

RUSK COUNTY BOARD OF SUPERVISORS



AGENDA

June 25, 2024
7:00 P.M.

LOCATION: RUSK COUNTY GOVERNMENT CENTER LEC BOARD ROOM

MEETING WILL BE ACCESSIBLE BY VIDEO CONFERENCE

To link with your computer video and/or audio: [Join the meeting now](#)

CALL TO ORDER

ROLL CALL

ANNUAL PHOTO – 6:45 PM

INVOCATION – Lois Goode

PLEDGE OF ALLEGIANCE – Alec Hampton

APPROVAL OF MINUTES – May 21, 2024 and June 20, 2024

PUBLIC COMMENT – Limit to 3 minutes per person with a maximum public comment of 30 minutes on agenda items only.

PRESENTATION

1. Update on Visitor's Center Train Tour Given to Students
2. Current Condition of Highway Department Equipment

DISCUSSION AND POSSIBLE MOTION

3. 2025-2029 Capital Improvement Plan
4. Request for Proposal for Sale of 1201 Lake Ave, Ladysmith, WI - Parcel #246021460000

RESOLUTIONS

5. 2024 DNR Shooting Range Program
6. Designating HHS American Rescue Plan Funds to be Used for Community Projects #2
7. Designating ARPA Funds for Rusk County Housing Authority – Addition of Bruce and Hawkins Locations
8. Authorizing Proceeding with Rusk County Radio Project
9. Approve Utilization of General Fund Balance to Purchase Highway Department Equipment
10. Approving July 1, 2024 General Employee Wage Adjustments
11. Approve Interim Highway Commissioner Retroactive Compensation from May 21, 2024 to June 2, 2024
12. Approve Interim Highway Commissioner Compensation From June 3, 2024
13. Approve Changes to Rusk County Personnel Handbook
14. Approve Provision of Short-Term Financial Assistance to the Northwest Wisconsin Concentrated Employment Program Inc. (NWCEP)
15. Authorizing Rusk County to Enter into the Settlement Agreement with the Kroger Co. and Agree to the Terms of Addendum Two to the MOU Allocating Settlement Proceeds
16. Creation of a Social Services Case Manager Position
17. Authorizing Not to Exceed \$6,000,000 General Obligation Promissory Notes for Capital Projects.
18. Providing for the Sale of Approximately \$6,000,000 General Obligation Promissory Notes

APPOINTMENTS

1. Board of Adjustment – Robert Nelson (1-yr), Robert Lorkowski (2-yr), Thomas Meisner (3-yr), Betsy Patterson – Alternate (2-yr)
2. Health & Human Services – Mark Schmitt, Community Member Representative (3-yr)
3. Health & Human Services – Clark County Commission – Phil Schneider

ANNOUNCEMENT

ADJOURN

Please Note: Upon reasonable notice, efforts will be made to accommodate the needs of disabled individuals. For additional information, or to request this service, contact the Rusk County Clerk's Office; phone (715)532-2100.



MEETING OF THE RUSK COUNTY BOARD OF SUPERVISORS
May 21, 2024 at 7:00 p.m.
RUSK COUNTY GOVERNMENT CENTER LEC BOARD ROOM

CALL TO ORDER

Meeting called to order by Chairman Kalepp at 7:01 pm.

ROLL CALL

Roll Call: Quorum Present (16 Present, 1 on Teams, 2 Absent)

Present: Alec Hampton, Jerry Biller, Stacy Zimmer, John Moore, Terry Wedwick, Sherry Wallace, Suzanne Vohs, Tom Cudo, Phil Unterschuetz, Phil Schneider, Jim Meyer, Kurt Gorseger, John Kalepp, Tom Hanson, Dave Willingham, Mike Russell. Brian Coggins joined Teams at 8:21 p.m.

Absent: Lois Goode, Dan Gudis

Others Present: A. Heath, J. Wilk, C. Meyer, T. Larson, A. Gudis, R. Summerfield, Annette Grotzinger, Randy Tatur, Sue Schweickert, J. Wallace, G. Murray, K. Berner, Samuels Group, Justin Fischer from Baird, Chrysa Ostenso, John Pohlman,

INVOCATION

Invocation led by Supervisor District # 9 Phil Unterschuetz.

PLEDGE OF ALLEGIANCE

Pledge of Allegiance led by Supervisor District #6 Sherry Wallace.

APPROVAL OF MINUTES – April 16 and April 22, 2024

Motion by Willingham, seconded by Biller to approve the April 16, 2024 and April 22, 2024 minutes. Motion carried.

Result: Passed By Majority Vote (YES: 16, NO: 0, ABSTAIN: 0, ABSENT: 3)

YES: Alec Hampton, Jerry Biller, Stacy Zimmer, John Moore, Terry Wedwick, Sherry Wallace, Suzanne Vohs, Tom Cudo, Phil Unterschuetz, Phil Schneider, Jim Meyer, Kurt Gorseger, John Kalepp, Tom Hanson, Dave Willingham, Mike Russell

ABSENT: Brian Coggins, Lois Goode, Dan Gudis

PUBLIC COMMENT – Members of the public spoke about agenda items.

PRESENTATION

Update from Samuels Group, Venture Architects and Baird regarding Jail Project

K Berner from Samuels Group and Justin Fisher from Baird Financial gave a presentation with explanations to questions from the town hall meeting and financial and the tax impact.

ELECTION

Highway Committee – District #5 – Central

Cudo nominated Gudis

Wedwick nominated Goode.

Chair Kalepp nominated Russell. Russell declined

Corporation Council Summerfield called for additional nominations three times.

Paper Ballot Results: 3 – Goode, 12 - Gudis, and 1 - Abstain

Gudis is elected for Central Highway Committee

DISCUSSION AND POSSIBLE MOTION

Approve Jail Medical Contract: G. Murray, Jail Captain, explained the Jail Medical Contract.

Motion by Unterschuetz, seconded by Hampton to Approve the Jail Medical Contract. Motion Carried.

Result: Passed By Majority Vote (YES: 16, NO: 0, ABSTAIN: 0, ABSENT: 3)

YES: Alec Hampton, Jerry Biller, Stacy Zimmer, John Moore, Terry Wedwick, Sherry Wallace, Suzanne Vohs, Tom Cudo, Phil Unterschuetz, Phil Schneider, Jim Meyer, Kurt Gorsegner, John Kalepp, Tom Hanson, Dave Willingham, Mike Russell

ABSENT: Brian Coggins, Lois Goode, Dan Gudis

Approve Compensation for Acting Highway Commissioner. A. Gudis, HR Manager gave an overview of the history of the Operations Manager and Interim Highway Commissioner.

Motion by Meyer, seconded by Zimmer to approve compensation for Acting Highway Commissioner from February 26, 2024 to March 10, 2024 at a wage of \$31.11. Motion carried.

Result: Passed By Majority Vote (YES: 17, NO: 0, ABSTAIN: 0, ABSENT: 2)

YES: Alec Hampton, Jerry Biller, Stacy Zimmer, John Moore, Terry Wedwick, Sherry Wallace, Suzanne Vohs, Tom Cudo, Phil Unterschuetz, Brian Coggins, Phil Schneider, Jim Meyer, Kurt Gorsegner, John Kalepp, Tom Hanson, Dave Willingham, Mike Russell

ABSENT: Lois Goode, Dan Gudis

Approve Change to Discipline and Termination Process – Ashley Gudis, HR Manager, explained the changes and updates to the Discipline and Termination Policy. Discussion held.

Motion by Biller, seconded by Russell to Approve the Changes to Discipline and Termination Process as presented.

Motion by Willingham, seconded by Unterschuetz to refer the Discipline and Termination Process back to the Personnel Committee. Motion carried.

Result: Passed By Majority Vote (YES: 11, NO: 6, ABSTAIN: 0, ABSENT: 2)

YES: Alec Hampton, Stacy Zimmer, John Moore, Suzanne Vohs, Phil Unterschuetz, Brian Coggins, Jim Meyer, Kurt Gorsegner, Tom Hanson, Dave Willingham, Mike Russell

NO: Jerry Biller, Terry Wedwick, Sherry Wallace, Tom Cudo, Phil Schneider, John Kalepp

ABSENT: Lois Goode, Dan Gudis

Authorize County Board Chair to Send Miner Ave Street Vacation Request to City of Ladysmith Corporation Council Summerfield spoke about sending the Miner Ave Street Vacation Request Letter to the City of Ladysmith.

Motion by Biller, seconded by Cudo to Authorize County Board Chair to Send Miner Ave Street Vacation Request to City of Ladysmith. Motion Carried.

Result: Passed By Majority Vote (YES: 11, NO: 6, ABSTAIN: 0, ABSENT: 2)

YES: Alec Hampton, Stacy Zimmer, John Moore, Suzanne Vohs, Phil Unterschuetz, Brian Coggins, Jim Meyer, Kurt Gorsegner, Tom Hanson, Dave Willingham, Mike Russell

NO: Jerry Biller, Terry Wedwick, Sherry Wallace, Tom Cudo, Phil Schneider, John Kalepp

ABSENT: Lois Goode, Dan Gudis

Resolution 19-24

Minutes prepared by:
Connie Meyer, Rusk County Clerk
Tracey Larson, Deputy 1

Medical Examiner Staffing and Compensation Adjustments

Submitted by Rusk County Finance Committee: S/ John Kalepp, Jim Meyer, Brian Coggins, Phil Unterschuetz, Terry Wedwick.

Motion by Wedwick, seconded by Zimmer to approve the resolution Medical Examiner Staffing and Compensation Adjustments. Motion carried.

Result: Passed By Majority Vote (YES: 17, NO: 0, ABSTAIN: 0, ABSENT: 2)

YES: Alec Hampton, Jerry Biller, Stacy Zimmer, John Moore, Terry Wedwick, Sherry Wallace, Suzanne Vohs, Tom Cudo, Phil Unterschuetz, Brian Coggins, Phil Schneider, Jim Meyer, Kurt Gorsegner, John Kalepp, Tom Hanson, Dave Willingham, Mike Russell

ABSENT: Lois Goode, Dan Gudis

Resolution 20-24

Designating Local Assistance and Tribal Consistency Fund Funds to be Used for Internal Rusk County Projects #3.

Submitted by Rusk County Finance Committee: S/John Kalepp, Jim Meyer, Brian Coggins, Terry Wedwick, Phil Unterschuetz.

Motion by Biller, seconded by Russell to approve the resolution Designating Local Assistance and Tribal Consistency Fund Funds to be Used for Internal Rusk County Projects #3. Motion carried.

