinations.**

1. The process to consider a Sergeant for assignment to a different division or for the promotions to the positions of Chief Deputy, Captain, Sergeant and Detective will be scored as follows: The written test and the oral test shall be given thirty (30) percent weight each. Twenty (20) percent of the final grade shall be based on the job evaluations and other material contained within the employee's personnel file, and another twenty (20) percent of the final score shall be from the "Applicant Profile Questionnaire."
2. Written examinations for the position of Sergeant will be specific for the patrol, detective, support services, and jail divisions. If an individual already holding the rank of Sergeant desires to be eligible for a Sergeant's position in another division, that Sergeant must take the written examination for the Sergeant's vacancy in that division. The number of applicants advancing from the written test to the Civil Service Commission interview is unlimited, as long as a passing score has been received.
3. Written test scores will be valid for a period of 6 months. Test scores kept on file during this time period are division specific (patrol, detective, support services and jail). If a Sergeant's position becomes available in another division, an existing Sergeant must take the written test for that specific division.
4. Written test scores and the scored "Applicant Profile Questionnaire" will not be available to the Commission prior to oral interviews. The Commission shall notify applicants of their respective scores by mail.

**SECTION 7. APPOINTMENTS.**

- A. Whenever a vacancy is to be filled, the Sheriff shall make appointments to the position from the list of applicants who are certified as eligible by the Commission. The Commission shall certify to the Sheriff the names of all persons with the three highest scores on the eligibility list, from which the Sheriff shall make his selection. If more than one vacancy is to be filled, the Commission may certify the names of all persons at the next highest score if the Commission concludes that the three highest scores do not provide a sufficiently large field of eligible candidates.

- B. Appointments by the Sheriff shall be made within twenty (20) days after receipt of the certified list from the Commission.
- C. Deputy Sheriffs appointed according to the provisions of this ordinance shall hold office on good behavior and shall not be dismissed from such office or demoted or suspended except as provided in this ordinance.
- D. All full-time Deputy Sheriffs whose classifications are covered by this ordinance are granted civil service status which shall continue without further examination or appointment, except examination will be required when said Deputy Sheriff seeks a position which constitutes a promotion to a higher classification.
- E. The number of full-time Deputy Sheriffs in the classification covered by this ordinance shall be determined annually by the Jefferson County Board.
- F. Appointments made pursuant to this ordinance shall be probationary for a period of twelve (12) months and may be terminated by the Sheriff and the Commission acting jointly at any time during such probationary period.

**SECTION 8. DISCIPLINARY PROVISIONS.**

- A. Any member of the Jefferson County Sheriff's Office covered by this ordinance may be suspended, demoted or discharged in accordance with sec. 59.26(8)(b) Wisconsin Statutes.
- B. The grievance committee required by sec. 59.26(8)(b), Wis. Stats. shall consist of the members of the Human Resources Committee of the Jefferson County Board.

**SECTION 9. GENERAL PROVISIONS.**

- A. No person holding the position of Deputy Sheriff under this ordinance shall, during the hours when he is on duty, engage in any form of political activity calculated to favor or improve the chances of any political party or any person seeking or attempting to hold political office, nor shall he engage in or appear at any political activity, gathering or profit-making function while off duty and in uniform. This provision is not intended to abridge or interfere with the rights of deputies to engage in political activities during off duty hours, but rather is designed to avoid the appearance of the support of the Jefferson County Sheriff's Office for any political candidate, position or cause.
- B. In the event a Deputy Sheriff is elected Jefferson County Sheriff, his appointment as a Deputy Sheriff shall terminate upon his executing and filing the official bond and official oath as Sheriff, unless prior thereto, he requests in writing from the Commission a leave of absence during his term of office as Sheriff. If such leave of absence is granted, such deputy shall be reinstated in the classification of Deputy Sheriff upon his completion of his duties as Sheriff.
- C. Policies, rules, regulations and duties of the personnel in the Department shall be established by the Sheriff and incorporat-

ed in the Department's policy manual.

- D. The Sheriff shall prepare Department rules for the general administration and efficient operation of the Department. Such rules shall be known as the "Department Rules", and Deputy Sheriffs shall be required to conduct themselves in accordance with such rules. Failure so to do shall be cause for discipline.
- E. The rights of a Deputy Sheriff in military service of the United States government shall be governed by applicable federal and state laws.
- F. Pursuant to sec. 59.26(8)(d), Wisconsin Statutes, the County Board has the power to repeal this ordinance at any time by a vote of three-fourths of the members elect.

