



AGENDA
EXECUTIVE COMMITTEE
REGULAR MEETING
MONDAY, NOVEMBER 1, 2021 – 6:15 PM
ADMINISTRATION CENTER - AUDITORIUM
121 W MAIN STREET, PORT WASHINGTON, WI 53074

The public can access the meeting by viewing the live stream at the link which will be opened five minutes before the call to order:

[Executive Committee Live Stream](#)

The public can submit comments here: [Public Comment Form](#)
[Public Comment Policy](#) & [Instructions For Submitting Public Comments Online](#)

1. CALL TO ORDER

Roll Call

2. PROPER NOTICE

3. PUBLIC COMMENTS, CORRESPONDENCE, COMMUNICATIONS

4. APPROVAL OF MINUTES

a. October 4 & 6 2021

5. ACTION ITEMS

- a. RES.21-40: Salaries of County Supervisors 2022-2024
- b. RES.21-42: Amending Chapter 3.01 of the Ozaukee County Policy and Procedure Manual - Personnel Changes Approved in the 2022 Adopted Budget
- c. RES.21-43: Amending Chapter 3.02 of the Ozaukee County Policy and Procedure Manual - 2022 Budget Wage Increases
- d. RES.21-41: 2022 Budget
- e. RES.21-44: 2022 County Tax Levy and Rate
- f. ORD.21-7: Final Supervisory District Plan

6. DISCUSSION ITEMS

a. Schedule of County Board Meetings

7. COUNTY ADMINISTRATOR'S REPORT

- a. Clay Bluffs Cedar Gorge
- b. Health Officer Recruitment
- c. Lasata Recruitment and Retention

8. COMMITTEE REPORTS

9. NEXT MEETING DATE

November 29, 2021

10. ADJOURNMENT

A quorum of members of committees or the full County Board of Ozaukee County may be in attendance at this meeting for purposes related to committee or board duties, however, no formal action will be taken by these committees or the board at this meeting.

Persons with disabilities requiring accommodations for attendance at this meeting should contact the County Clerk's Office at 262-284-8110, twenty-four (24) hours in advance of the meeting.

Executive Committee**AGENDA INFORMATION SHEET**

AGENDA DATE:	November 1, 2021
DEPARTMENT:	County Clerk
DIRECTOR:	Julie Winkelhorst
PREPARER:	Julie Winkelhorst

Agenda Summary October 4 & 6 2021October 4, 2021[<https://www.co.ozaukee.wi.us/AgendaCenter/ViewFile/Minutes/_10042021-2977>](https://www.co.ozaukee.wi.us/AgendaCenter/ViewFile/Minutes/_10042021-2977)October 6, 2021[<https://www.co.ozaukee.wi.us/AgendaCenter/ViewFile/Minutes/_10062021-2979>](https://www.co.ozaukee.wi.us/AgendaCenter/ViewFile/Minutes/_10062021-2979)

RESOLUTION NO. 21-40

SALARIES OF COUNTY SUPERVISORS 2022-2024

WHEREAS, Section 59.10(3)(f) of the Wisconsin Statutes states that a county board may, at its annual meeting, by a two-thirds vote of all the members, fix the compensation of the board members to be next elected and may also provide additional compensation for the chairperson.

WHEREAS, Section 59.10(3)(i) of the Wisconsin Statutes states that a county board may, at its annual meeting, by a two-thirds vote of all the members, fix the compensation of the board members to be next elected at an annual salary for all their services for the county including all committee services, except the per diem allowance for services in acquiring highway rights-of-way, and in like manner allow additional salary for the members of the highway committee and for the chairperson of the board.

NOW, THEREFORE, BE IT RESOLVED, by the Ozaukee County Board of Supervisors with a new term of office for County Supervisor beginning on April 19, 2022, the salary of each Supervisor, except the County Board Chairperson, shall be set at \$5,460.00 per year in monthly installments of \$455.00 and effective April 18, 2023, the salary shall be set at \$5,460.00 per year in monthly installments of \$455.00; and

FURTHER RESOLVED, the salary of the County Board Chairperson is established at a rate of three times the annual salary of a Supervisor beginning on April 19, 2022, the salary of the County Board Chairperson, shall be set at \$16,380.00 per year in monthly installments of \$1,365.00, and effective April 18, 2023, the salary shall be set at \$16,380.00 per year in monthly installments of \$1,365.00; and

FURTHER RESOLVED, that any Supervisor, including the Chairperson, may reject any or all of his or her salary by giving proper written notice to the County Clerk.

NOW, THEREFORE, BE IT RESOLVED, by the Ozaukee County Board of Supervisors, that the above salaries be approved for the 2022-2024 term of office.

Dated at Port Washington, Wisconsin, this 3rd day of November 2021.

SUMMARY: Resolution establishing County Board Salaries for the 2022-2024 term.

VOTE REQUIRED: Two-Thirds of Members Elect

EXECUTIVE COMMITTEE

Executive Committee
AGENDA INFORMATION SHEET

AGENDA DATE:	November 1, 2021
DEPARTMENT:	Administrator
DIRECTOR:	Jason Dzwinel
PREPARER:	Jason Dzwinel

Agenda Summary Salaries of County Supervisors 2022-2024

ANALYSIS: The Executive Committee recommends an increase in wages for 2022-2024 to \$5,460.00 annually for County Board Supervisors and \$16,380.00 for the County Board Chairperson assumed in the 2022 Executive Committee Recommended Budget. Section 59.10 (3)(f) of the Wisconsin Statutes states that a county board may, at its annual meeting, by a two-thirds vote of all the members, fix the compensation of the board members to be next elected and may also provide additional compensation for the chairperson.

FISCAL IMPACT: \$8,679 per each year of the term.

FUNDING SOURCE:

County Levy: \$8,679 per each year of the term.

RECOMMENDED MOTION: Approve the 2022-2024 County Board Salaries as recommended by the Executive Committee.