Result: Passed By Majority Vote (YES: 17, NO: 0, ABSTAIN: 0, ABSENT: 2)

YES: Alec Hampton, Jerry Biller, Stacy Zimmer, John Moore, Terry Wedwick, Sherry Wallace, Suzanne Vohs, Tom Cudo, Phil Unterschuetz, Brian Coggins, Phil Schneider, Jim Meyer, Kurt Gorsegner, John Kalepp, Tom Hanson, Dave Willingham, Mike Russell

ABSENT: Lois Goode, Dan Gudis

Resolution 21-24

2023 Contingency and General Fund Transfers

Submitted by Rusk County Finance Committee: S/John Kalepp, Jim Meyer, Brian Coggins, Terry Wedwick, Phil Unterschuetz

Motion by Zimmer, seconded by Hampton to replace the contingency transfers table in the resolution to the correct contingency transfers table as approved by Finance. Motion Carried

Result: Passed By Majority Vote (YES: 17, NO: 0, ABSTAIN: 0, ABSENT: 2)

YES: Alec Hampton, Jerry Biller, Stacy Zimmer, John Moore, Terry Wedwick, Sherry Wallace, Suzanne Vohs, Tom Cudo, Phil Unterschuetz, Brian Coggins, Phil Schneider, Jim Meyer, Kurt Gorsegner, John Kalepp, Tom Hanson, Dave Willingham, Mike Russell

ABSENT: Lois Goode, Dan Gudis

Motion by Wedwick, seconded by Moore to approve the resolution 2023 Contingency and General Fund Transfers as amended. Motion Carried.

Result: Passed By Majority Vote (YES: 17, NO: 0, ABSTAIN: 0, ABSENT: 2)

YES: Alec Hampton, Jerry Biller, Stacy Zimmer, John Moore, Terry Wedwick, Sherry Wallace, Suzanne Vohs, Tom Cudo, Phil Unterschuetz, Brian Coggins, Phil Schneider, Jim Meyer, Kurt Gorsegner, John Kalepp, Tom Hanson, Dave Willingham, Mike Russell

ABSENT: Lois Goode, Dan Gudis

Resolution 22-24

2023 Budget Amendments

Submitted by Rusk County Finance Committee: S/John Kalepp, Jim Meyer, Brian Coggins, Terry Wedwick, Phil Unterschuetz

Motion by Wedwick, seconded by Hampton to approve the resolution 2023 Budget Amendments. Motion Carried.

Result: Passed By Majority Vote (YES: 17, NO: 0, ABSTAIN: 0, ABSENT: 2)

YES: Alec Hampton, Jerry Biller, Stacy Zimmer, John Moore, Terry Wedwick, Sherry Wallace, Suzanne Vohs, Tom Cudo, Phil Unterschuetz, Brian Coggins, Phil Schneider, Jim Meyer, Kurt Gorsegner, John Kalepp, Tom Hanson, Dave Willingham, Mike Russell
ABSENT: Lois Goode, Dan Gudis

Resolution 23-24

Amended Resolution 16-17 Rusk County Sheriff's Office Reserve Deputy (part-time) Wage Compensation

Submitted by Rusk County Emergency Services Committee S/ Phil Schneider, Kurt Gorsegner, Suzanne Vohs, Terry Wedwick, Tom Cudo and Rusk County Personnel Committee S/ Stacy Zimmer, Mike Russell, Dave Willingham, Sherry Wallace, Jim Meyer

Motion by Unterschuetz, seconded by Russell to approve the Amended Resolution 16-17 Rusk County Sheriff's Office Reserve Deputy (part-time) Wage Compensation to \$25. Motion Carried.

Result: Passed By Majority Vote (YES: 17, NO: 0, ABSTAIN: 0, ABSENT: 2)

YES: Alec Hampton, Jerry Biller, Stacy Zimmer, John Moore, Terry Wedwick, Sherry Wallace, Suzanne Vohs, Tom Cudo, Phil Unterschuetz, Brian Coggins, Phil Schneider, Jim Meyer, Kurt Gorsegner, John Kalepp, Tom Hanson, Dave Willingham, Mike Russell

ABSENT: Lois Goode, Dan Gudis

Resolution 24-24

Approving July 1, 2024 General Employee Wage Adjustments - A. Gudis spoke on the Carlson-Dettmann wage study.

Submitted by Rusk County Finance Committee: S/John Kalepp, Jim Meyer, Brian Coggins, Terry Wedwick, Phil Unterschuetz and Rusk County Personnel Committee S/ Stacy Zimmer, Mike Russell, Dave Willingham, Sherry Wallace, Jim Meyer.

Motion by Wedwick, seconded by Wallace to approve the resolution Approving July 1, 2024 General Employee Wage Adjustments.

Motion by Meyer, seconded by Willingham to refer this Resolution back to the Personnel committee to discuss further options. Motion carried.

Results of Roll Call Vote: Yes: 12, No: 5, Absent: 2

YES: Alec Hampton, Jerry Biller, Stacy Zimmer, John Moore, Suzanne Vohs, Tom Cudo, Phil Unterschuetz, Jim Meyer, John Kalepp, Tom Hanson, Dave Willingham, Mike Russell.

NO: Terry Wedwick, Sherry Wallace, Brian Coggins, Philip Schneider, Kurt Gorsegner.

ABSENT: Lois Goode, Dan Gudis.

APPOINTMENTS

- ADRC Advisory/Nutrition Committee – Sherry Wallace & Mike Russell, Mark Schmitt & Alice Kesan.
- Ethics Committee – Stacy Zimmer, Jeremy Jacobs, Cora Schultz (1 year), Russell Dukerschein (2 year) and Anthony Arts (3 year).
- Indianhead Federated Library – Lois Goode.
- Indianhead Community Action Agency (transit service) RCTC – Dave Willingham (2 year – even), John Moore (2 year – even), and Suzanne Vohs (1 year – odd).
- ICAA – Tom Hanson.
- Travel Northwest Wisconsin Board – Suzanne Vohs.

- Travel Northwest Wisconsin Tourism – Suzanne Vohs.
- Library Board – Dave Willingham.

- NWCEP – Terry Wedwick.
- Housing Committee – Tom Cudo and Phil Unterschuetz. Citizen Members – Randy Tatur and Mike Hraban.
- Traffic Safety Committee – John Kalepp.
- Land and Water Conservation – Dan Gudis.

Motion by Russell, seconded by Wedwick to approve all of the appointments with the change. Motion carried.

Result: Passed By Majority Vote (YES: 17, NO: 0, ABSTAIN: 0, ABSENT: 2)

YES: Alec Hampton, Jerry Biller, Stacy Zimmer, John Moore, Terry Wedwick, Sherry Wallace, Suzanne Vohs, Tom Cudo, Phil Unterschuetz, Brian Coggins, Phil Schneider, Jim Meyer, Kurt Gorseger, John Kalepp, Tom Hanson, Dave Willingham, Mike Russell

ABSENT: Lois Goode, Dan Gudis

ANNOUNCEMENT

Next County Board Meeting Date – June 25, 2024 at 7:00 p.m.

ADJOURNMENT

Motion by Biller, seconded by Russell to adjourn at 9:52 p.m. Motion carried by Voice Vote.



MEETING OF THE RUSK COUNTY BOARD OF SUPERVISORS
June 20, 2024 at 10:00 a.m.
RUSK COUNTY GOVERNMENT CENTER LEC BOARD ROOM

CALL TO ORDER

Meeting called to order by Chairman Kalepp at 10:00 a.m.

ROLL CALL

Roll Call: Quorum Present

Present: J. Kalepp, S. Vohs, S. Wallace, J. Moore, T. Wedwick, K. Gorsegner, M. Russell,
J. Biller, B. Coggins, D. Willingham, L. Goode and T. Cudo

Absent: J. Meyer, P. Unterschuetz, A. Hampton, S. Zimmer, P. Schneider, T. Hanson, and D. Gudis.

Others Present: A. Heath, J. Wilk, C. Meyer, A. Gudis, S. Diedrick-Kasdorf, A. Phillips and E. Webster.

A QUORUM OF THE COUNTY BOARD MAY BE PRESENT TO ATTEND. NO ACTION WILL BE
TAKEN BY THE RUSK COUNTY BOARD OF SUPERVISORS.

Attorney Andy Phillips gave a presentation on Roles and Responsibilities and Ethics and Conflicts of
Interest.

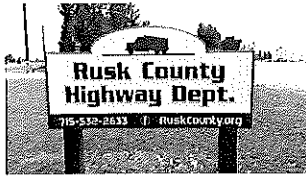
Recess – 11:18 a.m. – 11:31 a.m.

Sarah Diedrick-Kasdorf gave a presentation on Open Meetings and Public Records.

Recess – 12:08 p.m. – 12:13 p.m.

Attorney Andy Phillips gave a presentation on Board Rules.

ADJOURNMENT – *Motion by Moore, seconded by Gorsegner to adjourn at 1:18 pm. Motion carried.*



RUSK COUNTY HIGHWAY DEPARTMENT

EMILY VAN DOORN – INTERIM HIGHWAY COMMISSIONER
JUSTIN LIVINGSTON – SHOP FOREMAN

BACKGROUND

- 24 HIGHWAY WORKERS
 - 4 MECHANICS
 - 2 LTE HIGHWAY WORKERS
 - 18 HIGHWAY CREW
- 3 OFFICE
 - HIGHWAY ACCOUNTANT, COMMISSIONER, OPERATIONS MANAGER



BACKGROUND CONTINUED

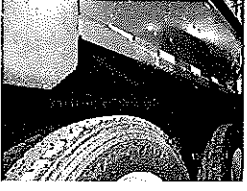
- PROVIDE SERVICES TO DEPARTMENTS, MUNICIPALITIES, CITIES
- PROVIDE MAINTENANCE TO BOTH STATE AND COUNTY ROADS
 - 125 MILES OF STATE ROADS
 - 1250 MILES OF COUNTY ROADS
- OPERATE 6 GRAVELS PITS
 - 5 ACTIVE & 1 INACTIVE
- HIGHWAY SHOP AND OFFICE
 - BUILT IN 1960-1961
 - 2 SATELLITE SHEDS
 - BRUCE & VIKENHUISER

WHERE OUR EQUIPMENT IS AT TODAY

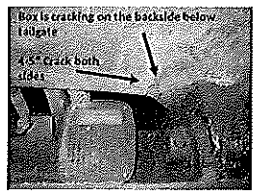
- EQUIPMENT AGE IS OLD AND PAST USEFUL LIFE
 - BEYOND "COSMETIC"
- SAFETY OF OPERATOR
- SAFETY OF THE PUBLIC
- COSTS
 - BECOMING GREATER THAN REVENUE

Truck 53 2009 Sterling

251,000 m/yr

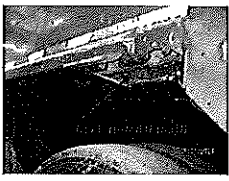


Truck 53



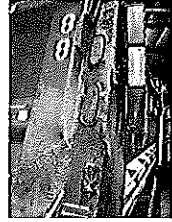
Truck 88 2007 Sterling (Washburn County Salt Truck)

225,000 m/yr



Truck 88 (Washburn County Salt Truck)

-Tailight housing is splitting apart
-Rust is bubbling, pushing the tailights out of place



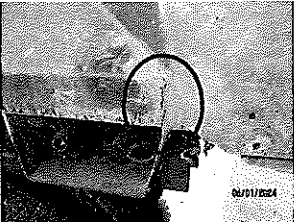
Truck 86 2007 Sterling
(Washburn County Salt Truck)

305,000 mi

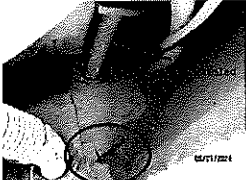
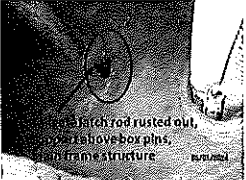
Note to customer
 This is a copy of the inspection report for the truck. The report contains information about the truck's condition, including the engine, transmission, suspension, and steering. The report also includes a list of recommended repairs and an estimate of the cost of those repairs. The report is intended to provide you with a clear understanding of the truck's condition and to help you make an informed decision about whether to purchase the truck.