**SECTION 10. SEVERABILITY.** The provisions of this ordinance are severable and provisions or sections which may hereinafter be declared to be illegal or unconstitutional shall be declared repealed and the remainder shall not be affected thereby.

**SECTION 11.** All other ordinances in conflict with this ordinance are hereby repealed.

**SECTION 12.** The pay range previously applicable to the position of Lieutenant shall be applicable to the position of Captain.

**SECTION 13. EFFECTIVE DATE.** This ordinance shall be effective after passage and publication as provided by law.

**Mr. Braugler moved that Ordinance No. 2012-06 be adopted.** Seconded.

**Mr. Zentner moved to postpone Ordinance No. 2012-06 to the next County Board meeting.** Motion failed for lack of second.

**Ordinance No. 2012-06 was adopted:** Ayes 28, Noes 1 (Zentner), Absent 1 (Kuhlman).

**Mr. Braugler read Resolution No. 2012-20.**

WHEREAS, the County's goal is to attract and retain qualified workers by maintaining a competitive salary position with other comparable counties and private companies within the same geographic area, and

WHEREAS, a classification/compensation study will provide insight and recommendations as to whether the County's current compensation structure, policies and practices are effective or in need of adjustment in order to meet this goal, and

WHEREAS, the Human Resources Director prepared a Request for Proposal for a firm to review and recommend changes to the current classification system utilizing accepted practices in the management and design of compensation systems in accordance with federal and state laws, and

WHEREAS, the Human Resources Committee interviewed the following three (of eight) vendors who submitted proposals:

	<u>Base Cost</u>	<u>Additional Expenses</u> <u>(not required)</u>
Carlson Dettmann Consulting, LLC (Middleton, Wisconsin)	\$55,000	\$75/employee interview
Public Sector Personnel Consultants (Chicago, Illinois – Regional Office)	\$70,000	\$15,000 for development of job descriptions
The Waters Consulting Group, Inc. (Dallas, Texas)	\$74,900	\$24,000 for development of job descriptions

WHEREAS, the Human Resources Committee reviewed the proposals of the firms, including experience and qualifications; understanding of county-related issues and employee relations in Wisconsin; the firm's ability, commitment and accessibility to provide the services required; timeline for implementation and cost, and recommends contracting with the County's current vendor, Carlson Dettmann Consulting, LLC, who also understands the history of pay plan development in Jefferson County.

NOW, THEREFORE, BE IT RESOLVED that the Human Resources Director is authorized to enter into a contract with Carlson Dettmann Consulting, LLC for a county-wide classification and compensation study (excluding represented law enforcement) for \$55,000 and up to \$5,000 for possible additional expenses, not to exceed \$60,000.

BE IT FURTHER RESOLVED that \$60,000 be transferred from the General Fund A/C 100.354350 (Assigned – Comp study) to Human Resources A/C 41.521219 (Other Professional Services), and

BE IT FURTHER RESOLVED that the remaining \$10,000 within A/C 100.354350 (Assigned – Comp Study) be returned to the unassigned General Fund balance.

*Fiscal Note: Resolution 2011-95 assigned \$70,000 within the General Fund for the purpose of a county-wide employee classification and compensation study (excluding represented law enforcement). As a budget amendment, 20 affirmative votes are required for passage.*

**Mr. Braugler moved that Resolution No. 2012-20 be adopted.**  
Seconded.

Charles Carlson, President of Carlson Dettman Consulting, LLC, described the scope of the study.

**Resolution No. 2012-20 carried:** Ayes 27, Noes 2 (Rinard, Han-neman), Absent 1 (Kuhlman).

**Mr. Reese read Resolution No. 2012-21.**

WHEREAS, the surface of the south end of the Courthouse parking lot is also the roof over the underground parking area beneath it, and

WHEREAS, the surface has deteriorated to the point where water is capable of entering the structure, and

WHEREAS, engineering review of the existing structure produced the recommendation to remove the surface and replace the entire water barrier beneath it together with new concrete above, and

WHEREAS, bids were solicited for the project with the results as follows:

<u>Contractor</u>	<u>Base Bid</u>	<u>Alternate AB-01</u>
Maas Bros. Construction	\$250,100	\$27,162
Ram Construction Services	\$248,000	\$43,417
Tri-North Builders	\$221,000	\$29,000
Tarlton Corporation	\$269,280	\$54,455,

and

WHEREAS, the Infrastructure Committee recommends alternate AB-01 which is replacement of the sidewalk along the building which allows better access to and more complete replacement of the waterproof barrier underneath the parking lot for a low bid total of \$250,000 from Tri-North Builders, and

WHEREAS, various other alternates and unit prices have been obtained from the bidders, which may lead to additional replacement or repair when the underground components are available for inspection after removal of the slab, which additional costs may be as much as \$100,000 depending upon the level of deterioration discovered during the project,

NOW, THEREFORE, BE IT RESOLVED that the County Administrator is authorized to contract with Tri-North Builders for the base bid and alternate AB-01 for a total of \$250,000, recognizing that various change orders may be necessary when the condition of the sub-surface structure is exposed.

*Fiscal Note: The engineering for this project will cost approximately \$33,000. There is \$440,652 in the 2012 budget for this project. Even if all subsurface conditions require maximum repair, the budgeted funds should be adequate to pay for the project and engineering with some substantial savings available.*

**Mr. Reese moved that Resolution No. 2012-21 be adopted.**  
Seconded and carried: Ayes 28, Noes 0, Absent 2 (Kuhlman, Babcock).

Board recessed at 9:06 p.m.; resumed at 9:16 p.m.

**Mr. Reese presented Resolution No. 2012-22.**

WHEREAS, Resolution No. 2012-03 proposing various changes to the County Grounds Use and Weapon policies was referred to the Infrastructure Committee to address concerns arising in the normal course of business at Fair Park, and

WHEREAS, the Infrastructure Committee has reviewed those concerns and proposes adding III 4 below to address the Fair Park issue which would result in adding all of the changes from the original resolution and the above described new section for a recommended

amendment to the two policies as shown:

## JEFFERSON COUNTY WEAPON POLICY

### II. Definitions

- G. "Weapon" includes, without limitation, any firearm (including a handgun), air guns, an electric weapon (as defined in Section 941.295(1c)(a) Wisconsin Statutes), a knife, including a box cutter or other sharp object, ~~(except a pocket knife with a blade less than 2.5 inches)~~, a switchblade (as defined in Section 941.24(1) Wisconsin Statutes), a billy club, oleoresin capsicum (OC) spray devices (also known as pepper spray or pepper mace), metallic knuckles, nunchaku, shuriken, cestus, manrikigusari, ammunition, explosives, batons or similar wood, metal or rigid objects like sign standards, or any device designed or ~~used~~ capable of use as a weapon and capable of producing great bodily harm or death.

### III. Prohibitions

- C. No person may, while carrying or possessing a weapon, enter or remain in any part of a building that is owned, occupied, or controlled by the County.

This prohibition does not apply to:

1. Certified law enforcement officers, entitled to carry a weapon, while acting in their official capacity and with lawful authority.
2. A person who leases residential or business premises in the building.
3. A person *if* a firearm is in a vehicle driven or parked in the parking facility, or to any part of the building used as a parking facility.
4. A person using a knife or similar cutting implement in the normal course of business in a Fair Park structure outside of office areas.

## GROUNDS USE POLICY

(16) No signs, emblems, banners, pennants, etc. may be affixed to any building surfaces, steps, walls or light fixtures. Wood, metal or rigid objects used as sign standards will not be permitted inside the building, nor embedded in the ground.

NOW, THEREFORE, BE IT RESOLVED that the two previously adopted policies shall be and are hereby amended as set forth above.

*Fiscal Note: No fiscal impact.*

**Mr. Reese moved that Resolution No. 2012-22 be adopted.**  
Seconded.

**Mr. Schultz moved to strike paragraph (16) of the Grounds**



**Use Policy.** Seconded and carried: Ayes 25, Noes 4 (Buchanan, Reese, Schroeder, Christensen), Absent 1 (Kuhlman).

**Mr. Schroeder moved to refer Resolution No. 2012-22 back to committee.** Seconded and carried: Ayes 24, Noes 5 (Jones, Nass, Molinaro, Kutz, Schultz), Absent 1 (Kuhlman).

