

County Clerk's Office

December 17, 2013

The meeting of the Kewaunee County Board of Supervisors was called to order by Chairman Robert A. Weidner at 5:01 PM.

The Pledge of Allegiance was recited.

Roll Call: Supervisors Abrahamson, Barlow, Cravillion, Dax, Delebreaux, Garfinkel, Heidmann, Heuer, Hutter, Kirchman, Koenig, Mayer, Paplham, Reckelberg, Shillin, Sinkula, Swoboda, Wagner and Weidner (19) were present. Supervisor Paider was excused.

Supervisors Mayer moved and Heidmann seconded to approve the County Board amended agenda. Motion carried.

APPOINTMENT

Honorable Members of the Kewaunee County Board:

Pursuant to Section 18.5 of the Kewaunee County Ordinance No. 104-1-69 and Section 59.99(2) Wisconsin Statutes, I hereby make the following appointments to the Board of Adjustments for Shoreland and Flood Plain Zoning Ordinance:

Term January 1, 2014 – June 30, 2016

Eric Corroy
N8885 State Road 57
Luxemburg, WI 54217

Alternate

Gary Ledvina
N3725 Gasche Road
Luxemburg, WI 54217

Term January 1, 2014 – June 30, 2015

Alternate

Scott Neuberger
N7457 County Road C
Casco, WI 54205

Respectfully submitted,
Edward J. Dorner
Kewaunee County Administrator

APPOINTMENT

Honorable Members of the Kewaunee County Board:

Pursuant to Wisconsin Statutes 59.18(2)(c) and in accordance with Resolution No. 40-11-01 (adopted 11/27/01) and Wisconsin Statutes 46.82, I hereby make the following appointment to the Aging Services Advisory Committee subject to County Board approval:

Term January 1, 2014 – December 31, 2016

Helen Clinton
1301 Kilbourn Street
Kewaunee, WI 54216

Respectfully submitted,
Edward J. Dorner
Kewaunee County Administrator

APPOINTMENT

Honorable Members of the Kewaunee County Board:

Pursuant to Wisconsin Statutes 83.01(1)(c) I hereby appoint Dale Jandrain to the position of Kewaunee County Highway Commissioner subject to Board approval.

TERM JANUARY 1, 2014 TO FEBRUARY 28, 2014

APPOINTMENT

Honorable Members of the Kewaunee County Board:

Pursuant to the provisions of Wisconsin Statutes 43.17(1) I hereby make the following appointment to the Kewaunee County Library Board subject to County Board approval:

Term January 1, 2014 – December 31, 2016

Jan Tess
1409 Second Street
Kewaunee, WI 54216

Karen Trembl
1812 Woodhaven Court
Luxemburg, WI 54217

Respectfully submitted,
Edward J. Dorner
County Administrator

APPOINTMENT

Honorable Members of the Kewaunee County Board:

Pursuant to the provisions of Wisconsin Statute 43.11, I hereby make the following appointment to the Kewaunee County Library Planning Committee subject to County Board approval.

Term: January 1, 2014 – September 30, 2014

Gerald Abitz

Respectfully submitted,
Edward J. Dorner
County Administrator

APPOINTMENT

Honorable Members of the Kewaunee County Board:

Pursuant to Wisconsin Statutes 45.12 I hereby make the following appointment to the Veteran's Service Commission subject to County Board approval.

Term January 1, 2014 to December 31, 2016

Marvin Dequaine
E6145 County Road K
Algoma, WI 54201

Respectfully submitted,
Edward J. Dorner
County Administrator

APPOINTMENT

TO: Honorable Members of the Kewaunee County Board

Pursuant to Wisconsin Statutes 46.23(4)(b)(2) I hereby make the following citizen re-appointments to the Human Services Board effective January 1, 2014, subject to County Board approval.

Term Expires December 31, 2016

Mark Buchanan
1421 Ellis Street
Kewaunee, WI 54216

Shirley Kirchman
512 Mill Street
Algoma, WI 54201

Respectfully submitted,
Edward J. Dorner
County Administrator

Supervisors Koenig moved and Garfinkel seconded for confirmation of all of the above appointments.
Roll call vote: 19 ayes, 0 nays. Motion carried.