Truck 86 2007 Sterling
(Washburn County Salt Truck)

305,000 mi



#86 (Washburn County Salt Truck)

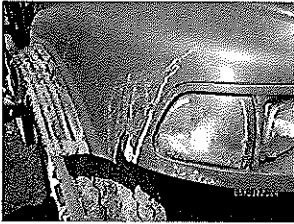
Control arm rusted out, replace with new pins, and frame structure

Truck 86 2007 Sterling
(Washburn County Salt Truck)

305,000 mi

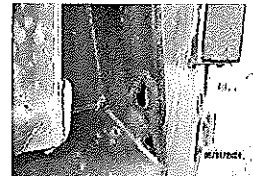
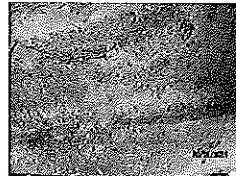
Note to customer
 This is a copy of the inspection report for the truck. The report contains information about the truck's condition, including the engine, transmission, suspension, and steering. The report also includes a list of recommended repairs and an estimate of the cost of those repairs. The report is intended to provide you with a clear understanding of the truck's condition and to help you make an informed decision about whether to purchase the truck.

Truck 89 2007
(Washburn County Salt Truck)
304,000 miles



#89 (Washburn County Salt Truck)

- Bottom floor pan of box
- Box also rotting out

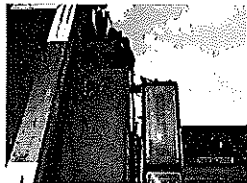


#89(Washburn County Salt Truck)

-Dump box is rotting away

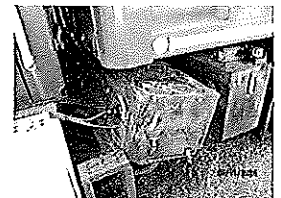


-Tail light housing also rotting away



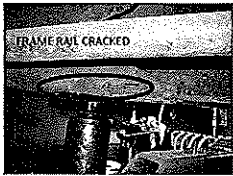
#85 2006(Barron County State Truck)

- Hydraulic valve bank rotted out, along with hydraulic tank.
- Box pins, scissor hoist, and main frame has been repaired.

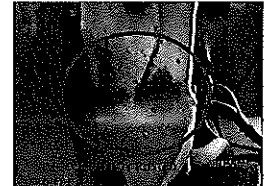


Truck #23 1997 Chevrolet 2500

LEFT PHOTO- FRAME RAIL CRACKED AND RUSTED
RIGHT PHOTO- CAB FLOOR BOARDS RUSTED THROUGH



Truck #23 1997 Chevrolet 2500



Truck #23 1997 Chevrolet 2500

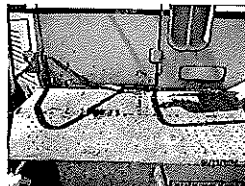
TRUCK 23 HAS BEEN PULLED FROM SERVICE AND DEEMED NO LONGER ROAD WORTHY, AND WILL BE PARKED UNTIL FURTHER NOTICE



FRAME COMPLETELY RUSTED THROUGH

#73 CAT 966 Loader 1993

18,500 hours
Engine Overhaul/ Step Replacement/ Pins & Bushings



#73 CAT 966 Loader

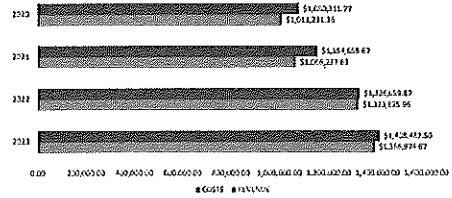
Bucket Control Repair, Remove and install radiator, remove and install engine, recondition engine, disassemble and assemble radiator for cleaning and float testing. Replace refrigerant compressor, R&I lift hoist cylinders, rebearing and reseal lift hoist cylinders, R&I tilt cylinder, rebearing and reseal tilt cylinder, clean machine, test after repairing of machine, repair and replace step.

TOTAL \$102,927.63 Parts and Labor

Minimum cost of repair pending misc parts needed.

Oil sample confirmed engine wear and tear.

COSTS VS REVENUE



EQUIPMENT FUND

WHAT GOES INTO AN INTERNAL SERVICE FUND?

- CHARGING USERS OF THE SERVICES THE FUND PROVIDES
- STATE, LOCAL GOVERNMENTS, AND OTHERS



EQUIPMENT FUND

WHAT COMES OUT OF AN INTERNAL SERVICE FUND?

- EXPENSES FOR PROVIDING THE SERVICES THE FUND IS USED FOR
- REPAIRS, LABOR, SET UP COSTS, FUEL SYSTEM
- SHOP OVERHEAD IS ALLOCATED AT END OF YEAR & CHARGED
- BUILDING EXPENSES

Steps going forward

1. Allocate available General Funds for needed equipment purchases
2. The Highway department needs to be more up front and honest about the poor quality of it's equipment sooner.
3. Safety should be top priority no matter the cost of which it is to keep not only our crews safe but the public as well.

Thank you!

Rusk County Hwy. Dept.

Equipment List 2024

Condition 1-5 (1 Poor-2 Fair-3 Good-4 Excellent-5 New)

Dump Trucks

<u>Truck No.</u>	<u>Year</u>	<u>Make</u>	<u>Model</u>	<u>Mileage</u>	<u>Condition 1-5</u>
#22TX	2017	Western	Tri-axle	108,000	4
#27QX	2017	Freightliner	Quad	135,000	4
#31TX	2017	Western	Tri-axle	104,000	4
#32TX	2018	Western	Tri-axle	55,000	5 State Truck
#34	2023	Western	Quad	5,400	5 State Truck
#35	2007	Ford	Tri-axle	257,000	1 Replace W/ New Truck
#38	2023	Western	Quad	3,500	5 State Truck
#41	2007	Ford	Tri-axle	272,000	1
#48	2005	Sterling	Tri-axle	298,000	1 Replace W/ New Truck
#50	2001	Ford	Tri-axle	271,000	1
#53	2009	Sterling	Tri-axle	251,000	1
#55	2009	Sterling	Tri-axle	232,000	1
#70	2003	Peterbilt	Single	184,000	1
#71	2004	Peterbilt	Single	179,000	1 State Truck
#85	2006	International	Single	137,000	2
#86	2007	Sterling	Tandem	305,000	1
#88	2007	Sterling	Tri-axle	325,000	1
#89	2007	Sterling	Tri-axle	304,000	1

Water Trucks

<u>Truck No.</u>	<u>Year</u>	<u>Make</u>	<u>Model</u>	<u>Mileage</u>	<u>Condition 1-5</u>
#49	2005	Sterling	Tri-axle	270,000	1

Low Boy Tractors

<u>Truck No.</u>	<u>Year</u>	<u>Make</u>	<u>Model</u>	<u>Mileage</u>	<u>Condition 1-5</u>
#20	2009	Mack	Tri-axle	51,000	4

Front End Loaders/Skidsteers

<u>Loader No.</u>	<u>Year</u>	<u>Make</u>	<u>Model</u>	<u>Hours</u>	<u>Condition 1-5</u>
#72	1995	John Deere	644G	14,551	2
#73	1993	Caterpillar	966F	18,xxx	0 \$110K + Parts/Labor
#75L	2016	Caterpillar	966M	3,500	4
#79L	2015	Gehl	V330	2,800	2
#81	2004	Gehl	SL7810	5,400	1 Replace 2025?
#82	1992	Case	621E	6,200	0 Needs \$13,000 in Parts
#90L	2018	John Deere	333G	2,000	4

Dozers

<u>Dozer No.</u>	<u>Year</u>	<u>Make</u>	<u>Model</u>	<u>Hours</u>	<u>Condition 1-5</u>
#92	1997	Cat	D4C	3,7xx	2

Paver

<u>Paver No.</u>	<u>Year</u>	<u>Make</u>	<u>Model</u>	<u>Hours</u>	<u>Condition 1-5</u>
#439	1997	Cat	Ap1055B	8,000	0 worn out

Graders

<u>Grader No.</u>	<u>Year</u>	<u>Make</u>	<u>Model</u>	<u>Hours</u>	<u>Condition 1-5</u>
#62	2002	Cat	140H	3,000	3
#65G	2017	Cat	140M	1,700	4

Rollers

<u>Roller No.</u>	<u>Year</u>	<u>Make</u>	<u>Model</u>	<u>Hours</u>	<u>Condition 1-5</u>
#414	1988	Bomag	BW10AS	3,700	0
#415	1997	Cat	CS323C	4,700	0 Engine Failing
#420	1998	Ingersol	DD-90HF	6,000	2
#424	2006	Dynapac			2

Tractors

<u>Tractor No.</u>	<u>Year</u>	<u>Make</u>	<u>Model</u>	<u>Hours</u>	<u>Condition 1-5</u>
#74	2020	John Deere	6120M	1,400	4
#76	2008	John Deere	6615	6,000	2
#78	1996	Ford	7740	9,000	1 Replace 2026?
#80TR	2017	Farmall	110C	1800	3
#84	2005	John Deere	6615	3,300	2
#109	1953	Farmall	A	No Meter	1 Auction off in fall 2024

Pickup Trucks

<u>Truck No.</u>	<u>Year</u>	<u>Make</u>	<u>Model</u>	<u>Mileage</u>	<u>Condition 1-5</u>
#009	2016	Ford	150	137,000	3 Commissioner Trk
#10	2015	Chevrolet	2500	97,000	3 Grade Foreman
#11	2015	Chevrolet	2500	108,000	3 Blacktop Foreman
#12PU	2017	Chevrolet	2500	88,777	4 Flagger Truck
#13PU	2017	Chevrolet	2500	93,402	4 Flagger Truck
#14	2000	GMC	3500	193,000	2 Worker Truck
#16PU	2017	Ford	150	92,000	4 Ops Manager
#17	2012	Ford	250	98,000	4 Shop Truck
#18	2005	Ford	250	182,000	0 Chipper Truck
#23	1997	Chevrolet	2500	196,000	1 Rotted Frame Rail
#29	2006	Chevrolet	2500	206,000	2 Sign Truck
#43	2005	Ford	350	128,000	1 Dump Box
#52	2008	Dodge	1500	235,000	1 Worker Truck
#56	2011	Chevrolet	3500HD	127,000	2 Worker Truck
#58	2011	Chevrolet	3500HD	180,000	2 Worker Truck
#60	2014	Chevrolet	3500	105,000	4 Const. Foreman
#61	2014	Chevrolet	3500	75,000	4 Brine/Spray Truck

Excavators

<u>Hoe No.</u>	<u>Year</u>	<u>Make</u>	<u>Model</u>	<u>Hours</u>	<u>Condition 1-5</u>
#300	2001	Cat	M318	11,000	1 Needs Replacement 2024*
#304	2016	Cat	323F	5,168	3

Specialty Trucks

<u>Truck No.</u>	<u>Year</u>	<u>Make</u>	<u>Model</u>	<u>Mileage</u>	<u>Condition 1-5</u>	
#03	1985	Ford	LT-8000	260,000	2	Tack Truck
#26	1992	GMC	3116	220,000	2	Signing Truck
#39	1994	GMC	C7500	89,000	2	Welding Truck
#95	2002	Freightliner	FL70	179,000	2	Bucket Truck

Trailers

<u>Trailer No.</u>	<u>Year</u>	<u>Make</u>	<u>Model</u>	<u>Tonage</u>	<u>Condition 1-5</u>	
#107	2004	Redi Haul	Tri Axle	10 Ton	2	Skid Steer Trailer
#112	2024	Midsota	TBHD24	10 Ton	5	Tilt Trailer
#221T	2013	Talbert	Tri Axle	50 Ton	3	

Equipment Highlighted In RED Needs Replacement/ Upgraded.