EXECUTIVE COMMITTEE

RESOLUTION NO. 21-42

AMENDING CHAPTER 3.01 OF THE OZAUKEE COUNTY POLICY AND PROCEDURE
MANUAL - PERSONNEL CHANGES APPROVED IN THE 2022 ADOPTED BUDGET

RESOLVED, by the Ozaukee County Board of Supervisors, that Section 3.01 of the Ozaukee County Policy and Procedure Manual be amended to read:

3.01	POSITIONS AND PAY GRADES				
	POSITION	GRADE	UNION	HOURS	#
1	<u>DEPARTMENT OF ADMINISTRATION</u>				
	FINANCE DEPARTMENT				
	Highway Account Clerk II	6	OPEIU	40	1
	HUMAN RESOURCES DEPARTMENT				
	Benefits Manager	109 107	NON REP	40	1
	Human Resource Generalist <u>Human Resources Business Partner</u>	105 107	NON REP	40	1
5	<u>COUNTY TREASURER</u>				
	Assistant Manager/Accountant <u>Assistant Real Property Lister/Account Clerk</u>	104	NON REP	40	1
	Account Clerk II	6	OPEIU	30	1
	<u>Accounting Intern</u>	<u>SPECIAL</u>	<u>TEMP</u>	<u>AS FUNDED</u>	
6	<u>HUMAN SERVICES</u>				
	<u>Economic Support Lead*</u>	<u>9</u>	<u>OPEIU</u>	<u>40</u>	<u>1</u>
	<u>Compliance and Communication Officer*</u>	<u>10</u>	<u>OPEIU</u>	<u>40</u>	<u>1</u>
	<u>Behavioral Health Supervisor*</u>	<u>110</u>	<u>NON REP</u>	<u>40</u>	<u>1</u>
	Lead Children & Families Social Worker II <u>Children & Families IA Supervisor</u>	11 110	OPEIU <u>NON REP</u>	40	1
	Economic Support Supervisor	10 108	OPEIU <u>NON REP</u>	40	1
	AGING & DISABILITY RESOURCE CENTER				
	ADRC Director <u>Aging & Disability Services</u>	112	NON	40	1

	<u>Manager</u>		REP		
	Aging Services Manager <u>Aging Services Supervisor</u>	108	NON REP	40	1
	Dementia Care Specialist***	9	OPEIU	40	1
	* Revenue Supported				
	***Revenue supported position, position shall be eliminated upon termination of grant funding				
	<u>LASATA CAMPUS</u>				
8	<u>LASATA CARE CENTER</u>				
	Administrative Services Coordinator <u>Human Resources Coordinator</u>	104 <u>105</u>	NON REP	40	1
	Cook	3 <u>4</u>	LAW	40	2.6 FTE
	Social Service Aide	101	NON REP	28	1
	Human Resources Senior Generalist	109	SALARY	40	1
	Dietary Aide	2 <u>3</u>	LAW	40	11.0 FTE
	<u>LASATA HEIGHTS</u>				
	Dietary Cooks (from Lasata)	3 <u>4</u>	LAW	40	0.5 FTE
	Dietary Aides (from Lasata)	2 <u>3</u>	LAW	40	0.5 FTE
	<u>LASATA CROSSINGS</u>				
	<u>RCAC Program Coordinator</u>	<u>104</u>	<u>NON REP</u>	<u>40</u>	<u>1</u>
	Cook	3 <u>5</u>	<u>LAW</u>	40	2.0 FTE
10	<u>LAND & WATER MANAGEMENT</u>				
	<u>Conservation Planner - Soil Health Specialist</u>	<u>10</u>	<u>OPEIU</u>	<u>40</u>	<u>1</u>
	Office Services Specialist <u>Technical Support Specialist</u>	7 <u>9</u>	OPEIU	40	1
11	<u>PLANNING & PARKS</u>				
	Caretaker Waubedonia Park (special)	SPECIAL <u>106</u>	NON REP	AS FUNDED <u>40</u>	<u>1</u>

16	<u>DISTRICT ATTORNEY</u>				
	Paralegal	8	OPEIU	18.75 <u>40</u>	1
	Victim/Witness Specialist	8	OPEIU	18.75 <u>24</u>	1
17	<u>SHERIFF</u>				
	Dispatcher*	8	OPEIU	40	18 <u>20</u>
18	<u>PUBLIC WORKS</u>				
	FACILITIES-JUSTICE CENTER				
	<u>Maintenance Assistant - Fairgrounds</u>	<u>7</u>	<u>OPEIU</u>	<u>40</u>	<u>1</u>

FURTHER RESOLVED, that these changes shall take effect January 1, 2022; and

FURTHER RESOLVED, that Chapter 3.01 of the Policy & Procedure Manual be amended to reflect the personnel changes and department totals to be adjusted accordingly.

Dated at Port Washington, Wisconsin this 3rd day of November 2021.

SUMMARY: Section 3.01 of the Ozaukee County Policy and Procedure Manual pertaining to positions and pay grades is amended.

VOTE REQUIRED: Majority

EXECUTIVE COMMITTEE

Executive Committee
AGENDA INFORMATION SHEET

AGENDA DATE:	November 1, 2021
DEPARTMENT:	Human Resources
DIRECTOR:	Chris McDonell
PREPARER:	Chris McDonell

Agenda Summary Amending Chapter 3.01 of the Ozaukee County Policy and Procedure Manual - Personnel Changes Approved in the 2022 Adopted Budget

BACKGROUND INFORMATION: The 2022 budget contains the following personnel changes. The proposed resolution updates the Policy and Procedure Manual Chapter 3.01 to reflect the changes.

ANALYSIS:

DEPARTMENT OF ADMINISTRATION

FINANCE DEPARTMENT

Highway Account Clerk II - This position has been vacant for more than 1 year and is no longer needed.