ANNUAL REPORT

Kewaunee County Register in Probate – Juliet Schleis
 Kewaunee County Promotion and Recreation – Matt Payette
 Kewaunee County Economic Development – Jennifer Brown

REPORT

Kewaunee County Administrator – Edward J. Dorner

Committee Reports:

- Highway/Solid Waste Committee - Supervisor Heidmann
- Personnel, Advisory & Legislative Committee – Supervisor Weidner
- Health, Vets and Child Support Committee – Shillin
- University Extension & Zoning Committee - Supervisor Mayer
- Land & Water Conservation Committee – Supervisor Paplham
- Law Enforcement & Emergency Management Committee – Supervisor Hutter
- Finance & Public Property Committee - Supervisor Wagner
- Human Services Committee – Supervisor Sinkula
- Promotion & Recreation Committee - Supervisor Barlow
- Bay-Lake Regional Planning – Supervisor Wagner
- Revolving Loan Fund Committee – None

Communications:

Resolutions - 4 from Outagamie County

Citizens Input:

None

Consideration of Bills for December:

Supervisors Barlow moved and Wagner seconded for approval of the bills. Motion carried.

The Board recessed at 6:03 PM and reconvened at 6:10 PM.

RESOLUTION NO.

SALARY SCHEDULE II

TO THE HONORABLE KEWAUNEE COUNTY BOARD OF SUPERVISORS:

WHEREAS, the Personnel, Advisory and Legislative Committee has considered and hereby recommends approving Salary Schedule II attached hereto.

NOW THEREFORE, BE IT RESOLVED by the Kewaunee County Board of Supervisors duly assembled this 17th day of December 2013, that the following salaries affecting appointive employees in the services of Kewaunee County shall be the annual amounts payable for the year commencing January 1, 2014, and such payments shall be made in accordance with the usual procedures; and that the revised Salary Schedule II attached hereto shall be the actual annual compensation effective as of January 1, 2014, and shall remain in effect until December 31, 2014, superseding such Salary Schedule II now in effect.

Respectfully submitted,

Personnel, Advisory and Legislative Committee

JAMES BARLOW, BRUCE HEIDMANN, CHARLES HUTTER, DAVID MAYER, BRIAN PAPLHAM, KAYE SHILLIN, LINDA SINKULA, CHARLES WAGNER, ROBERT WEIDNER

FISCAL IMPACT STATEMENT:
 Increases to wage totaling: \$21,442.00

CLASSIFICATIONS	1/1/2014
Executive Assistant- Administration	\$48,403
Highway Commissioner	\$71,854
Highway Patrol Superintendent	\$63,793
Highway Shop Superintendent	\$61,855
Highway Office Manager	\$47,733
Zoning Administrator	\$62,515
County Conservationist- Department Head	\$58,756
Conservationist/Soils Specialist	\$46,947
Conservationist/Water Quality Specialist	\$45,606
Veteran's Service Officer	\$51,065

Family Court Commissioner (part-time)	\$31,195
Corporation Counsel (part-time)	\$46,264
Confidential Secretary/Victim Witness Secretary	\$19.16/hour
Child Support Coordinator	\$49,082
Maintenance Manager	\$49,566
Emergency Management Director	\$49,857
Public Health Director	\$68,185
Bio-Terrorism Coordinator (part-time)	\$21.23/hour
County Physician (part-time)	\$4,000
Human Services Director	\$80,000
Children and Families Manager	\$64,150
Developmental Disabilities Coordinator/Counselor	\$64,150
Mental Health Coordinator/Counselor	\$64,150
Behavioral Health Services Manager	\$64,150
Long Term Support Manager	\$64,150
Crisis Care/Medical Coordinator	\$56,244
Chief Deputy	\$68,815
Lieutenant	\$65,755
Head Cook	\$14.78/hour
Jail Cook	\$14.23/hour
I.S. Director/Technician	\$75,759
Promotions & Recreation Director	\$59,869
Register in Probate	\$46,163
Land Information Director	\$60,000