Capital Improvement Plan
2025-2029

as approved by Property
Agenda Item #3

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INTRODUCTION

Rusk County realizes the importance of planning for larger capital improvement expenses to maintain infrastructure, upgrade equipment, and invest in future growth. Thus, the County prepares a formal Capital Improvement Plan (CIP) every five years. Department Heads with anticipated capital improvement needs submit a request form that details the project, the project cost, and the anticipated funding sources. Oversight Committees review these submittals and then forward to the Property Committee for further review. Once approved by the Property Committee, the CIP will be presented to the County Board for adoption.

The CIP plan provides comprehensive planning and analysis of both short and long-range capital needs throughout the County. The process as described above allows for fiscal review and prioritization of such capital projects. This proposed 5-year CIP details the anticipated costs necessary to maintain, expand, and replace the county's facilities, equipment, and infrastructure.

The CIP identifies proposed projects, expenditures, and funding sources for capital improvements for the period 2025-2029. This 5-year CIP shows forecast expenditures of \$58,992,485 with \$31,946,553 of capital needs scheduled in 2025.

The majority of the CIP calls for repair and replacement of equipment and infrastructure with approximately \$42 million in additional asset purchases planned for the County by end of 2029. This plan helps set forth a replacement schedule so the County can maintain high-functioning and safe equipment as well as updated infrastructure for the staff and general public.

The CIP amounts in this 5-year plan are for planning purposes. These amounts are subject to change as new data, information, or funding sources become available or as the projects are further developed.

HIGHLIGHTS

The major project in Rusk County's 2025-2029 Capital Improvement Plan is the design and construction of a jail facility. The proposed location is south of the current Government Center on county-owned land on the corner of Miner Avenue and 3rd Streets. Other notable expenditures include replacement of equipment in the Highway Department and maintenance at County facilities.

New Jail Project

Rusk County completed a facility assessment and space needs analysis in early 2022 with Wold Architects. That study revealed that several County facilities were in need of significant updates. The facility that ranked at the top of the list was the jail, closely followed by the Highway Department shop. The County proceeded with design phase of a new jail facility in April 2023. The proposed design will allow for jail operations to continue with three jailer/dispatchers per shift. This will help mitigate increases in operational cost from a staffing standpoint.

Highway Equipment

Routine repair and replacement of equipment in the County's Highway Department is essential to maintain efficient operations and safe working conditions. Equipment replaced on an eight, nine, or ten-year rotation will take

advantage of favorable pricing which will increase the County's equity in its assets and reduce the cost of replacement.

Facility Maintenance

The County's aging facilities continue to require regular maintenance and costly repairs. Investing in renovations and upgrades, mechanical repairs and replacements, and façade updates will allow for less time invested in constant upkeep by the County's maintenance department. Newer equipment is also more energy efficient and could result in a drop in utility costs.

FINANCING THE CAPITAL IMPROVEMENT PLAN

Rusk County has historically bonded for capital improvement projects on an as needed basis. Around 2020, Administration, with the assistance of the County's bond adviser, researched a more disciplined approach to borrowing. Starting in 2021, the County adopted a strategy to bond for \$3 million every other year for capital needs, including highway projects. The County elected not to bond in 2023 in anticipation of a larger capital improvement project slated for 2024 or 2025. Instead, the Board passed a Reimbursement Resolution in December of 2022. This resolution lets the County reimburse itself through bond proceeds. Current capital projects, which include the design phase of the new jail and highway paving, are being funded by the General Fund with the expectation that the General Fund will be made whole once the Board authorizes a borrowing.

In June 2024, the Board authorized the Sheriff to proceed with the radio tower project to be funded by bond proceeds. That same month, the County passed a resolution with intent to borrow for the estimated amount of the jail project not to exceed \$38.5 million. The County simultaneously passed a resolution with intent to borrow for other capital projects including the radio tower project and highway road projects with a not to exceed amount of \$6 million. Both of these borrowings will fund the aforementioned projects through the end of 2026.

Departments submitted their proposed sources of revenue to fund these future projects specific to their needs. These funding sources include tax levy, general obligation debt, department fund balance, grants, and fees. The County has no plans to issue additional debt in 2024 outside of the amounts detailed above.

LONG RANGE PLANNING

The purpose of a Capital Improvement Plan is to plan for projects and funding as they are needed rather than being forced to react to a crisis situation. This CIP will be reviewed every year as part of the budget process and adapted to fit the needs of the County as they may change. An integral key to successful implement of this plan is identifying ongoing funding sources. It is the recommendation of Administration that the Board allocate a portion of excess unassigned general fund balance annually to the CIP fund to provide an ongoing funding source for these much needed projects and equipment purchases.

2025-2029 CAPITAL IMPROVEMENT PLAN

SUMMARY

EXPENDITURES

	2025	2026	2027	2028	2029
PUBLIC SAFETY	\$28,024,753	\$8,540,500	\$304,000	\$304,000	\$304,000
HIGHWAY	\$2,283,400	\$2,908,700	\$7,089,750	\$1,847,000	\$1,339,982
BUILDINGS & GROUNDS	\$1,250,400	\$1,220,000	\$565,000	\$490,000	\$380,000
FORESTRY & LCDD	\$69,000	\$244,000	\$800,000	\$36,000	\$45,000
GENERAL GOVERNMENT	\$319,000	\$191,000	\$210,000	\$215,000	\$100,000
TOTAL	\$31,946,553	\$13,104,200	\$8,968,750	\$2,892,000	\$2,168,982

REVENUES

	2025	2026	2027	2028	2029
TAX LEVY	\$1,216,000	\$1,295,500	\$1,371,500	\$935,000	\$899,000
<i>OPERATING</i>	<i>\$1,029,000</i>	<i>\$1,295,500</i>	<i>\$1,211,500</i>	<i>\$775,000</i>	<i>\$739,000</i>
<i>EMS</i>	<i>\$187,000</i>	<i>\$0</i>	<i>\$160,000</i>	<i>\$160,000</i>	<i>\$160,000</i>
G.O. DEBT	\$30,373,336	\$10,837,474	\$2,324,372	\$1,637,000	\$1,019,982
DEPT. FUND BALANCE	\$234,315	\$485,000	\$100,000	\$160,000	\$150,000
GRANTS	\$122,902	\$486,226	\$5,167,878	\$160,000	\$100,000
FEES	\$0	\$0	\$5,000	\$0	\$0
TOTAL	\$31,946,553	\$13,104,200	\$8,968,750	\$2,892,000	\$2,168,982

2025-2029 CAPITAL IMPROVEMENT PLAN PROJECT & EQUIPMENT LISTING

PUBLIC SAFETY

EXPENDITURES

	2025	2026	2027	2028	2029
AMB – NEW AMBULANCE	\$261,315		\$160,000	\$160,000	\$160,000
AMB – GARAGE		\$320,000			
RUSO – SQUADS	\$192,000	\$144,000	\$144,000	\$144,000	\$144,000
RUSO – K9		\$30,000			
RUSO – NEW JAIL	\$25,140,500	\$8,046,500			
RUSO – TOWER UPGRADES	\$2,430,938				
TOTAL	\$28,024,753	\$8,540,500	\$304,000	\$304,000	\$304,000

REVENUES

	2025	2026	2027	2028	2029
TAX LEVY	\$379,000	\$159,000	\$304,000	\$304,000	\$304,000
OPERATING	\$192,000	\$159,000			
EMS	\$187,000				
G.O. DEBT	\$27,571,438	\$8,046,500			
DEPT. FUND BALANCE	\$74,315	\$335,000 ¹			
GRANTS					
FEEES					
TOTAL	\$28,024,753	\$8,540,500	\$304,000	\$304,000	\$304,000

¹ \$15,000 FUND BALANCE FOR SHERIFF K9 PURCHASE SUBJECT TO DONATIONS TO THE K9 UNIT

2025-2029 CAPITAL IMPROVEMENT PLAN PROJECT & EQUIPMENT LISTING

HIGHWAY

EXPENDITURES

	2025	2026	2027	2028	2029
CTH PROJECTS	\$1,343,400	\$1,798,700	\$6,409,750	\$1,147,000	\$639,982
PLOW TRUCKS	\$660,000	\$710,000	\$680,000	\$700,000	\$700,000
PICKUP TRUCKS	\$150,000				
SKID STEER	\$130,000				
LOADER		\$400,000			
TOTAL	\$2,283,400	\$2,908,700	\$7,089,750	\$1,847,000	\$1,339,982

REVENUES

	2025	2026	2027	2028	2029
TAX LEVY	\$790,000	\$960,000	\$580,000	\$550,000	\$550,000
G.O. DEBT	\$1,232,498	\$1,379,974	\$1,614,372	\$997,000	\$539,982
DEPT. FUND BALANCE	\$150,000	\$150,000	\$100,000	\$150,000	\$150,000
GRANTS	\$110,902	\$418,726	\$4,795,378	\$150,000	\$100,000
FEEES					
TOTAL	\$2,283,400	\$2,908,700	\$7,089,750	\$1,847,000	\$1,339,982