**Mr. Christensen read Resolution No. 2012-23.**

WHEREAS, the Jefferson County Land & Water Conservation Committee has oversight responsibility for the County Farm property, and

WHEREAS, the most recent consultant's report recommends locating a new Highway Department main facility on County Farm property near the new Jefferson Highway 26 south interchange for various reasons including the limited size of the current parcel on Puerner Street, and estimated remodeling costs that approach the price of a new structure, amongst others, and

WHEREAS, several nearby counties operate main highway facilities on parcels of comparable size as Jefferson County's (18-20 acres) including Walworth County, 20.5 acres; Washington County, 15 acres; Waukesha County, 17 acres; Dodge County, 21.8 acres; Dane County's Fitchburg facility, 10.8 acres; Rock County, 12 acres, (SEE Appendix B), and

WHEREAS, in 2010 and 2011, Dodge County remodeled its existing facility and added a 68,000 square foot vehicle storage building for \$6,077,000 (SEE Appendix A) (not including salt storage and fuel), and

WHEREAS, Dodge County maintains approximately 1,530 lane miles of state and county road with 80 employees; Jefferson County maintains 911 lane miles of state and county road with 54 employees as of December 31, 2011; and Rock County maintains 945 lane miles of state and county roads with 86 employees (Rock also plows 1,370 lane miles of town road), and

WHEREAS, various studies over the years have looked at different facets of the highway operation and facilities, but cost questions remain concerning location options, and

WHEREAS, earlier studies were based on different circumstances and examined questions related to but not duplicative of the current study; e.g., the OMNI study, 2000, dealt with a department that had 84 employees and significant amounts of highway construction equipment which it no longer owns; the Eclipse study in 2004 dealt with practices and determining the right number of employees, which led to reduction from the 84 employees at that time to the current department size, as well as elimination of additional equipment; the SEH study in 2008 had two options for remodeling, one of which was estimated to be \$8.9M which when analyzed in the context of the construction index used by Bray to show the decrease in construction costs from 2008 until today results in the cost today for that plan of about \$8M; the Barrientos study in 2011 indicates it is not looking

at remodeling as that had been analyzed by previous studies; and the two Bray studies which followed County Board resolutions, and

WHEREAS, the first Bray study, after Resolution 2011-40, which sought innovative ideas for reuse of the existing Puerner Street site and two other industrial sites in the City of Jefferson and did not mention the County Farm, nonetheless yielded a recommendation of moving the Highway Department to Site C on the County Farm; completion of the initial Bray study following Resolution 2011-80 seeking additional cost detail and Bray's work following Resolution 2011-84 which requests specifically obtaining the cost of repairing the roof of the current Highway Department and bringing it up to code with regard to HVAC, electrical service, etc., which information has not yet been provided other than an estimate provided for the roof during the May 30 joint Highway/Infrastructure Committee meeting when the consultant asked the Highway Commissioner how big the roof was after being asked for the cost of the roof repair, and

WHEREAS, Bray's estimate for Site "C" of \$14,485,844 appears to leave out several potentially significant costs, including fixing the tile which drains that area, supplying probably thousands of yards of engineered fill (SEE Bray's 1/24/2012 report at page 3.19 where it notes that soils on most of the site are wet); loss of rental income of at least \$10,000 per year, based on 40 acres; and rent for other acreages as may be used for service roads or any rent reduction based on degradation of additional farmland due to change in drainage; and

WHEREAS, the Bray estimate does not include any lost opportunity costs for use of 40 or more County Farm acres for Highway Department uses which would be at least \$1.1M based on a \$27,615 per acre value (Ehlers report), and which may grossly underestimate the value of said property as land north of Jefferson in Site A near the Highway 26 interchange is currently offered for sale at \$123,000 per acre which takes into account the value conferred by the proximity of the road rather than the raw land value initially paid by the Department of Transportation and used by Ehlers, and

WHEREAS, future trends in state and county budgets may lead to some privatization of some portions of the services currently provided by the Highway Department which would result in needing less space, and

WHEREAS, the Land & Water Conservation Committee recommends that the County's property currently identified as Site C remain in use as farmland at least until such time as the cost to repair the current facility is determined; analysis is made of comparable county facilities elsewhere and solutions for similar problems by parties such as Angus Young, engineers for the Dodge County project, for amounts substantially less than proposed by Jefferson County's consultants, and ultimately, retention of the farmland use until such time as the County has the opportunity to recognize the substantially greater value from sale and the benefits that would flow

from having taxable property at this site at some point in the future, and

WHEREAS, the Land & Water Conservation Committee opposes use of Site C for the Highway Department and recommends recycling of the existing site or another industrial site which does not impact productive farmland at this time,

NOW, THEREFORE, BE IT RESOLVED that Site C be removed from consideration for location of the Highway Department facility.