Supervisors Koenig moved and Hutter seconded for adoption. Supervisor Heuer moved and Delebreaux seconded to table the resolution until January. Roll call vote: 10 ayes (Cravillion, Dax, Delebreaux, Garfinkel, Heuer, Koenig, Kirchman, Reckelberg, Shillin, Sinkula), 9 nays (Abrahamson, Barlow, Heidmann, Hutter, Mayer, Papham, Swoboda, Wagner, Weidner). Resolution was tabled until January.

RESOLUTION NO. 36-12-13

ADMINISTRATOR SCHEDULE

TO THE HONORABLE KEWAUNEE COUNTY BOARD OF SUPERVISORS:

WHEREAS, the Personnel, Advisory and Legislative Committee has considered and hereby recommends renewing the existing Administrator’s Schedule without change for 2014.

NOW THEREFORE, BE IT RESOLVED by the Kewaunee County Board of Supervisors duly assembled this 17th day of December 2013, that the existing Administrator Schedule is renewed without change effective as of January 1, 2014, and shall remain in effect until December 31, 2014.

<p>FISCAL IMPACT STATEMENT: Current salary \$90,111.00</p>
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Respectfully submitted,
 Personnel, Advisory and Legislative Committee
 JAMES BARLOW, BRUCE HEIDMANN, CHARLES HUTTER, DAVID MAYER, BRIAN PAPHAM, KAYE SHILLIN, LINDA SINKULA,
 CHARLES WAGNER, ROBERT WEIDNER

Supervisors Heidmann moved and Heuer seconded for adoption. Roll call vote: 19 ayes, 0 nays. Motion carried.

RESOLUTION NO. 37-12-13

CITY OF ALGOMA POLICE DEPARTMENT MANAGEMENT STIPEND

TO THE HONORABLE KEWAUNEE COUNTY BOARD OF SUPERVISORS:

WHEREAS, the Personnel, Advisory and Legislative Committee considered and hereby recommends approving a \$1,500 annual stipend to each of the Chief Deputy, Jail Lieutenant and Patrol Lieutenant to be administered as follows:

1. The stipend will commence January 1, 2014 and will be divided into 26 equal payments to coincide with payroll; and
2. The stipend will cease immediately upon the termination of the City of Algoma Police Management Contract.

NOW THEREFORE, BE IT RESOLVED by the Kewaunee County Board of Supervisors duly assembled this 17th day of December 2013, that the police management stipend is approved as recommended by the Personnel, Advisory and Legislative Committee.

FISCAL IMPACT STATEMENT: \$4,500 per year
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Respectfully submitted,
 Personnel, Advisory and Legislative Committee
 JAMES BARLOW, BRUCE HEIDMANN, CHARLES HUTTER, DAVID MAYER, BRIAN PAPHAM, KAYE SHILLIN, LINDA SINKULA, CHARLES WAGNER, ROBERT WEIDNER

Supervisors Koenig moved and Wagner seconded for adoption. Roll call vote: 13 ayes (Abrahamson, Barlow, Dax, Garfinkel, Heidmann, Hutter, Koenig, Mayer, Papham, Reckelberg, Swoboda, Wagner and Weidner), 6 nays (Cravillion, Delebreaux, Heuer, Kirchman, Shillin and Sinkula). Motion carried.

RESOLUTION NO. 38-12-13

A RESOLUTION APPROVING THE KEWAUNEE COUNTY SHORELAND ZONING AND SANITARY FEE SCHEDULE

TO THE HONORABLE KEWAUNEE COUNTY BOARD OF SUPERVISORS:

WHEREAS, periodically county fee schedules are reviewed and updated; and

WHEREAS, the Zoning Committee has reviewed the zoning fee schedule and made comparisons with fee schedules of neighboring counties and has made several adjustments.