2025-2029 CAPITAL IMPROVEMENT PLAN PROJECT & EQUIPMENT LISTING

BUILDINGS & GROUNDS

EXPENDITURES

	2025	2026	2027	2028	2029
FAIR – NEW BATHROOMS	\$225,000				
FAIR – BUILDING UPGRADES	\$45,000	\$10,000			
FAIR – ELECTRICAL UPGRADE	\$50,000				
FAIR – GRANDSTAND UPGRADES	\$65,400				
FAIR – TRACK SKIDSTEER	\$50,000				
FAIR – NEW STRUCTURES	\$35,000	\$600,000	\$100,000	\$350,000	\$100,000
FAIR – PAVING		\$250,000			
FAIR – LANDSCAPING			\$10,000	\$10,000	\$10,000
MAINT – NEW EQUIPMENT	\$135,000	\$15,000		\$15,000	
MAINT – FACILITIES	\$345,000	\$225,000	\$340,000	\$15,000	\$235,000
MAINT – LANDSCAPING	\$10,000	\$10,000	\$10,000	\$15,000	\$10,000
MAINT – PICKUP TRUCKS		\$60,000	\$60,000	\$60,000	
MAINT – GATEWAY HVAC			\$15,000		
TRLS END – SWINGING BRIDGE	\$85,000				
TRLS END – BUILDING UPDGRADES	\$55,000	\$45,000	\$30,000	\$10,000	
TRLS END – ELECTRICAL UPDGRADES	\$150,000				
TRLS END - LANDSCAPING				\$15,000	\$15,000
TRLS END – BOATHOUSE/DOCK		\$5,000			\$10,000
TOTAL	\$1,250,400	\$1,220,000	\$565,000	\$490,000	\$380,000

REVENUES

	2025	2026	2027	2028	2029
TAX LEVY					
G.O. DEBT ²	\$1,250,400	\$1,220,000	\$565,000	\$490,000	\$380,000
DEPT. FUND BALANCE					
GRANTS					
FEES					
TOTAL	\$1,250,000	\$1,220,000	\$565,000	\$490,000	\$380,000

² NO FUNDING SOURCES IDENTIFIED BY DEPARTMENT HEAD SO G.O. DEBT IS ASSUMED.

2025-2029 CAPITAL IMPROVEMENT PLAN PROJECT & EQUIPMENT LISTING

FORESTRY & LAND CONSERVATION AND DEVELOPMENT

EXPENDITURES

	2025	2026	2027	2028	2029
FOR - EQUIPMENT	\$10,000	\$25,000		\$16,000	
FOR – CAMPSITE UPGRADES	\$8,000	\$10,000	\$735,000		
FOR – DOCKS	\$20,000			\$20,000	
FOR – ATV PAVILLION		\$60,000			
FOR – PAVING		\$54,000			
FOR – PICKUP TRUCKS			\$50,000		\$45,000
LCDD – VEHICLES	\$25,000	\$30,000			
LCDD – DESKS	\$6,000				
LCDD – ORTHOPHOTO		\$65,000			
LCDD – DRONE			\$15,000		
TOTAL	\$69,000	\$244,000	\$800,000	\$36,000	\$45,000

REVENUES

	2025	2026	2027	2028	2029
TAX LEVY	\$47,000	\$176,500	\$422,500	\$16,000	\$45,000
G.O. DEBT					
DEPT. FUND BALANCE	\$10,000			\$10,000	
GRANTS	\$12,000	\$67,500	\$372,500	\$10,000	
FEES			\$5,000		
TOTAL	\$69,000	\$244,000	\$800,000	\$36,000	\$45,000

2025-2029 CAPITAL IMPROVEMENT PLAN PROJECT & EQUIPMENT LISTING

GENERAL GOVERNMENT

EXPENDITURES

	2025	2026	2027	2028	2029
COURTS – COURT ROOM UPGRADES			\$65,000	\$65,000	
IT – ANIMAL SHELTER CAMERAS	\$25,000				
IT – MICROSOFT OFFICE	\$70,000				
IT – VOICEMAIL	\$15,000				
IT – BADGE READERS	\$30,000	\$30,000	\$30,000	\$30,000	
IT – TECH UPGRADES	\$100,000	\$75,000	\$65,000	\$50,000	\$50,000
IT – SERVERS	\$29,000	\$6,000	\$50,000		
IT – WAP PROJECTS		\$12,000			
IT – SECURITY AUDIT		\$18,000		\$20,000	
IT – NETWORK REBUILD	\$50,000	\$50,000		\$50,000	\$50,000
TOTAL	\$319,000	\$191,000	\$210,000	\$215,000	\$100,000

REVENUES

	2025	2026	2027	2028	2029
TAX LEVY			\$65,000	\$65,000	
G.O. DEBT	\$319,000	\$161,000	\$115,000	\$120,000	\$380,000
DEPT. FUND BALANCE					
GRANTS					
FEES					
TOTAL	\$319,000	\$191,000	\$210,000	\$215,000	\$100,000

Public Safety – Ambulance

2025-2029 CIP Request Form								
Ambulance								
Thomas Hall				REVENUE SOURCES				
			TOTAL	TAX LEVY	G.O. DEBT	DEPT. FUND BALANCE	FED OR STATE GOVERNMENT /GRANTS	FEES
2025 Projects & Equipment								
A		Ambulance and equip	\$ 261,315	\$ 187,000	\$ -	\$ 74,315	\$ -	\$ -
B			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
C			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
D			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
E			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
		Subtotal	\$ 261,315	\$ 187,000	\$ -	\$ 74,315	\$ -	\$ -
		Total Revenue						\$ 261,315
2026 Projects & Equipment								
A		Ambulance Garage	\$ 320,000	\$ -	\$ -	\$ 320,000	\$ -	\$ -
B			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
C			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
D			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
E			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
		Subtotal	\$ 320,000	\$ -	\$ -	\$ 320,000	\$ -	\$ -
		Total Revenue						\$ 320,000
2027 Projects & Equipment								
A		Ambulance and equip	\$ 160,000	\$ 160,000	\$ -	\$ -	\$ -	\$ -
B			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
C			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
		Subtotal	\$ 160,000	\$ 160,000	\$ -	\$ -	\$ -	\$ -
		Total Revenue						\$ 160,000
2028 Projects & Equipment								
A		Ambulance and equip	\$ 160,000	\$ 160,000	\$ -	\$ -	\$ -	\$ -
B			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
		Subtotal	\$ 160,000	\$ 160,000	\$ -	\$ -	\$ -	\$ -
		Total Revenue						\$ 160,000
2029 Projects & Equipment								
A		1/2 amb and equip	\$ 160,000	\$ 160,000	\$ -	\$ -	\$ -	\$ -
B			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
		Subtotal	\$ 160,000	\$ 160,000	\$ -	\$ -	\$ -	\$ -
		Total Revenue						\$ 160,000
Total 5 Year Project Costs			\$ 1,061,315					
Total 5 Year Project Revenue Sources			\$ 1,061,315					
Project Narrative								
Normal replacement cycle for the ambulances. We need to think about the continued staffing issues we will have. Eventually we will need to cut down on the number of ambulances in the fleet and where they are located. Ideally we would keep one rig in the Ladysmith fire hall and perhaps one in the Tony area (thus the new building or building purchase) We would also have to support another full time crew in Tony and a paid on-call per call in Sheldon (as it now)2024 there is 187,000 in replacement budget so 320 is a sizeable increase. May have to split those costs into 2 seperate yrs or use some budget excess from previous years.								
Impact to Operating Budget								
minimal changes								

General Government – Circuit Court

2025-2029 CIP Request Form								
Circuit Court								
Judge Barna/Lori Gorsegner				REVENUE SOURCES				
			TOTAL	TAX LEVY	G.O. DEBT	DEPT. FUND BALANCE	FED OR STATE GOVERNMENT /GRANTS	FEES
2025 Projects & Equipment								
A		none planned	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
B			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
C			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
D			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
E			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Subtotal		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Total Revenue							\$ -
2026 Projects & Equipment								
A		none planned	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
B			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
C			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
D			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
E			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Subtotal		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Total Revenue							\$ -
2027 Projects & Equipment								
A		Courtroom 1 Upgrades	\$ 65,000	\$ 65,000	\$ -	\$ -	\$ -	\$ -
B			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
C			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Subtotal		\$ 65,000	\$ 65,000	\$ -	\$ -	\$ -	\$ -
	Total Revenue							\$ 65,000
2028 Projects & Equipment								
A		Courtroom 2 Upgrades	\$ 65,000	\$ 65,000	\$ -	\$ -	\$ -	\$ -
B			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Subtotal		\$ 65,000	\$ 65,000	\$ -	\$ -	\$ -	\$ -
	Total Revenue							\$ 65,000
2029 Projects & Equipment								
A			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
B			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Subtotal		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Total Revenue							\$ -
Total 5 Year Project Costs			\$ 130,000					
Total 5 Year Project Revenue Sources			\$ 130,000					
Project Narrative								
At the current time, the technology in the courtrooms is working and meets the needs of the Court but as we all know technology changes quickly. We are estimating updgades to the system may need to be done in 2028-2029. In 2023-24 the system installed in CR 2 was around \$90,000. We are estimating \$65,000 for upgrades to each courtroom not knowing exactly what costs will be in 2028-29. The funds would need to come from tax levy as there are no grants available.								
Impact to Operating Budget								
Funds would need to come from Tax Levy.								

Buildings & Grounds – Fairgrounds

2025-2029 CIP Request Form									
Building & Grounds - Fairgrounds									
Gary Shilts, Charmaine Riddle				REVENUE SOURCES					
				TOTAL	TAX LEVY	G.O. DEBT	DEPT. FUND BALANCE	FED OR STATE GOVERNMENT /GRANTS	FEES
2025 Projects & Equipment									
A	FG	North bathrooms @ Fairgrounds	\$ 225,000	\$ -	\$ 225,000	\$ -	\$ -	\$ -	\$ -
B	FG	Washrack Upgrades	\$ 10,000	\$ -	\$ 10,000	\$ -	\$ -	\$ -	\$ -
C	FG	New roof on Chuck Wagon/Repairs	\$ 25,000	\$ -	\$ 25,000	\$ -	\$ -	\$ -	\$ -
D	FG	Electrical transformer upgrade by Xcel	\$ 50,000	\$ -	\$ 50,000	\$ -	\$ -	\$ -	\$ -
E	FG	Water shut off building	\$ 35,000	\$ -	\$ 35,000	\$ -	\$ -	\$ -	\$ -
F	FG	Ramps for Grandstand	\$ 65,400	\$ -	\$ 65,400	\$ -	\$ -	\$ -	\$ -
G	FG	Track Skidsteer	\$ 50,000	\$ -	\$ 50,000	\$ -	\$ -	\$ -	\$ -
H	FG	Mini X to fit in barns	\$ 10,000	\$ -	\$ 10,000	\$ -	\$ -	\$ -	\$ -
Subtotal			\$ 470,400	\$ -	\$ 470,400	\$ -	\$ -	\$ -	\$ -
Total Revenue									\$ 470,400
2026 Projects & Equipment									
A	FG	Beef/Dairy Barn	\$ 350,000	\$ -	\$ 350,000	\$ -	\$ -	\$ -	\$ -
B	FG	South bathroom revamp	\$ 10,000	\$ -	\$ 10,000	\$ -	\$ -	\$ -	\$ -
C	FG	Blacktop	\$ 250,000	\$ -	\$ 250,000	\$ -	\$ -	\$ -	\$ -
D	FG	New Shop/Storage	\$ 250,000	\$ -	\$ 250,000	\$ -	\$ -	\$ -	\$ -
Subtotal			\$ 860,000	\$ -	\$ 860,000	\$ -	\$ -	\$ -	\$ -
Total Revenue									\$ 860,000
2027 Projects & Equipment									
A	FG	Sheep & Goat Barn	\$ 100,000	\$ -	\$ 100,000	\$ -	\$ -	\$ -	\$ -
B	FG	Exterior Landscape repairs	\$ 10,000	\$ -	\$ 10,000	\$ -	\$ -	\$ -	\$ -
Subtotal			\$ 110,000	\$ -	\$ 110,000	\$ -	\$ -	\$ -	\$ -
Total Revenue									\$ 110,000
2028 Projects & Equipment									
A	FG	Show/Auction Ring	\$ 350,000	\$ -	\$ 350,000	\$ -	\$ -	\$ -	\$ -
B	FG	Exterior Landscape repairs	\$ 10,000	\$ -	\$ 10,000	\$ -	\$ -	\$ -	\$ -
Subtotal			\$ 360,000	\$ -	\$ 360,000	\$ -	\$ -	\$ -	\$ -
Total Revenue									\$ 360,000
2029 Projects & Equipment									
A	FG	Horse Barn	\$ 100,000	\$ -	\$ 100,000	\$ -	\$ -	\$ -	\$ -
B	FG	Exterior Landscape repairs	\$ 10,000	\$ -	\$ 10,000	\$ -	\$ -	\$ -	\$ -
Subtotal			\$ 110,000	\$ -	\$ 110,000	\$ -	\$ -	\$ -	\$ -
Total Revenue									\$ 110,000
Total 5 Year Project Costs			\$ 1,910,400						
Total 5 Year Project Revenue Sources			\$ 1,910,400						
Project Narrative				Upgrading and updating from lack of preventative maintenance.					
Impact to Operating Budget									