HUMAN RESOURCES

Benefits Manager & Human Resources - After a retirement the HR department restructured both of these positions. The change will provide a small cost savings in wages.

COUNTY TREASURER

Assistant Real Property Lister/Account Clerk - Title change only

Account Clerk II- Position eliminated

Accounting intern - This is a new position to assist during busy summer month, and is needed due to the elimination of the Account Clerk II position.

HUMAN SERVICES

Economic Support Lead - The implementation of a Lead ES Position will enhance Ozaukee's ability to respond to customers/members as the National Health Care Emergency Waivers are expected to end.

Compliance and Communication Officer - The Human Services completed a Health IT Maturity assessment in April 2020 and April 2021. The objective is to assess an organization's Health Information Technology (IT) maturity by evaluating six different Health IT categories. The

department needs to make more progress in these categories: data, health IT knowledge management, information exchange, patient engagement, and privacy and security. This position will focus on making improvements in these areas.

Behavioral Health Supervisor - This position is replacing a former Outpatient Therapist position that has been vacant for over 1 year, which was also pay grade 110.

Children & Families IA Supervisor - In 2020, Human Services applied for and was granted Targeted Safety Support Funding. This funding assists the Department in reducing trauma to children by keeping children safe with their families. The grant requires a great deal of oversight to ensure funding is being dispersed and services are being implemented appropriately. It requires leadership skills to support staff with their protective and safety planning. In 2021, the Children and Family Division expanded by adding 4 new positions. There has been a great deal of program change within the Children and Families Unit to increase availability of services to community participants particularly in Child Protection Services, Youth Justice, and Children's Long-Term Support Program. As a result, these additional needs and our desire to provide additional support to employees, we are requesting to upgrade the current Children and Families Lead Worker Position to a Children and Families Initial Assessment Supervisor position. The Children and Families Initial Assessment Supervisor would continue to oversee the TSSF enrollment and oversight. The position would continue to assume responsibilities of participating in State Mapping meetings for child death reviews, supervise and teach staff the family custody study process and writing reports as well as guardianship reversal requests from the court. The position would continue a leadership role in the Drug Endangered Child collaboration, participate in the Lakeshore Child Advocacy Center partnership, and participate in the Child Abduction Response Team collaboration with the Ozaukee Sheriff's Department. This Division is eliminating an open position to cover the additional costs of the upgrade.

Economic Support Supervisor - Re-adjustments to the current position are as follows:

- Broader responsibility of over-seeing day to day staff activities of Economic Support Income Maintenance in addition to the supervision of the WHEAP Program
- Responsibility to also support Lobby services for WHEAP and Economic Support; including in-person applicant appointments
- Assumption of Ozaukee County roles in the Moraine Lakes Consortium on committees that give input to consortium processes including specific roles as Ozaukee County CARES System Policy Coordinator and EBT Coordinator
- Responsibility to develop in-services and trainings interpreting state policy in collaboration with consortia partners and manager
- Assumption of direct supervision of the Child Care Coordinator including training oversight of child care certification
- Assumption of duties of backup security officer in the absence of the manager
- Assumption of responsibility to respond to escalated emergency and urgent circumstances to meet customer needs
- Sole receiver of Estate Recovery payments and overpayments

In addition to the above responsibilities this position will also provide direct supervision to Economic Support Staff.

ADRC

Aging & Disability Services Manager - Title change only

Aging Services Supervisor - Title change only

Dementia Care Specialist - no longer revenue supported

LASATA CAMPUS

LASATA CARE CENTER

Social Service Aide - Position eliminated as part of the 2022 budget.

Human Resources Coordinator - Lasata's dedicated HR generalist position was eliminated and this position absorbed some of the duties.

Senior HR Generalist - Position eliminated

Cook - Wage increase with hopes of better recruitment and retention of position.

Dietary Aide - Wage increase with hopes of better recruitment and retention of position.

LASATA HEIGHTS

Dietary Cooks (from Lasata) - reflects above changes at Lasata Campus.

Dietary Aides (from Lasata) - reflects above changes at Lasata Campus.

LASATA CROSSINGS

RCAC Program Coordinator - Position is focused on activities for residents at Lasata Crossings.

Cook - Wage increase with hopes of better recruitment and retention of position. This position has greater responsibility and supervisory duties than the Lasata Campus Cook.

LAND & WATER MANAGEMENT

Conservation Planner - Soil Health Specialist - To implement new programs and local initiatives: 1) Assist in implementing the Milwaukee River Watershed Regional Conservation Partnership Program (RCPP) initiated in 2021, a collaboration of USDA-NRCS, MMSD, and county Land & Water Management Departments to improve water quality by providing additional conservation incentive funds. 2) To Implement Nine Key Element Plans; "Fredonia-Newburg Area Watershed-Based Plan" and the 'Menomonee River Watershed Nine Key Element Plan in the process of being completed. 3) The promotion of Soil Health is a major initiative to improve water quality in Ozaukee County. This position will assist the Clean Farm Families, Producers involved in the Ozaukee County Demonstration Farm Network and the agriculture community as a whole 4) Serve to work on meeting the water quality objectives of the Milwaukee River Total Maximum Daily Load (TMDL), 5) Provide conservation planning to meet current and increased workload. Funding: The new Regional Conservation Partnership Program is providing \$20,000 annually for

5 years to support staff. DATCP is anticipating an increase of \$32,738 in staff support. Additional non-county funds to support new position is \$52,738 in 2022.

Technical Support Specialist - Change in position from Office Support Specialist to Technical Support Specialist is to reflect advancement of on-line permitting and need for more technical support. This position requires POWTS Inspector Credential and Certified Soil Tester License which provide for better in-field service. Further this position will take the lead on administering the POWTS maintenance program, review and acceptance of soil test reports, provide for AutoCad assistance completing as-built drawings. These responsibilities will reduce the need to consider hiring an additional Sanitation and Zoning Specialist. Sanitation and Zoning permitting in 2020 was up 30% compared to 2020 and 2021 is proving to be another very busy year.