NOW THEREFORE, BE IT RESOLVED, by the Kewaunee County Board of Supervisors duly assembled this 17th day of December 2013 that a new fee schedule be established; and

BE IT FURTHER RESOLVED, the new fee schedule shall be as follows and shall be effective January 1, 2014.

	<u>Existing Fee</u>	<u>New Fee</u>
Sanitary Permits		
Conventional Systems/Holding Tanks	\$375.00	\$400.00
Mound Systems/At-Grade Systems	475.00	500.00
In-Ground Pressure Systems	475.00	475.00
New Technology Systems (Sand Filters, Aerobic Units, etc.)	600.00	600.00
Replacement of Septic Tank/Pump Chamber (only)	250.00	250.00
Installation of Aerobic Unit for System Rehabilitation	200.00	200.00
Reconnection Permit	150.00	150.00
Repair of System Permit	150.00	150.00
Plan Approval for Holding Tank(s) (1-2 Family Dwellings, Small Commercial Business)	100.00	100.00
Soil Evaluation Report Review Fee	25.00	25.00
Septic System Evaluations	150.00	150.00
Reinspection Fee	100.00	100.00
Transfer Sanitary Permit	75.00	75.00
Renewal Sanitary Permit	75.00	75.00
Wisconsin Fund Grant Program Application	100.00	100.00
POWTS Annual Maintenance Fee (Placed on Tax Assessment)	5.00	5.00
Zoning/Building Permits		
Footprint of Structure/Use ≤100 Square Feet	\$50.00	\$50.00
Footprint of Structure/Use 101 – 500 Square Feet	75.00	75.00
Footprint of Structure/Use 501 – 1,000 Square Feet	150.00	150.00
Footprint of Structure/Use 1,001 – 2,000 Square Feet	200.00	200.00
Footprint of Structure/Use 2,001 – 5,000 Square Feet	275.00	400.00
Footprint of Structure/Use >5,001 Square Feet	500.00	500.00
Commercial/Industrial (New)	500.00	500.00
Commercial/Industrial (Additions)	250.00	250.00
Nuclear Dry Storage Structures (Stand Alone or Attached)	0.00	3,000.00

<u>Land-Use Permits</u>		
1,000 – 5,000 Square Feet	\$50.00	\$50.00
5,001 – 20,000 Square Feet	100.00	100.00
>20,000 Square Feet	300.00	300.00

Note: If any project commences prior to the issuance of an appropriate permit or public hearing approval, all required fees shall double or the applicant will incur an additional charge equal to 3 percent of the project cost, whichever is greater.

<u>Miscellaneous</u>		
Special Exception Hearing	\$550.00	\$550.00
Variance Hearing	550.00	550.00
Zoning Amendment Changes	400.00	400.00
Subdivision Plat Review	100.00	100.00
Water Sample Taken by County	35.00	35.00
Topographic Maps	3.00	3.00
Kewaunee County Ordinances —Floodplain, Sanitary or Shoreland	5.00	5.00

Respectfully submitted,
 Zoning Committee
 DONALD DELEBREAU, BOB GARFINKEL, DAVID MAYER, RONALD PAIDER

Supervisors Mayer moved and Delebreaux seconded for adoption. Roll call vote: 19 ayes, 0 nays. Motion carried.

RESOLUTION NO. 39-12-13

**A RESOLUTION APPROVING PERSONNEL POLICIES
 HIGHWAY COMPENSATION**

TO THE HONORABLE KEWAUNEE COUNTY BOARD OF SUPERVISORS:

WHEREAS, the Personnel, Advisory and Legislative Committee considered and hereby recommends approval of the following Personnel Policies:

HIGHWAY EMPLOYEE COMPENSATION POLICY

Highway workers will receive the base highway worker rate for all work performed for the Kewaunee County Highway Department except when operating heavy equipment, performing a skill position or serving as a lead worker. Employees simultaneously serving as lead worker and performing general, heavy equipment or skilled duties will receive the lead worker rate.