Forestry & LCDD – Forestry

2025-2029 CIP Request Form								
Forestry			REVENUE SOURCES					
Jerrad Macholl			TOTAL	TAX LEVY	G.O. DEBT	DEPT. FUND BALANCE	FED OR STATE GOVERNMENT /GRANTS	FEES
2025 Projects & Equipment								
A	trimble GPS	\$ 10,000	\$ 10,000	\$ -	\$ -	\$ -	\$ -	\$ -
B	2 docks	\$ 20,000	\$ -	\$ -	\$ 10,000	\$ 10,000	\$ -	\$ -
C	Murphy add 2 sites	\$ 8,000	\$ 8,000	\$ -	\$ -	\$ -	\$ -	\$ -
D		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
E		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Subtotal	\$ 38,000	\$ 18,000	\$ -	\$ 10,000	\$ 10,000	\$ -	\$ -
	Total Revenue							\$ 38,000
2026 Projects & Equipment								
A	ATV	\$ 9,000	\$ 9,000	\$ -	\$ -	\$ -	\$ -	\$ -
B	mower	\$ 16,000	\$ 16,000	\$ -	\$ -	\$ -	\$ -	\$ -
C	Pavillion Bucks Lake trailhead	\$ 60,000	\$ 30,000	\$ -	\$ -	\$ 30,000	\$ -	\$ -
D	Paving Murphy pavillion(32,000)/Jos	\$ 54,000	\$ 54,000	\$ -	\$ -	\$ -	\$ -	\$ -
E	Josie back sites upgrade	\$ 10,000	\$ 10,000	\$ -	\$ -	\$ -	\$ -	\$ -
	Subtotal	\$ 149,000	\$ 119,000	\$ -	\$ -	\$ 30,000	\$ -	\$ -
	Total Revenue							\$ 149,000
2027 Projects & Equipment								
A	Truck 3/4 ton	\$ 50,000	\$ 50,000	\$ -	\$ -	\$ -	\$ -	\$ -
B	Audie Lake upgrade and expansion	\$ 735,000	\$ 367,500	\$ -	\$ -	\$ 367,500	\$ -	\$ -
	1. well/wellhouse	30,000						
	2. toilets/showers	250,000						
	3. dump station	20,000						
	4. 15 new sites	60,000						
	5. access road/drivew	110,000						
	6. electric to 30 sites	105,000						
	7. water to 30 sites	90,000						
	8. playground	70,000						
	Subtotal	\$ 785,000	\$ 417,500	\$ -	\$ -	\$ 367,500	\$ -	\$ -
	Total Revenue							\$ 785,000
2028 Projects & Equipment								
A	2docks	\$ 20,000	\$ -	\$ -	\$ 10,000	\$ 10,000	\$ -	\$ -
B	mower	\$ 16,000	\$ 16,000	\$ -	\$ -	\$ -	\$ -	\$ -
	Subtotal	\$ 36,000	\$ 16,000	\$ -	\$ 10,000	\$ 10,000	\$ -	\$ -
	Total Revenue							\$ 36,000
2029 Projects & Equipment								
A	Truck	\$ 45,000	\$ 45,000	\$ -	\$ -	\$ -	\$ -	\$ -
B		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Subtotal	\$ 45,000	\$ 45,000	\$ -	\$ -	\$ -	\$ -	\$ -
	Total Revenue							\$ 45,000
Total 5 Year Project Costs		\$ 1,053,000						
Total 5 Year Project Revenue Sources		\$ 1,053,000						
Project Narrative								
7 trucks. Replace 1 every other year so that they are replaced after 14-15 years. 5 ATVs. Replace 1 every 4 years so that they are replaced after 20 years. 1 UTV. No replacement anticipated before 2030. 1 brush mower for skid steer. No replacement anticipated before 2030. ORV grant applications for pavillion and campground. RBF grant applications for docks.								
Impact to Operating Budget								
Normal operating budget should remain unchanged.								

General Government – IT

2025-2029 CIP Request Form									
IT				REVENUE SOURCES					
Gary Shilts, Jim Bugbee				TOTAL	TAX LEVY	G.O. DEBT	DEPT. FUND BALANCE	FED OR STATE GOVERNMENT /GRANTS	FEES
2025 Projects & Equipment									
A		Camera System animal shelter	\$ 25,000	\$ -	\$ 25,000	\$ -	\$ -	\$ -	
B		Mitel voicemail	\$ 15,000	\$ -	\$ 15,000	\$ -	\$ -	\$ -	
C		Computers refresh/rotation	\$ 100,000	\$ -	\$ 100,000	\$ -	\$ -	\$ -	
D		Badge reader doors	\$ 30,000	\$ -	\$ 30,000	\$ -	\$ -	\$ -	
E		Microsoft office	\$ 70,000	\$ -	\$ 70,000	\$ -	\$ -	\$ -	
F		Server licenses	\$ 29,000	\$ -	\$ 29,000	\$ -	\$ -	\$ -	
G		Network rebuild	\$ 50,000	\$ -	\$ 50,000	\$ -	\$ -	\$ -	
		Subtotal	\$ 319,000	\$ -	\$ 319,000	\$ -	\$ -	\$ -	
		Total Revenue						\$ 319,000	
2026 Projects & Equipment									
A		Server room A/C unit	\$ 6,000	\$ -	\$ 6,000	\$ -	\$ -	\$ -	
B		WAP projects	\$ 12,000	\$ -	\$ 12,000	\$ -	\$ -	\$ -	
C		Badge reader doors	\$ 30,000	\$ -	\$ 30,000	\$ -	\$ -	\$ -	
D		Computers refresh/rotation	\$ 75,000	\$ -	\$ 75,000	\$ -	\$ -	\$ -	
E		Cyber security audit	\$ 18,000	\$ -	\$ 18,000	\$ -	\$ -	\$ -	
F		Network rebuild	\$ 50,000	\$ -	\$ 50,000	\$ -	\$ -	\$ -	
		Subtotal	\$ 191,000	\$ -	\$ 191,000	\$ -	\$ -	\$ -	
		Total Revenue						\$ 191,000	
2027 Projects & Equipment									
A		Computers refresh/rotation	\$ 50,000	\$ -	\$ 50,000	\$ -	\$ -	\$ -	
B		Badge reader doors	\$ 30,000	\$ -	\$ 30,000	\$ -	\$ -	\$ -	
C		UPS battery replacements	\$ 15,000	\$ -	\$ 15,000	\$ -	\$ -	\$ -	
D		Network rebuild	\$ 50,000	\$ -	\$ 50,000	\$ -	\$ -	\$ -	
		Subtotal	\$ 145,000	\$ -	\$ 145,000	\$ -	\$ -	\$ -	
		Total Revenue						\$ 145,000	
2028 Projects & Equipment									
A		Computers refresh/rotation	\$ 50,000	\$ -	\$ 50,000	\$ -	\$ -	\$ -	
B		Badge reader doors	\$ 30,000	\$ -	\$ 30,000	\$ -	\$ -	\$ -	
C		Network rebuild	\$ 50,000	\$ -	\$ 50,000	\$ -	\$ -	\$ -	
D		Cyber security audit	\$ 20,000	\$ -	\$ 20,000	\$ -	\$ -	\$ -	
		Subtotal	\$ 150,000	\$ -	\$ 150,000	\$ -	\$ -	\$ -	
		Total Revenue						\$ 150,000	
2029 Projects & Equipment									
A		Computers refresh/rotation	\$ 50,000	\$ -	\$ 50,000	\$ -	\$ -	\$ -	
B		Network rebuild	\$ 50,000	\$ -	\$ 50,000	\$ -	\$ -	\$ -	
		Subtotal	\$ 100,000	\$ -	\$ 100,000	\$ -	\$ -	\$ -	
		Total Revenue						\$ 100,000	
Total 5 Year Project Costs			\$ 905,000						
Total 5 Year Project Revenue Sources			\$ 905,000						
Project Narrative									
Impact to Operating Budget									

Forestry & LCDD – Land Conservation and Development Division

2025-2029 CIP Request Form									
LCDD				REVENUE SOURCES					
N. Stadnyk				TOTAL	TAX LEVY	G.O. DEBT	DEPT. FUND BALANCE	FED OR STATE GOVERNMENT /GRANTS	FEES
2025 Projects & Equipment									
A		Zoning Vehicle	\$ 25,000	\$ 25,000	\$ -	\$ -	\$ -	\$ -	\$ -
B		Office Desks (3)	\$ 6,000	\$ 4,000	\$ -	\$ -	\$ 2,000	\$ -	\$ -
C			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
D			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
E			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
		Subtotal	\$ 31,000	\$ 29,000	\$ -	\$ -	\$ 2,000	\$ -	\$ -
		Total Revenue							\$ 31,000
2026 Projects & Equipment									
A		County Wide Orthophoto	\$ 65,000	\$ 32,500	\$ -	\$ -	\$ 32,500	\$ -	\$ -
B		LWCD Vehicle	\$ 30,000	\$ 25,000	\$ -	\$ -	\$ 5,000	\$ -	\$ -
C			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
D			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
E			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
		Subtotal	\$ 95,000	\$ 57,500	\$ -	\$ -	\$ 37,500	\$ -	\$ -
		Total Revenue							\$ 95,000
2027 Projects & Equipment									
A		Replace Drone	\$ 15,000	\$ 5,000	\$ -	\$ -	\$ 5,000	\$ 5,000	\$ 5,000
B			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
C			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
		Subtotal	\$ 15,000	\$ 5,000	\$ -	\$ -	\$ 5,000	\$ 5,000	\$ 5,000
		Total Revenue							\$ 15,000
2028 Projects & Equipment									
A			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
B			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
		Subtotal	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
		Total Revenue							\$ -
2029 Projects & Equipment									
A			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
B			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
		Subtotal	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
		Total Revenue							\$ -
Total 5 Year Project Costs			\$ 141,000						
Total 5 Year Project Revenue Sources			\$ 141,000						
Project Narrative									
Impact to Operating Budget									