PLANNING & PARKS

Caretaker Waubedonia Park - Increase position from part-time to full-time to handle the needs of the park, including camping amenities.

DISTRICT ATTORNEY

Paralegal - The State has an obligation to provide all the police reports and investigation materials to the defense. Historically, this was rarely more than the police reports. Over time and with the advent of new technology, this obligation has grown immensely. Today, we commonly must track, obtain, copy and share: Police reports, squad cameras, body cameras, CAD computer traffic, 911 calls, subpoenaed materials such as cell phone downloads, computer downloads, cell tower records, recorded interviews of children, security footage from homes and businesses. Some of the time these materials are delivered to my office on disks, sometimes electronically, and sometimes links to the material that's held elsewhere. Rarely is all the material given to us at one time, and frequently we have seek and investigate on our own whether we have all the materials. (I have attached a checklist that I am giving to the police agencies that they can use when referring any case to my office for prosecution.) The consequences for failing this requirement can be extremely damaging to our cases, and of course the perception of the quality of local justice. This task has become overwhelming, but the importance of being complete was then emphasized to us in State v. Wayerski, a Supreme Court case that could not have been clearer about the obligation - entirely on the prosecution - to make sure that we have given the defendant everything. This obligation is simply overwhelming. For most of the last year, the paralegal, office manager and others in the office have experimented with other technologies to help. The reality is that the amount of data to be managed, together with the limitations of technology, simply give us no other option than to throw more hands/hours at the task.

Victim/Witness Specialist - The State is obligation by statutes and the State Constitution to provide victim services to anyone impacted by a crime. Regardless of this being a legal requirement, this is the kind of service that we should be providing anyway. This is one of the most important tasks my office performs. Victim rights obligations didn't change with the recent passage of Marsy's Law as much as they became more complicated. The real change that's necessitated more hours has been the workload increase, and that's primarily due to felonies. Obviously, these are the most serious of cases. When we added the part time position almost 20 years ago we prosecuted less than 300 felonies. Earlier this year we were trending to 500, although that has slowed recently. Regardless, with the added numbers, the increased severity of the crimes themselves and the complication of Marsy's law, we need more hours. I would also note that usually more than half of the cost of VW hours are reimbursed by the state.

SHERIFF

Dispatcher - Dispatch staffing challenges command staff, staff and other policy-makers. In the typical workplace, understaffing can lead to decreased sales, a lost client. Things are different in public safety communications. Here, adequate staffing level can mean the difference between life and death. A 2005 article in Firehouse magazine sums it up well: "...a lack of personnel has also had a significant, but many times less publicly visible, impact on emergency communications centers as well, adding to rapid burnout of dispatchers and creating the potential for delayed alarms." The Sheriff's Office has reviewed the staffing patterns, levels of services, radio traffic, and commitment to emergency medical dispatch. This review determined the optimal staffing levels for the center on each shift to be: 4 for days, 4 for pm's, and 3 for nights. We utilized the U.S. Department of Justice, Staffing Analysis - Workbook for Jails to determine the number of dispatchers need to adequately staff the center. The staffing analysis takes into account non-productive work time such as vacation, sick, comp time, and training. The analysis has indicated the Sheriff's Office needs 19.07 dispatchers under ideal conditions to properly staff the Dispatch Center. The budget and policy currently provide for 18 dispatchers. We are requesting two additional dispatcher positions be added.

PUBLIC WORKS

FACILITIES - JUSTICE CENTER

Maintenance Assistant - Fairgrounds - Creation of a full-time maintenance position at the County Fairgrounds net of plowing and mowing contract.

RESOLUTION NO. 21-43

AMENDING CHAPTER 3.02 OF THE OZAUKEE COUNTY POLICY AND PROCEDURE
MANUAL - 2022 BUDGET WAGE INCREASES

RESOLVED, by the Ozaukee County Board of Supervisors that Section 3.02 of the Ozaukee Policy & Procedure Manual be amended, effective January 1, 2022, to read:

3.02 COUNTY WAGE SCALES**(1) Non Represented Wage Scale**

	<u>Step 01</u>	<u>Step 02</u>	<u>Step 03</u>	<u>Step 04</u>	<u>Step 05</u>	<u>Step 06</u>	<u>Step 07</u>	<u>Step 08</u>	<u>Step 09</u>	<u>Step 10</u>	<u>Step 11</u>
Grade 100	\$13.92	\$14.33	\$14.77	\$15.17	\$15.60	\$16.04	\$16.46	\$16.81	\$17.24	\$17.67	\$18.08
Grade 101	\$15.18	\$15.65	\$16.11	\$16.55	\$17.01	\$17.50	\$17.95	\$18.43	\$18.87	\$19.33	\$19.77
Grade 102	\$16.56	\$17.06	\$17.53	\$18.04	\$18.53	\$19.00	\$19.54	\$20.02	\$20.53	\$21.00	\$21.49
Grade 103	\$18.08	\$18.61	\$19.16	\$19.71	\$20.25	\$20.78	\$21.31	\$21.86	\$22.40	\$22.94	\$23.51
Grade 104	\$19.64	\$20.23	\$20.82	\$21.40	\$22.02	\$22.60	\$23.20	\$23.77	\$24.38	\$24.96	\$25.56
Grade 105	\$21.40	\$22.08	\$22.73	\$23.34	\$24.00	\$24.64	\$25.29	\$25.95	\$26.56	\$27.20	\$27.85
Grade 106	\$23.34	\$24.08	\$24.76	\$25.46	\$26.15	\$26.87	\$27.58	\$28.25	\$28.97	\$29.62	\$30.40
Grade 107	\$25.29	\$26.01	\$26.77	\$27.54	\$28.28	\$28.98	\$29.81	\$30.55	\$31.30	\$32.06	\$32.82
Grade 108	\$27.27	\$28.12	\$28.92	\$29.74	\$30.54	\$31.34	\$32.20	\$32.95	\$33.80	\$34.61	\$35.39
Grade 109	\$28.80	\$29.81	\$30.81	\$31.82	\$32.85	\$33.86	\$34.89	\$35.91	\$36.93	\$37.93	\$38.92
Grade 110	\$31.09	\$32.22	\$33.30	\$34.41	\$35.49	\$36.58	\$37.67	\$38.79	\$39.86	\$40.98	\$42.08
Grade 111	\$33.60	\$34.76	\$35.94	\$37.10	\$38.33	\$39.50	\$40.70	\$41.85	\$43.06	\$44.25	\$45.40
Grade 112	\$36.26	\$37.53	\$38.83	\$40.12	\$41.36	\$42.67	\$43.92	\$45.24	\$46.50	\$47.81	\$49.06
Grade 113	\$39.19	\$40.56	\$41.94	\$43.33	\$44.71	\$46.08	\$47.47	\$48.88	\$50.24	\$51.62	\$52.95
Grade 114	\$42.27	\$43.81	\$45.31	\$46.77	\$48.28	\$49.79	\$51.26	\$52.75	\$54.26	\$55.76	\$57.25
Grade 115	\$45.70	\$47.35	\$48.96	\$50.55	\$52.17	\$53.79	\$55.41	\$57.01	\$58.63	\$60.22	\$61.83
Grade 116	\$49.39	\$51.12	\$52.86	\$54.60	\$56.35	\$58.09	\$59.84	\$61.57	\$63.31	\$65.04	\$66.79
Grade 117	\$53.32	\$55.22	\$57.07	\$58.97	\$60.86	\$62.72	\$64.61	\$66.49	\$68.40	\$70.28	\$72.14

*Undersheriff, Captain and Lieutenant wages are 6.09% above step per adjustments made in 2013 Sworn Management wages authorized by Resolution 12-73.

(2) Office Employee Non-Management Staff

	<u>Step 01</u>	<u>Step 02</u>	<u>Step 03</u>	<u>Step 04</u>	<u>Step 05</u>	<u>Step 06</u>
Grade 1	\$12.41	\$12.75	\$13.11	\$13.48	\$13.80	
Grade 2	\$13.14	\$13.83	\$14.54	\$15.25	\$15.99	
Grade 3	\$13.83	\$14.53	\$15.23	\$15.94	\$16.63	
Grade 4	\$15.18	\$15.91	\$16.59	\$17.32	\$18.01	
Grade 5	\$16.57	\$17.28	\$17.96	\$18.68	\$19.36	
Grade 6	\$17.98	\$18.79	\$19.58	\$20.37	\$21.18	
Grade 7	\$20.72	\$21.39	\$22.10	\$22.76	\$23.45	
Grade 8	\$22.47	\$23.58	\$24.72	\$25.84	\$26.97	\$28.11
Grade 9	\$25.42	\$26.52	\$27.65	\$28.79	\$29.88	\$31.01
Grade 10	\$28.66	\$29.80	\$30.94	\$32.06	\$33.22	\$34.33
Grade 11	\$31.75	\$32.87	\$33.98	\$35.09	\$36.25	\$37.36

(4) Labor Association of Wisconsin Jail Deputies Union Wage Scale

	<u>Step 01</u>	<u>Step 02</u>	<u>Step 03</u>	<u>Step 04</u>	<u>Step 05</u>	<u>Step 06</u>	<u>Step 07</u>	<u>Step 08</u>
Jailor - Hired after 7/1/2011	\$26.43	\$27.14	\$27.85	\$28.60	\$29.31	\$30.03		
Jailor - Hired before 7/1/2011	\$24.96	\$26.36	\$27.68	\$29.03	\$30.41	\$31.73	\$33.11	\$34.45

(5) Labor Association of Wisconsin Patrol and Detective Deputies Union Wage Scale

Step	01	02	03	04	05	06	07
Patrol Officer /CSU Deputy	\$30.87	\$33.08	\$33.42	\$35.11	\$36.85	\$37.11	\$38.66
Detective/Sergeant	\$33.70	\$36.02	\$36.42	\$38.22	\$40.17	\$40.55	\$42.18

(6) Lasata Non-Management Employees Wage Scale

	<u>Step 1</u>	<u>Step 02</u>	<u>Step 03</u>	<u>Step 04</u>	<u>Step 05</u>	<u>Step 06</u>	<u>Step 07</u>	<u>Step 08</u>			
Grade 1	\$9.21	\$9.51	\$9.81	\$10.12	\$10.41	\$10.70	\$10.98	\$11.30			
Grade 2	\$13.08	\$13.57	\$14.04	\$14.49	\$14.99	\$15.45	\$15.94	\$16.41			
Grade 3	\$13.31	\$13.92	\$14.49	\$15.11	\$15.69	\$16.29	\$16.87	\$17.48			
Grade 4	\$13.86	\$14.44	\$15.06	\$15.64	\$16.24	\$16.81	\$17.42	\$18.00			
Grade 5	\$15.54	\$16.08	\$16.59	\$17.12	\$17.65	\$18.16	\$18.69	\$19.20			
Grade 6	\$17.48	\$18.01	\$18.58	\$19.11	\$19.67	\$20.21	\$20.75	\$21.30			
	<u>Step 01</u>	<u>Step 02</u>	<u>Step 03</u>	<u>Step 04</u>	<u>Step 05</u>	<u>Step 06</u>	<u>Step 07</u>	<u>Step 08</u>	<u>Step 09</u>	<u>Step 10</u>	<u>Step 11</u>
LPN (Non-Benefit)	\$24.96	\$25.56	\$26.15	\$26.76	\$27.33	\$27.93	\$28.53	\$29.12	\$29.73	\$30.32	\$30.91
RN (Non-Benefit)	\$32.13	\$32.71	\$33.30	\$33.90	\$34.48	\$35.08	\$35.67	\$36.28	\$36.86	\$37.10	\$37.69