Highway workers will receive the heavy equipment rate for the time spent operating the following equipment:

1. All off-road machines that are over 150-horse power, excluding stationary machines such as the wood chipper, generators, etc. and excluding tractors.
2. All sanders/ Truck mounted snow blower/ wing operator
3. Backhoe
4. Fuel truck driver
5. Oil Distributor
6. Skid steer with planer attachment
7. Motor compactor/sheep foot
8. Loaders
9. Tractor and lowboy
10. All graders
11. Track dozer

Highway workers will receive the heavy equipment rate for the time spent performing the following skill positions:

1. General mechanic
2. Hot mix plant operator
3. Centerliner support (one)
4. Stock room clerk
5. Fuel plant specialist
6. Roller
7. Metal fabricator/welder

Kewaunee County may designate one lead worker at a time for each of the five categories when projects require substantial pre-planning and direct supervision of several employees. Highway workers will receive the lead worker rate for the time spent serving as a lead worker. Projects eligible for lead worker consideration are the following:

1. Construction
2. Paving/Chip sealing/hot mix/crackfilling
3. Shop supervision
4. Utility, bridge work, small construction projects
5. Sign maintenance/Centerliner

Highway workers will receive the lead worker rate for the time spent performing work as a licensed bridge inspector. Kewaunee County will compensate not more than two licensed bridge inspectors the lead worker rate per inspection.

Certified mechanics employed by the Kewaunee County Highway Department will receive the lead worker rate.

HIGHWAY DEPARTMENT PAID TIME OFF RATE

All highway workers will receive paid time off pay based up a blended rate of actual work activity performed in the previous 12 months. Kewaunee County will calculate the paid time off rate for each employee on his or her anniversary date and will use the paid time off rate for the next 12 months to compensate employees on paid holidays, vacation, sick leave, and funeral leave. The paid time off rate for new hires will be the highway worker base rate for the first 12 months of employment. Employees will continue to use their 2013 paid time off rate for 2014 until the employee’s next anniversary date.

NOW, THEREFORE, BE IT RESOLVED, by the Kewaunee County Board of Supervisors duly assembled this 17th day of December 2013, that the Board approves and adopts the proposed Personnel Policies.

Respectfully submitted,
 Personnel, Advisory and Legislative Committee
 JAMES BARLOW, BRUCE HEIDMANN, CHARLES HUTTER, DAVID MAYER, BRIAN PAPLHAM, KAYE SHILLIN, LINDA SINKULA, CHARLES WAGNER, ROBERT WEIDNER

Supervisors Heidmann moved and Heuer seconded for adoption. Roll call vote: 19 ayes, 0 nays. Motion carried.

RESOLUTION NO. 40-12-13

A RESOLUTION APPROVING THE COLLECTIVE BARGAINING AGREEMENT WITH THE GENERAL TEAMSTERS LOCAL 662 – JAIL EMPLOYEES

TO THE HONORABLE KEWAUNEE COUNTY BOARD OF SUPERVISORS:

WHEREAS, negotiations have been conducted between the Personnel, Advisory, and Legislative Committee of the Kewaunee County Board and the Bargaining Committee of the General Teamsters Local 662, on behalf of the Jail Employees of Kewaunee County; and

WHEREAS, a summary of the successor agreement reached between the above-mentioned parties is attached hereto and incorporated herein by reference as if fully set forth herein; and

WHEREAS, the membership of the Local 662 has ratified the proposal for a successor agreement with Kewaunee County.

NOW, THEREFORE, BE IT RESOLVED, that the Kewaunee County Board of Supervisors, duly assembled this 17th day of December 2013, hereby approves and ratifies the 2013 Collective Bargaining Agreement between Kewaunee County and the General Teamsters Local 662 – Jail Employees.