Buildings & Grounds – Maintenance

2025-2029 CIP Request Form									
Building & Grounds				REVENUE SOURCES					
Gary Shifts, Charmaïne Riddle				TOTAL	TAX LEVY	G.O. DEBT	DEPT. FUND BALANCE	FED OR STATE GOVERNMENT /GRANTS	FEES
2025 Projects & Equipment									
A		12' Bat wing mower	\$ 20,000	\$ -	\$ 20,000	\$ -	\$ -	\$ -	
B		Track Skidsteer	\$ 85,000	\$ -	\$ 85,000	\$ -	\$ -	\$ -	
C		Backup Generator - Courthouse	\$ 120,000	\$ -	\$ 120,000	\$ -	\$ -	\$ -	
D		Courthouse Renovation/upgrades	\$ 75,000	\$ -	\$ 75,000	\$ -	\$ -	\$ -	
E		Mechanical repairs	\$ 10,000	\$ -	\$ 10,000	\$ -	\$ -	\$ -	
F		Exterior Landscape repairs/upgrade county Buildings	\$ 10,000	\$ -	\$ 10,000	\$ -	\$ -	\$ -	
G		Roof repairs/upgrade county buildings	\$ 10,000	\$ -	\$ 10,000	\$ -	\$ -	\$ -	
H		Elevator repairs	\$ 15,000	\$ -	\$ 15,000	\$ -	\$ -	\$ -	
I		60' JLG lift	\$ 30,000	\$ -	\$ 30,000	\$ -	\$ -	\$ -	
J		3rd floor Courthouse Bathrooms	\$ 100,000	\$ -	\$ 100,000	\$ -	\$ -	\$ -	
K		Courthouse Mailroom	\$ 15,000	\$ -	\$ 15,000	\$ -	\$ -	\$ -	
		Subtotal	\$ 490,000	\$ -	\$ 490,000	\$ -	\$ -	\$ -	
		Total Revenue						\$ 490,000	
2026 Projects & Equipment									
A		Zero Turn Mower	\$ 15,000	\$ -	\$ 15,000	\$ -	\$ -	\$ -	
B		Trane Heating Upgrades	\$ 200,000	\$ -	\$ 200,000	\$ -	\$ -	\$ -	
C		3/4 ton or 1 ton truck	\$ 60,000	\$ -	\$ 60,000	\$ -	\$ -	\$ -	
D		Exterior Landscape repairs/upgrade county buildings	\$ 10,000	\$ -	\$ 10,000	\$ -	\$ -	\$ -	
E		Roof repairs/upgrade county buildings	\$ 10,000	\$ -	\$ 10,000	\$ -	\$ -	\$ -	
F		Elevator repairs	\$ 15,000	\$ -	\$ 15,000	\$ -	\$ -	\$ -	
		Subtotal	\$ 310,000	\$ -	\$ 310,000	\$ -	\$ -	\$ -	
		Total Revenue						\$ 310,000	
2027 Projects & Equipment									
A		3/4 ton or 1 ton truck	\$ 60,000	\$ -	\$ 60,000	\$ -	\$ -	\$ -	
B		Exterior Landscape repairs/upgrade county buildings	\$ 10,000	\$ -	\$ 10,000	\$ -	\$ -	\$ -	
C		Roof repairs/upgrade county buildings	\$ 10,000	\$ -	\$ 10,000	\$ -	\$ -	\$ -	
D		Gateway HVAC upgrade	\$ 15,000	\$ -	\$ 15,000	\$ -	\$ -	\$ -	
E		New elevators	\$ 330,000	\$ -	\$ 330,000	\$ -	\$ -	\$ -	
		Subtotal	\$ 425,000	\$ -	\$ 425,000	\$ -	\$ -	\$ -	
		Total Revenue						\$ 425,000	
2028 Projects & Equipment									
A		3/4 ton or 1 ton truck	\$ 60,000	\$ -	\$ 60,000	\$ -	\$ -	\$ -	
B		Exterior Landscape repairs/upgrade county buildings	\$ 15,000	\$ -	\$ 15,000	\$ -	\$ -	\$ -	
C		Roof repairs/upgrade county buildings	\$ 15,000	\$ -	\$ 15,000	\$ -	\$ -	\$ -	
D		Zero turn mower	\$ 15,000	\$ -	\$ 15,000	\$ -	\$ -	\$ -	
		Subtotal	\$ 105,000	\$ -	\$ 105,000	\$ -	\$ -	\$ -	
		Total Revenue						\$ 105,000	
2029 Projects & Equipment									
A		Courthouse boiler system	\$ 225,000	\$ -	\$ 225,000	\$ -	\$ -	\$ -	
B		Exterior Landscape repairs/upgrade county buildings	\$ 10,000	\$ -	\$ 10,000	\$ -	\$ -	\$ -	
C		Roof repairs/upgrade county buildings	\$ 10,000	\$ -	\$ 10,000	\$ -	\$ -	\$ -	
		Subtotal	\$ 245,000	\$ -	\$ 245,000	\$ -	\$ -	\$ -	
		Total Revenue						\$ 245,000	
Total 5 Year Project Costs			\$ 1,575,000						
Total 5 Year Project Revenue Sources			\$ 1,575,000						
Project Narrative									
Upgrades and updating									
Impact to Operating Budget									

Public Safety – Sheriff

2025-2029 CIP Request Form									
SHERIFF				REVENUE SOURCES					
SHERIFF WALLACE				TOTAL	TAX LEVY	G.O. DEBT	DEPT. FUND BALANCE	FED OR STATE GOVERNMENT /GRANTS	FEES
2025 Projects & Equipment									
A	Replacement Squads (x4)	\$ 192,000	\$ 192,000		\$ -	\$ -	\$ -	\$ -	\$ -
B	Jail Upgrade	\$ 25,140,500	\$ -	\$ 25,140,500	\$ -	\$ -	\$ -	\$ -	\$ -
C	Radio Tower Project	\$ 2,430,938	\$ -	\$ 2,430,938	\$ -	\$ -	\$ -	\$ -	\$ -
D		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
E		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Subtotal	\$ 27,763,438	\$ 192,000	\$ 27,571,438	\$ -	\$ -	\$ -	\$ -	\$ -
	Total Revenue								\$ 27,763,438
2026 Projects & Equipment									
A	Replacement Squads (x3)	\$ 144,000	\$ 144,000		\$ -	\$ -	\$ -	\$ -	\$ -
B	Replacement K9	\$ 30,000	\$ 15,000		\$ 15,000	\$ -	\$ -	\$ -	\$ -
C	Jail Upgrade	\$ 8,046,500	\$ -	\$ 8,046,500	\$ -	\$ -	\$ -	\$ -	\$ -
D		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
E		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Subtotal	\$ 8,220,500	\$ 159,000	\$ 8,046,500	\$ 15,000	\$ -	\$ -	\$ -	\$ -
	Total Revenue								\$ 8,220,500
2027 Projects & Equipment									
A	Replacement Squads (x3)	\$ 144,000	\$ 144,000		\$ -	\$ -	\$ -	\$ -	\$ -
B		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
C		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Subtotal	\$ 144,000	\$ 144,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Total Revenue								\$ 144,000
2028 Projects & Equipment									
A	Replacement Squads (x3)	\$ 144,000	\$ 144,000		\$ -	\$ -	\$ -	\$ -	\$ -
B		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Subtotal	\$ 144,000	\$ 144,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Total Revenue								\$ 144,000
2029 Projects & Equipment									
A	Replacement Squads (x3)	\$ 144,000	\$ 144,000		\$ -	\$ -	\$ -	\$ -	\$ -
B		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Subtotal	\$ 144,000	\$ 144,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Total Revenue								\$ 144,000
Total 5 Year Project Costs		\$ 36,415,938							
Total 5 Year Project Revenue Sources		\$ 36,415,938							
Project Narrative									
<p>REPLACEMENT SQUADS: The Rusk County Sheriff's Office received County Board approval in December 2020 to purchase 3 squads per year on a 5 year rotation. The intention for the established rotation is to help ensure the squads remain in good working condition considering the number of miles put on during routine patrol and the high rate of speeds that is occasionally required. After the squads are "retired" from law enforcement use, they are put into the regular County vehicle fleet to be used by other county departments and employees as needed.</p> <p>REPLACEMENT K9: In 2024, RUSO lost 2 of the 3 K9's due to their handlers accepting jobs with other agencies; the K9's were then retired to live with the handler's family full time. The department being down to 1 K9 has had a negative impact in regards to drug enforcement and apprehension; adding even 1 additional K9 will help lighten this work load significantly for our K9 and his handler.</p>									
Impact to Operating Budget									