*Fiscal Note: There is likely a significant cost savings to using the Puerner Street option, which does not take current farmland out of production as well.*

(NOTE: Appendix A and B to Resolution No. 2012-23 are available at the County Clerk's office upon request.)

**Mr. Christensen moved that Resolution No. 2012-23 be adopted.** Seconded and failed: Ayes 11, Noes 18 (Jones, Tietz, Braughler, Buchanan, Morris, Reese, Torres, Morse, Rogers, Molinaro, Kutz, Hanneman, Schroeder, Mode, Poulson, Borland, Schultz, Babcock), Absent 1 (Kuhlman).

**Resolution No. 2012-19 was considered next.**

**Mr. Mode moved, with a second, to amend the last paragraph of Resolution No. 2012-19 as follows:**

NOW, THEREFORE, BE IT RESOLVED that County owned land is the approved location for a new Highway Department main facility, as recommended by the Highway and Infrastructure Committees.

**Mr. Mode moved to amend his amendment to Resolution No. 2012-19 to include Old Countryside Home.** Seconded and carried: Ayes 19, Noes 10 (Kelly, Buchanan, Counsell, Reese, Torres, Morse, Rogers, Molinaro, Schroeder, Zentner), Absent 1 (Kuhlman).

**Mr. Morris moved to amend the previous amendment as follows:**

NOW, THEREFORE, BE IT RESOLVED that Site C or Old Countryside Home be the approved location for a new Highway Department main facility, as recommended by the Highway and Infrastructure Committees.

**Mr. Morris' amendment was adopted:** Seconded and carried: Ayes 21, Noes 8 (Rinard, Counsell, Reese, Torres, Morse, Schroeder, Jaeckel, Zentner), Absent 1 (Kuhlman).

**Mr. Zentner moved to amend Resolution No. 2012-19 as follows:**

The site chosen will be submitted to public referendum of all county citizens at the earliest possible date. Said referendum shall state:

- (1) Do you support building on this chosen site?
- (2) Do you agree that the financial cost for construction will not exceed \$9M?

**Mr. Zentner's amendment to Resolution No. 2012-19 failed for lack of second.**

**Amended Resolution No. 2012-19 was adopted:** Ayes 21, Noes 8 (Kelly, David, Rinard, Torres, Schroeder, Kannard, Foelker, Zentner), Absent 1 (Kuhlman).

**Mr. Borland read Resolution No. 2012-24.**

WHEREAS, the Jefferson County Board has designated the Mason Farm log cabin located in Dorothy Carnes Park as a "historic structure", and

WHEREAS, approximately 70% of the original structure built in the 1850s has been preserved, and

WHEREAS, the Parks Department is seeking proposals for restoration of the cabin, and

WHEREAS, historically correct materials in the form of logs cut properly to match those used in the cabin have been offered to the County by Dan Jaeckel as a donation, and

WHEREAS, the estimated value of said logs is approximately \$10,000, and

WHEREAS, restoration of the cabin will be made much easier by use of the properly cut and jointed logs,

NOW, THEREFORE, BE IT RESOLVED that the Jefferson County Board does hereby accept Dan Jaeckel's offer to donate said logs to the County for use in the Mason Farm cabin restoration.

BE IT FURTHER RESOLVED that the Board thanks Mr. Jaeckel for his gracious offer.

*Fiscal Note: It is estimated that a significant savings will result from the use of these materials as recreating the style necessary to complete the cabin would be costly.*

**Mr. Borland moved that Resolution No. 2012-24 be adopted.** Seconded and carried.

**Mr. Borland read Resolution No. 2012-25.**

WHEREAS, the State project expanding Highway 26 to four lanes is ready for completion between Fort Atkinson and the Rock County line, and

WHEREAS, the State's plan requires obtaining certain real estate interests from Jefferson County as part of the project, and

WHEREAS, the interests are relocating small parts of the bike trail and title to the former wayside property located at Highway 26 and Vickerman Road, and

WHEREAS, appraisal of said property yields a value of \$35,700, and

WHEREAS, the State is willing, in return for county conveyance of the required property, to pave the bike trail from the Rock County line

north to meet the paved segment south of Fort Atkinson as part of the Highway 26 improvement project, which pavement value is estimated to be \$85,041, and

WHEREAS, the Parks Committee recommends accepting said offer,

NOW, THEREFORE, BE IT RESOLVED that the Jefferson County Clerk is authorized to execute the Agreement for Purchase and Sale of Real Estate and any other related documents to convey the real estate interests sought by the Department of Transportation for its Highway 26 project south of Fort Atkinson.