FISCAL IMPACT STATEMENT: 0.00% Wage increase 2013
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Respectfully submitted,
 Personnel, Advisory and Legislative Committee
 JAMES BARLOW, BRUCE HEIDMANN, CHARLES HUTTER, DAVID MAYER, BRIAN PAPLHAM, KAYE SHILLIN, LINDA SINKULA, CHARLES WAGNER, ROBERT WEIDNER

**COLLECTIVE BARGAINING AGREEMENT
 JAIL EMPLOYEES**

THIS AGREEMENT, made and entered into at Kewaunee, Wisconsin, by and between the Kewaunee County Board of Supervisors, party of the first part, hereinafter referred to as the "Board" and/or the "County", and GENERAL TEAMSTERS LOCAL 662, affiliated with the INTERNATIONAL BROTHERHOOD OF TEAMSTERS, party of the second part, hereinafter referred to as the "Union".

1. **Recognition.** County recognizes the Union as the exclusive bargaining agent of all general municipal employees employed by the Kewaunee County Sheriff’s Department, excluding elected officials, supervisory, managerial, confidential, secretarial-clerical employees, and excluding jail cooks and matrons, in regard to base wage.

2. **Term.** This agreement is effective retroactive to January 1, 2013 and remains in effect to and including December 31, 2013.

3. **Wages.** Total base wages paid to employees shall remain unchanged for calendar year 2013. County will adhere to the pay schedule attached hereto for calendar year 2013.

4. **Complete Agreement.** This document contains all the terms of agreement between the parties hereto:

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals, by their duly authorized representatives this _____ day of November 2013.

Kewaunee County

General Teamsters Local 662
International Brotherhood of
Teamsters

Robert Weidner, Chairman

Edward J. Dorner, Administrator

	Effective Date	%	Date of Employment	Next Calendar Year	2 nd Calendar Year	3 rd Calendar Year
Hourly Rate	1/1/2013		25.51	26.03	26.63	27.17
Bi-weekly Rate	1/1/2013		1908.69	1949.90	1991.07	2034.74

Date	Sergeants receive \$1.50 above top hourly rate	Sergeants Bi-weekly rate
1/1/2013	28.67	2181.35

Supervisors Swoboda moved and Mayer seconded for adoption. Roll call vote: 19 ayes, 0 nays. Motion carried.

RESOLUTION NO. 41-12-13

CELEBRATING THE LIFE AND HONORING THE MEMORY OF SARA MALAY

TO THE HONORABLE KEWAUNEE COUNTY BOARD OF SUPERVISORS:

WHEREAS, on October 7, 2013, Kewaunee County lost a dear friend and valued employee in the passing of Sara Malay; and

WHEREAS, the Kewaunee County Board of Supervisors wishes to recognize and honor Sara's life and her legacy of public service; and

WHEREAS, Sara was a valued worker for 19 years with Kewaunee County with her most recent role as the Director of Aging Resources; and

WHEREAS, our friend and colleague Sara was instrumental in developing many programs and services throughout the community and is remembered for her hard work and leadership; and

WHEREAS, throughout her years of service, Sara was well respected and admired for her contributions to the citizens of Kewaunee County.

NOW, THEREFORE, BE IT RESOLVED, that the Kewaunee County Board of Supervisors, duly assembled this 17th day of December 2013, herewith makes public its recognition of Sara Malay's dedicated service to the citizens of Kewaunee County and expresses its heartfelt sympathy to all members of the Sara Malay family; and

BE IT FURTHER RESOLVED, that the Clerk forward a copy of this Resolution to members of the Sara Malay family.

Respectfully submitted,

Kewaunee County Board of Supervisors

SUPERVISORS ABRAHAMSON, BARLOW, CRAVILLION, DAX, DELEBREAU, GARFINKEL, HEIDMANN, HEUER, HUTTER, KIRCHMAN, KOENIG, MAYER, PAIDER, PAPHAM, RECKELBERG, SHILLIN, SINKULA, SWOBODA, WAGNER AND WEIDNER

Supervisors Sinkula moved and Abrahamson seconded for adoption.

Supervisor Barlow made a request for a unanimous consent. Request was approved.