(7) Special Wage Rates

<u>Employee Classification</u>	<u>Hourly Wage</u>		
Aging & Disability Special Projects	\$17.84		
Bailiffs less than 1 year	\$14.08		
Bailiffs over 1 year	\$14.47		
Coroner Livery Driver	\$150.00	Per Trip	
Coroner Special Deputies	\$33.73		
County Home/County Jail Medical Director	\$103.84		
Court Services Deputy	\$22.07		
Court Services Deputy (after 1040 hours)	\$24.73		
Drug Unit Investigator	\$24.73		
Golf Course Part Time Employees	\$8.57	-	\$10.98
Hazmat Operators	\$14.83		
Hazmat Team Leader	\$29.44		
Hazmat Technicians	\$21.43		
Highway Dept. Part time summer help	\$11.29		
Highway Dept. Part time winter help	\$17.58		
Intern	\$8.87	-	\$16.64
Law Clerk	\$16.19		
Meal Program Drivers	\$12.44		
Mee Kwon/Hawthorne Pro Shop Manager	\$18.47		
Parks Care Taker	\$11.90		
Parks Temporary Maintenance	\$8.57	-	\$13.61
Peer Specialist	\$13.72		
Pro Shop Manager	\$18.47		
Rescue Boat Pilot	\$15.32		
Rescue Boat Team Leader	\$21.43		
Special Deputy Sergeant	\$25.90		
Special Deputy Sheriff (completion of 40 hours)	\$24.73		
Substitute Janitor Over 1 year	\$13.52		
Substitute Janitor Under 1 year	\$12.13		
Substitute Meal Site Manager/Drivers	\$11.65		\$13.58
Supportive Care Worker	\$13.72		

Tax Collection Clerk	\$13.50			
Veterans Drivers per trip	\$18.91	Plus	\$9.46	For each additional passenger
Water Safety Patrol Crew Person entry level	\$11.33			
Water Safety Patrol Crew Person with experience	\$14.01			
YAP Youth Apprentice Program CNA	\$14.57			

Dated at Port Washington, Wisconsin, this 3rd day of November 2021.

SUMMARY: Section 3.02 of the Ozaukee County Policy & Procedure Manual as it relates to county wage scales is amended.

VOTE REQUIRED: Majority

Executive Committee
AGENDA INFORMATION SHEET

AGENDA DATE:	November 1, 2021
DEPARTMENT:	Human Resources
DIRECTOR:	Chris McDonell
PREPARER:	Chris McDonell

Agenda Summary Amending Chapter 3.02 of the Ozaukee County Policy and Procedure Manual - 2022 Budget Wage Increases

BACKGROUND INFORMATION: The 2022 Budget assumes a 3.0% wage increase effective January 1, 2022, for all non-represented employees and Jailors.

ANALYSIS: Eligibility for the wage increase will require each non-represented employee or employee class to meet the performance measures based on the requirements of the position established during the 2021 review of performance.

FUNDING SOURCE: Tax levy and other non-levy revenues

RECOMMENDATION MOTION: Move to approve the 2022 Budget Wage Increase Resolution.

RESOLUTION NO. 21-41

2022 BUDGET

RESOLVED, by the Ozaukee County Board of Supervisors, that the following Budget for 2022 be approved and adopted:

The amounts listed in this resolution are the totals of line-items reflected in the 2022 Proposed Budget document as amended by the Executive Committee, which is hereby adopted by reference.

Dated at Port Washington, Wisconsin, this 3rd day of November 2021.

SUMMARY: 2022 Budget

VOTE REQUIRED: Majority

EXECUTIVE COMMITTEE

Executive Committee
AGENDA INFORMATION SHEET

AGENDA DATE: November 1, 2021
DEPARTMENT: Administrator
DIRECTOR: Jason Dzwinel
PREPARER: Julie Winkelhorst

Agenda Summary 2022 Budget

BACKGROUND INFORMATION: The resolution approves the 2022 Ozaukee County Budget as recommended by the Executive Committee.

ANALYSIS: Please see the Executive Committee 2022 Budget Memo for detail. The full budget document can be found at
<https://www.co.ozaukee.wi.us/DocumentCenter/View/15607/2022-Recommended-Budget-Book>

FISCAL IMPACT: The 2022 County Administrator's Budget totals \$90.9 Million. Revenues of \$69.5 Million offset the expenses resulting in a 2020 Property Tax Levy of \$21.4 Million. Overall expenses decreased 0.7 percent over 2021 and revenues decreased 2.9 percent. The 2022 County Administrator's Budget recommendation decreases the property tax levy 1.4 percent from 2021. The dollar decrease totals \$304,514.

The table below compares the 2021 property tax levy to 2022.

	2021	2022	\$ Incr/(Decr)	% Incr/(Decr)
Total Tax Levy	\$21,712,622	\$21,429,276	(\$283,346)	-1.30%
County Tax Levy	\$21,063,948	\$20,759,434	(\$304,514)	-1.45%
Fed. Library Levy	\$648,674	\$669,842	\$21,168	3.26%
Total Tax Rate	\$1.86	\$1.76	(\$0.103)	-5.54%
County Tax Rate	\$1.597	\$1.499	(\$0.098)	-6.14%
Fed. Library Rate	\$0.267	\$0.262	(\$0.005)	-1.95%

RECOMMENDED MOTION: The Executive Committee respectfully requests that the County Board approved the 2022 Ozaukee County Budget as presented.