*Fiscal Note: State installation of the pavement generates about a \$50,000 savings to the County.*

**Mr. Borland moved that Resolution No. 2012-25 be adopted.**  
Seconded and carried: Ayes 27, Noes 1 (Zentner), Abstain 1 (Torres), Absent 1 (Kuhlman).

**Mr. Borland presented Resolution No. 2012-26.**

WHEREAS, drinking three to four 8 ounce glasses of milk each day is recommended for youth and adults, and

WHEREAS, there are 118 dairy farms and 14,600 dairy cows in Jefferson County, and

WHEREAS, dairy cows in Jefferson County produce over 300 million pounds of milk per year, and

WHEREAS, each dairy cow produces \$15,000 to \$17,000 of economic activity, and

WHEREAS, farm and rural families are an important part of the County's identity and culture, and

WHEREAS, agricultural enterprises are a focus area in the County's emerging economic vision, and

WHEREAS, the Extension Education Committee, at its June 11, 2012 meeting, approved a motion recommending the County Board of Supervisors adopt this resolution,

NOW, THEREFORE, BE IT RESOLVED that the Jefferson County Board of Supervisors hereby proclaims the month of June 2012 to be Dairy Month.

*Fiscal Note: Adoption of this resolution will not have any fiscal impact to the county budget.*

**Mr. Borland moved that Resolution No. 2012-26 be adopted.**  
Seconded and carried.

**Mr. Borland read Resolution No. 2012-27.**

WHEREAS, the state's first county extension agent was appointed in Oneida County on February 12, 1912, and 2012 marks the 100th anniversary of this unique educational partnership between Wisconsin counties, University of Wisconsin, and United States Department of Agriculture, and

WHEREAS, this partnership embodies the true meaning of the "Wisconsin Idea" whereby the resources and knowledge of the university are extended to the people of the state where they live and work, and

WHEREAS, the 100th anniversary celebrates the past, current and future contributions of Cooperative Extension state specialists and county agents to the growth and development of Jefferson County and the entire state, and

WHEREAS, Jefferson County and the UW-Extension have an established, strong partnership committed to helping our residents address needs in four program areas--family living; agriculture and natural resources; 4-H and youth development; and community, natural resource and economic development,

NOW, THEREFORE, BE IT RESOLVED by the Jefferson County Extension Education Committee and Jefferson County Board of Supervisors to commend UW-Extension, Cooperative Extension and UW-Extension's Jefferson County office for their partnership, which allows county residents to apply the knowledge of the University of Wisconsin in their lives, businesses, and communities.

*Fiscal Note: There is no fiscal impact.*

**Mr. Borland moved that Resolution No. 2012-27 be adopted.**  
Seconded and carried.

**County Administrator Petre read the following:**

TO THE JEFFERSON COUNTY BOARD OF SUPERVISORS:  
MEMBERS OF THE BOARD:

By virtue of the authority vested in me under Sections 59.18 of the Wisconsin Statutes, I do hereby request the County Board's confirmation of the following appointments:

- a. Janet Sayre-Hoeft, Johnson Creek, Wisconsin, to the Zoning Board of Adjustment for a three-year term ending July 2015.
- b. Paul Hynek, Cambridge, Wisconsin, to the Zoning Board of Adjustment as an alternate for a three-year term ending July 2015.

**Mr. Buchanan moved that the appointments be confirmed.**  
Seconded and carried.

- c. David Diestler, Janesville, Wisconsin, as Fair Park Director.

**Mr. Buchanan moved that the appointment be confirmed.**  
Seconded and carried.

Supplemental information presented at the June 12, 2012, Jefferson County Board meeting will be available at the County Clerk's office upon request.

**There being no further business, Mr. Buchanan moved that the Board adjourn.** Seconded and carried at 11:04 p.m.