RESOLUTION NO. 42-12-13

A RESOLUTION APPROVING THE COLLECTIVE BARGAINING AGREEMENT WITH KEWAUNEE COUNTY HIGHWAY DEPARTMENT EMPLOYEES, LOCAL 1470, AFSCME, AFL-CIO

TO THE HONORABLE KEWAUNEE COUNTY BOARD OF SUPERVISORS:

WHEREAS, negotiations have been conducted between the Bargaining Subcommittee of the Personnel, Advisory, and Legislative Committee of the Kewaunee County Board and the Bargaining Committee of Local 1470, AFSCME, AFL-CIO, on behalf of the highway department employees of Kewaunee County; and

WHEREAS, a summary of the successor agreement reached between the above-mentioned parties is attached hereto and incorporated herein by reference as if fully set forth herein; and

WHEREAS, the membership of the Local 1470 has ratified the proposal for a successor agreement with Kewaunee County.

NOW, THEREFORE, BE IT RESOLVED, that the Kewaunee County Board of Supervisors, duly assembled this 17th day of December 2013, hereby approves and ratifies the 2014 Collective Bargaining Agreement between Kewaunee County and Local 1470.

FISCAL IMPACT STATEMENT: Base pay remains unchanged for 2014. The new Highway Compensation Policy may slightly decrease or slightly increase actual compensation for individual highway workers depending on duties performed.

Respectfully submitted, Personnel, Advisory & Legislative Committee

JAMES BARLOW, BRUCE HEIDMANN, CHARLES HUTTER, DAVID MAYER, BRIAN PAPHAM, KAYE SHILLIN, LINDA SINKULA, CHARLES WAGNER, ROBERT WEIDNER

COLLECTIVE BARGAINING AGREEMENT HIGHWAY EMPLOYEES

THIS AGREEMENT made and entered into at Kewaunee, Wisconsin, by and between the Kewaunee County Board of Supervisors, hereinafter referred to as "County", and the Kewaunee County Highway Department Employees Union, Local #1470 of the Wisconsin Council of County and Municipal Employees #40, AFSCME, AFL-CIO hereinafter referred to as the "Union".

- 1. Recognition. County recognizes the Union as the exclusive bargaining representative of the County Highway Department members receiving compensation based on hourly rates, and solid waste landfill employees, exclusive of administrative, executive, salaried supervisory and salaried office personnel, on questions of base wage.
2. Term. This agreement is effective retroactive to January 1, 2014 and remains in effect to and including December 31, 2014.
3. Wages. County will adhere to the pay schedule attached hereto for calendar year 2014.
4. Complete Agreement. This document contains all the terms of agreement between the parties hereto:

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals, by their duly authorized representatives this ___ day of December 2013.

Kewaunee County

Kewaunee County Highway Employees Local 1470, Wisconsin Council of County and Municipal Employees #40 AFSCME, AFL-CIO

Robert Weidner, Chairman

President

Edward J. Dorner, Administrator

Secretary

District Representative

Temporary Help	11.60
Highway Worker Parks Caretaker	22.91
Mechanic Heavy Equipment Rate	23.85
Lead Mechanic Lead Worker Rate Bridge Inspector Rate	24.72

Landfill	
Assistant Solid Waste Manager	23.85
Solid Waste Manager	24.72

Supervisors Sinkula moved and Reckelberg seconded for adoption. Roll call vote: 19 ayes, 0 nays. Motion carried.

Supervisors Mayer moved and Heidmann seconded that the March County Board Meeting will be held on March 18, 2014 at 6:00 p.m. Motion carried.

Supervisors Mayer moved and Sinkula seconded to adjourn. Motion carried.

Board adjourned at 6:37 PM.

Robert A. Weidner, Kewaunee County Board Chairman

Jamie Annoye, Kewaunee County Clerk

CERTIFICATION
STATE OF WISCONSIN:

SS

COUNTY OF KEWAUNEE:

I, Jamie Annoye, County Clerk in and for Kewaunee County, Wisconsin do hereby certify that the following is a true and correct copy of the minutes of the meeting of the Kewaunee County Board of Supervisors held in regular Board Chambers at the Administration Center in Kewaunee on December 17, 2013.

Jamie Annoye, Kewaunee County Clerk