RESOLUTION NO. 21-44

2022 COUNTY TAX LEVY AND RATE

RESOLVED, by the County Board of Supervisors of Ozaukee County, Wisconsin, that the following sums of money be raised for the ensuing year, 2022 taxes:

STATE TAXES (FORESTATION TAX).....	\$0.00	\$0.00
COUNTY TAXES:		
State Charitable Penal Charges	1,102.00	
Federated Library System	669,842.00	
All Other County Taxes	20,758,332.00	21,429,276.00
	<u>\$21,429,276.00</u>	<u>\$21,429,276.00</u>

FURTHER RESOLVED, that the following be the rate per \$1,000.00 of equalized valuation on the various taxes:

State Tax	\$	0.0000
Federated Library System		0.2615
All Other County Taxes		1.4990
TOTAL	<u>\$</u>	<u>1.7605</u>

FURTHER RESOLVED, that the sum of \$669,842, the amount approved for the budget of the County Library System, be and hereby is levied against all taxable property in the townships, excluding the Town of Grafton, excluding the Villages of Bayside, Grafton, Saukville and Thiensville, and excluding the Cities of Cedarburg, Mequon and Port Washington.

FURTHER RESOLVED, that the County Clerk and County Board Chairperson shall, pursuant to Section 70.63, of the Wisconsin Statutes, determine and apportion within ten (10) days of this date, the county tax and the whole amount of state taxes and charges levied upon the county, among the towns, villages and cities of the county, according and in proportion to the valuations for the towns, villages, and cities as determined by the Wisconsin Department of Revenue.

Dated at Port Washington, Wisconsin this 3rd day of November 2021.

SUMMARY: 2022 Ozaukee County Property Taxes and Rates.

VOTE REQUIRED: Majority

EXECUTIVE COMMITTEE

Executive Committee
AGENDA INFORMATION SHEET

AGENDA DATE:	November 1, 2021
DEPARTMENT:	Administrator
DIRECTOR:	Jason Dzwinel
PREPARER:	Julie Winkelhorst

Agenda Summary 2022 County Tax Levy and Rate

BACKGROUND INFORMATION: This resolution sets the levy and rate for the taxes levied by Ozaukee County.

ANALYSIS:

- The 2022 Budget as recommended by the Executive Committee is a 1.45% levy decrease over 2021 for county taxes

FISCAL IMPACT:

- On the average Ozaukee County home, valued at \$250,000, the County Tax Bill will decrease \$12.16

RECOMMENDED MOTION: Approve the 2022 Budget Levy and Tax Rate as recommended by the Executive Committee

ORDINANCE NO. 21-7

FINAL SUPERVISORY DISTRICT PLAN

An Ordinance repealing and recreating Section 2.02 of the Ozaukee County Code of Ordinances pertaining to Establishment of Supervisory Districts.

The County Board of Supervisors of the County of Ozaukee does ordain that Section 2.02 of the Ozaukee County Code of Ordinances be repealed and recreated as follows:

2.02 ESTABLISHMENT OF SUPERVISORY DISTRICTS

(1) The Board of Supervisors of Ozaukee County shall consist of 26 supervisors to be elected from supervisory districts which are hereby created, numbered, and described as follows:

<u>DISTRICT NUMBER</u>	<u>DISTRICT DESCRIPTION</u>	<u>WARD POPULATION</u>	<u>DISTRICT POPULATION</u>	<u>DEVIATION</u>
1	Town of Belgium - Ward 2	600		
	Town of Belgium - Ward 3	491		
	Village of Belgium - Ward 1	961		
	Village of Belgium - Ward 2	631		
	Village of Belgium - Ward 3	829	3,512	-0.20%
2	Town of Belgium - Ward 1	359		
	Town of Fredonia - Ward 2	92		
	Town of Fredonia - Ward 4	721		
	Village of Fredonia - Ward 1	863		
	Village of Fredonia - Ward 2	719		
	Village of Fredonia - Ward 3	697	3,451	-1.93%
3	Town of Fredonia - Ward 1	964		
	Town of Fredonia - Ward 3	301		
	Town of Saukville - Ward 1	774		
	Town of Saukville - Ward 2	937		
	Village of Newburg - Ward 3	93		
	Village of Saukville - Ward 5	312	3,381	-3.92%
4	Town of Port Washington - Ward 1	739		
	Town of Port Washington - Ward 2	799		
	Town of Saukville - Ward 3	54		
	City of Port Washington - Ward 4	1836	3,428	-2.59%
5	Village of Saukville - Ward 1	759		
	Village of Saukville - Ward 2	760		
	Village of Saukville - Ward 3	665		
	Village of Saukville - Ward 4	351		
	Village of Saukville - Ward 6	903	3,438	-2.30%

6	City of Port Washington - Ward 1	1715		
	City of Port Washington - Ward 3	1683	3,398	-3.44%
7	City of Port Washington - Ward 2	1845		
	City of Port Washington - Ward 7	1804	3,649	3.69%
8	City of Port Washington - Ward 5	1674		
	City of Port Washington - Ward 6	1796	3,470	-1.39%
9	Town of Cedarburg - Ward 5	626		
	Town of Cedarburg - Ward 7	639		
	Town of Cedarburg - Ward 8	624		
	Town of Cedarburg - Ward 9	624		
	Town of Grafton - Ward 1	511		
	Village of Saukville - Ward 7	508	3,532	0.37%
10	Town of Grafton - Ward 2	826		
	Town of Grafton - Ward 3	803		
	Town of Grafton - Ward 5	886		
	Town of Grafton - Ward 6	827	3,342	-5.03%
11	Town of Cedarburg - Ward 1	622		
	Town of Cedarburg - Ward 2	628		
	Town of Cedarburg - Ward 3	688		
	Town of Cedarburg - Ward 4	466		
	Town of Cedarburg - Ward 6	605		
	Town of Cedarburg - Ward 10	640	3,649	3.69%
12	Village of Grafton - Ward 1	942		
	Village of Grafton - Ward 2	878		
	Village of Grafton - Ward 3	862		
	Village of Grafton - Ward 4	851	3,533	0.40%
13	Town of Grafton - Ward 4	502		
	Village of Grafton - Ward 11	683		
	Village of Grafton - Ward 12	757		
	Village of Grafton - Ward 13	846		
	Village of Grafton - Ward 14	765	3,553	0.97%
14	Village of Grafton - Ward 5	951		
	Village of Grafton - Ward 6	1011		
	Village of Grafton - Ward 7	825		
	Village of Grafton - Ward 8	828	3,615	2.73%
15	Village of Grafton - Ward 9	857		

	Village of Grafton - Ward 10	1038		
	City of Cedarburg - Ward 6	1647	3,542	0.65%
16	City of Cedarburg - Ward 1	1756		
	City of Cedarburg - Ward 7	1735	3,491	-0.80%
17	City of Cedarburg - Ward 2	1752		
	City of Cedarburg - Ward 3	1708	3,460	-1.68%
18	City of Cedarburg - Ward 4	1736		
	City of Cedarburg - Ward 5	1787	3,523	0.11%
19	City of Mequon - Ward 1	973		
	City of Mequon - Ward 2	1324		
	City of Mequon - Ward 4	1319	3,616	2.76%
20	City of Mequon - Ward 12	2076		
	City of Mequon - Ward 13	1063		
	City of Mequon - Ward 14	601	3,740	6.28%
21	City of Mequon - Ward 5	1910		
	City of Mequon - Ward 15	619		
	City of Mequon - Ward 17	1210	3,739	6.25%
22	Village of Thiensville - Ward 1	946		
	Village of Thiensville - Ward 2	811		
	Village of Thiensville - Ward 3	753		
	Village of Thiensville - Ward 4	780	3,290	-6.51%
23	City of Mequon - Ward 3	732		
	City of Mequon - Ward 6	1126		
	City of Mequon - Ward 7	1175		
	City of Mequon - Ward 10	619	3,652	3.78%
24	City of Mequon - Ward 8	854		
	City of Mequon - Ward 9	1718		
	City of Mequon - Ward 11	869	3,441	-2.22%
25	City of Mequon - Ward 16	1778		
	City of Mequon - Ward 18	1880	3,658	3.95%
26	Village of Bayside - Ward 6	104		
	City of Mequon - Ward 19	1508		
	City of Mequon - Ward 20	1788	3,400	-3.38%

(2) Municipal ward boundaries are described in ordinances or resolutions, and are shown on maps, filed in the office of the County Clerk.

(3) The populations indicated are as of August 16, 2021.

(4) One supervisor shall be elected from each district commencing with the Spring Election in 2022.

(5) The total population deviation of the Final Ozaukee County Board Supervisory District Plan is 12.79% accounting for the highest and lowest deviations as follows:

(a) County Board Supervisory District 20:

(1) Total Population: 3,740

(2) Total Deviation: 6.28%

(3) 221 persons over mean to account for Census Block 550896602022029 containing Concordia University Wisconsin

(a) County Board Supervisory District 21:

(1) Total Population: 3,739

(2) Total Deviation: 6.25%

(3) 220 persons over mean to account for the incumbent Aldermanic Districts in the City of Mequon

(a) County Board Supervisory District 22:

(1) Total Population: 3,290

(2) Total Deviation: -6.51%

(3) 229 persons under mean to maintain the geographic boundaries of the Village of Thiensville

This Ordinance shall take effect upon enactment and publication.

Dated at Port Washington, Wisconsin, this 3rd day of November 2021.

SUMMARY: Final Supervisory District Plan establishing Supervisory Districts.

VOTE REQUIRED: Majority

EXECUTIVE COMMITTEE

Executive Committee
AGENDA INFORMATION SHEET

AGENDA DATE: November 1, 2021
DEPARTMENT: Administrator
DIRECTOR: Jason Dzwinel
PREPARER: Jason Dzwinel

Agenda Summary Final Supervisory District Plan

BACKGROUND INFORMATION: This is the Ordinance repealing the current Supervisory Districts and establishing new districts based on the 2020 Census and the ward plans of the local municipalities.

The maps are available at this link: <https://www.co.ozaukee.wi.us/2705/2021-County-Board-Redistricting-MapFinal>

ANALYSIS: The plan attributes are:

District	Population	Deviation	Deviation %	Is Contiguous	Compactness
1	3512	-7	-0.20%	TRUE	0.69
2	3451	-68	-1.93%	TRUE	0.34
3	3381	-138	-3.92%	FALSE	0.25
4	3428	-91	-2.59%	FALSE	0.08
5	3438	-81	-2.30%	TRUE	0.14
6	3398	-121	-3.44%	FALSE	0.1
7	3649	130	3.69%	TRUE	0.26
8	3470	-49	-1.39%	TRUE	0.21
9	3532	13	0.37%	TRUE	0.23
10	3342	-177	-5.03%	FALSE	0.17
11	3649	130	3.69%	FALSE	0.19
12	3533	14	0.40%	TRUE	0.14
13	3551	32	0.91%	FALSE	0.35
14	3615	96	2.73%	TRUE	0.2
15	3542	23	0.65%	TRUE	0.23
16	3491	-28	-0.80%	TRUE	0.16
17	3460	-59	-1.68%	TRUE	0.31
18	3523	4	0.11%	FALSE	0.18

19	3616	97	2.76%	TRUE	0.41
20	3740	221	6.28%	TRUE	0.38
21	3739	220	6.25%	TRUE	0.47
22	3290	-229	-6.51%	TRUE	0.57
23	3652	133	3.78%	TRUE	0.44
24	3441	-78	-2.22%	TRUE	0.59
25	3658	139	3.95%	TRUE	0.43
26	3400	-119	-3.38%	TRUE	0.71

Any non-contagious areas are the results of municipal islands. Plan deviation is in the ordinance.

FISCAL IMPACT: None