Buildings & Grounds – Trail's End Camp

2025-2029 CIP Request Form								
Building & Grounds - Trail's End Camp								
Gary Shilts, James Kahl, Charmaine Riddle				REVENUE SOURCES				
			TOTAL	TAX LEVY	G.O. DEBT	DEPT. FUND BALANCE	FED OR STATE GOVERNMENT /GRANTS	FEES
2025 Projects & Equipment								
A		Swinging Bridge Update	\$ 85,000	\$ -	\$ 85,000	\$ -	\$ -	\$ -
B		Privy Updates (4 Buildings/Locattions)	\$ 10,000	\$ -	\$ 10,000	\$ -	\$ -	\$ -
C		Elm and Birch Cabin Update	\$ 20,000	\$ -	\$ 20,000	\$ -	\$ -	\$ -
D		Juniper Make into Cabin and Update	\$ 15,000	\$ -	\$ 15,000	\$ -	\$ -	\$ -
E		Electrical Upgrades	\$ 150,000	\$ -	\$ 150,000	\$ -	\$ -	\$ -
F		Kitchen and Ebling Hall Update	\$ 10,000	\$ -	\$ 10,000	\$ -	\$ -	\$ -
		Subtotal	\$ 290,000	\$ -	\$ 290,000	\$ -	\$ -	\$ -
		Total Revenue						\$ 290,000
2026 Projects & Equipment								
A		Oak and Maple Cabin Update	\$ 20,000	\$ -	\$ 20,000	\$ -	\$ -	\$ -
B		Spruce and Balsam Cabin Update	\$ 20,000	\$ -	\$ 20,000	\$ -	\$ -	\$ -
C		Boat House Update	\$ 5,000	\$ -	\$ 5,000	\$ -	\$ -	\$ -
D		Showerhouse Update	\$ 5,000	\$ -	\$ 5,000	\$ -	\$ -	\$ -
		Subtotal	\$ 50,000	\$ -	\$ 50,000	\$ -	\$ -	\$ -
		Total Revenue						\$ 50,000
2027 Projects & Equipment								
A		Tamarack and Cedar Cabin Update	\$ 20,000	\$ -	\$ 20,000	\$ -	\$ -	\$ -
B		Hemlock Cabin Update	\$ 10,000	\$ -	\$ 10,000	\$ -	\$ -	\$ -
		Subtotal	\$ 30,000	\$ -	\$ 30,000	\$ -	\$ -	\$ -
		Total Revenue						\$ 30,000
2028 Projects & Equipment								
A		Exterior Landscape Improvements	\$ 15,000	\$ -	\$ 15,000	\$ -	\$ -	\$ -
B		Outhouse Improvements	\$ 10,000	\$ -	\$ 10,000	\$ -	\$ -	\$ -
		Subtotal	\$ 25,000	\$ -	\$ 25,000	\$ -	\$ -	\$ -
		Total Revenue						\$ 25,000
2029 Projects & Equipment								
A		Exterior Landscape improvements	\$ 15,000	\$ -	\$ 15,000	\$ -	\$ -	\$ -
B		Boathouse/dock improvements	\$ 10,000	\$ -	\$ 10,000	\$ -	\$ -	\$ -
		Subtotal	\$ 25,000	\$ -	\$ 25,000	\$ -	\$ -	\$ -
		Total Revenue						\$ 25,000
Total 5 Year Project Costs			\$ 420,000					
Total 5 Year Project Revenue Sources			\$ 420,000					
Project Narrative								
<p>The Swinging Bridge has been a big topic in the last year or two. It needs some major revamping. Funds were given to make it back to what it was but more funds are needed to make it back to its status in the 90's when it was last worked on. The Cabins at Trails End Camp, will need some residing work as the wooden siding on the bottom of the cabins are starting to rot. Prevention is key here, getting to the problems early before it is a larger problem. Also some have items not up to code, for example were electrical panels are located or sizing of windows. I would like to put 40' doors on a few cabins to make it easier for wheelchairs to enter. The interior of the cabins do not match and would like to see it all be the same. The privies need some updating too, easier to clean and lighting added. Camp is a wonderful part of Rusk Co. and I would like to keep it that way.</p>								
Impact to Operating Budget								



Capital Improvement Plan
2025-2029

Proposed edits
Agenda Item #3

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INTRODUCTION

Rusk County realizes the importance of planning for larger capital improvement expenses to maintain infrastructure, upgrade equipment, and invest in future growth. Thus, the County prepares a formal Capital Improvement Plan (CIP) every five years. Department Heads with anticipated capital improvement needs submit a request form that details the project, the project cost, and the anticipated funding sources. Oversight Committees review these submittals and then forward to the Property Committee for further review. Once approved by the Property Committee, the CIP will be presented to the County Board for adoption.

The CIP plan provides comprehensive planning and analysis of both short and long-range capital needs throughout the County. The process as described above allows for fiscal review and prioritization of such capital projects. This proposed 5-year CIP details the anticipated costs necessary to maintain, expand, and replace the county's facilities, equipment, and infrastructure.

The CIP identifies proposed projects, expenditures, and funding sources for capital improvements for the period 2025-2029. This 5-year CIP shows forecast expenditures of \$58,992,485 with \$31,946,553 of capital needs scheduled in 2025.

The majority of the CIP calls for repair and replacement of equipment and infrastructure with approximately \$42 million in additional asset purchases planned for the County by end of 2029. This plan helps set forth a replacement schedule so the County can maintain high-functioning and safe equipment as well as updated infrastructure for the staff and general public.

The CIP amounts in this 5-year plan are for planning purposes. These amounts are subject to change as new data, information, or funding sources become available or as the projects are further developed.

HIGHLIGHTS

The major project in Rusk County's 2025-2029 Capital Improvement Plan is the design and construction of a jail facility. The proposed location is south of the current Government Center on county-owned land on the corner of Miner Avenue and 3rd Street. Other notable expenditures include replacement of equipment in the Highway Department and maintenance at County facilities.

New Jail Project

Rusk County completed a facility assessment and space needs analysis in early 2022 with Wold Architects. That study revealed that several County facilities were in need of significant updates. The facility that ranked at the top of the list was the jail, closely followed by the Highway Department shop. The County proceeded with design phase of a new jail facility in April 2023. The proposed design will allow for jail operations to continue with three jailer/dispatchers per shift. This will help mitigate increases in operational cost from a staffing standpoint.

Highway Equipment

Routine repair and replacement of equipment in the County's Highway Department is essential to maintain efficient operations and safe working conditions. Equipment replaced on a rotation appropriate for each individual piece

of equipment will take advantage of favorable pricing which will increase the County's equity in its assets and reduce the cost of replacement.

Facility Maintenance

The County's aging facilities continue to require regular maintenance and costly repairs. Investing in renovations and upgrades, mechanical repairs and replacements, and façade updates will allow for less time invested in constant upkeep by the County's maintenance department. Newer equipment is also more energy efficient and could result in a drop in utility costs.

FINANCING THE CAPITAL IMPROVEMENT PLAN

Rusk County has historically bonded for capital improvement projects on an as needed basis. Around 2020, Administration, with the assistance of the County's bond adviser, researched a more disciplined approach to borrowing. Starting in 2021, the County adopted a strategy to bond for \$3 million every other year for capital needs, including highway projects. The County elected not to bond in 2023 in anticipation of a larger capital improvement project slated for 2024 or 2025. Instead, the Board passed a Reimbursement Resolution in December of 2022. This resolution lets the County reimburse itself through bond proceeds. Current capital projects, which include the design phase of the new jail and highway paving, are being funded by the General Fund with the expectation that the General Fund will be made whole once the Board authorizes a borrowing.

In June 2024, the Board authorized the Sheriff to proceed with the radio tower project to be funded by bond proceeds. The County passed a resolution with intent to borrow for capital projects including the radio tower project and highway road projects with a not to exceed amount of \$6 million. This borrowing will fund the aforementioned projects through the end of 2026.

The County is in the process of considering a new jail with a potential cost of \$38.5 million. The timeline for this project remains unclear but debt issuance is possible in 2025.

Departments submitted their proposed sources of revenue to fund these future projects specific to their needs. These funding sources include tax levy, general obligation debt, department fund balance, grants, and fees. The County has no plans to issue additional debt in 2024 outside of the amounts detailed above.

LONG RANGE PLANNING

The purpose of a Capital Improvement Plan is to plan for projects and funding as they are needed rather than being forced to react to a crisis situation. This CIP will be reviewed every year as part of the budget process and adapted to fit the needs of the County as they may change. An integral key to successful implement of this plan is identifying ongoing funding sources. It is the recommendation of Administration that the Board allocate a portion of excess unassigned general fund balance annually to the CIP fund to provide an ongoing funding source for these much needed projects and equipment purchases.

2025-2029 CAPITAL IMPROVEMENT PLAN

SUMMARY

EXPENDITURES

	2025	2026	2027	2028	2029
PUBLIC SAFETY	\$28,024,753	\$8,540,500	\$304,000	\$304,000	\$304,000
HIGHWAY	\$2,283,400	\$2,908,700	\$7,089,750	\$1,847,000	\$1,339,982
BUILDINGS & GROUNDS	\$1,250,400	\$1,220,000	\$565,000	\$490,000	\$380,000
FORESTRY & LCDD	\$69,000	\$244,000	\$800,000	\$36,000	\$45,000
GENERAL GOVERNMENT	\$319,000	\$191,000	\$210,000	\$215,000	\$100,000
TOTAL	\$31,946,553	\$13,104,200	\$8,968,750	\$2,892,000	\$2,168,982

REVENUES

	2025	2026	2027	2028	2029
TAX LEVY	\$1,991,400	\$1,566,500	\$1,586,500	\$1,160,000	\$1,004,000
OPERATING	\$1,804,400	\$1,566,500	\$1,426,500	\$1,000,000	\$844,000
EMS	\$187,000	\$0	\$160,000	\$160,000	\$160,000
G.O. DEBT	\$29,333,936	\$10,476,474	\$2,044,372	\$1,347,000	\$864,982
DEPT. FUND BALANCE	\$434,315	\$575,000	\$165,000	\$225,000	\$200,000
GRANTS	\$186,902	\$486,226	\$5,167,878	\$160,000	\$100,000
FEES	\$0	\$0	\$5,000	\$0	\$0
TOTAL	\$31,946,553	\$13,104,200	\$8,968,750	\$2,892,000	\$2,168,982

2025-2029 CAPITAL IMPROVEMENT PLAN PROJECT & EQUIPMENT LISTING

PUBLIC SAFETY

EXPENDITURES

	2025	2026	2027	2028	2029
AMB – NEW AMBULANCE	\$261,315		\$160,000	\$160,000	\$160,000
AMB – GARAGE		\$320,000			
RUSO – SQUADS	\$192,000	\$144,000	\$144,000	\$144,000	\$144,000
RUSO – K9		\$30,000			
RUSO – NEW JAIL	\$25,140,500	\$8,046,500			
RUSO – TOWER UPGRADES	\$2,430,938				
TOTAL	\$28,024,753	\$8,540,500	\$304,000	\$304,000	\$304,000

REVENUES

	2025	2026	2027	2028	2029
TAX LEVY	\$379,000	\$159,000	\$304,000	\$304,000	\$304,000
OPERATING	\$192,000	\$159,000			
EMS	\$187,000				
G.O. DEBT	\$27,571,438	\$8,046,500			
DEPT. FUND BALANCE	\$74,315	\$335,000 ¹			
GRANTS					
FEES					
TOTAL	\$28,024,753	\$8,540,500	\$304,000	\$304,000	\$304,000

¹ \$15,000 FUND BALANCE FOR SHERIFF K9 PURCHASE SUBJECT TO DONATIONS TO THE K9 UNIT

2025-2029 CAPITAL IMPROVEMENT PLAN PROJECT & EQUIPMENT LISTING

HIGHWAY

EXPENDITURES

	2025	2026	2027	2028	2029
CTH PROJECTS	\$1,343,400	\$1,798,700	\$6,409,750	\$1,147,000	\$639,982
PLOW TRUCKS	\$660,000	\$710,000	\$680,000	\$700,000	\$700,000
PICKUP TRUCKS	\$150,000				
SKID STEER	\$130,000				
LOADER		\$400,000			
TOTAL	\$2,283,400	\$2,908,700	\$7,089,750	\$1,847,000	\$1,339,982

REVENUES

	2025	2026	2027	2028	2029
TAX LEVY	\$790,000	\$960,000	\$580,000	\$550,000	\$550,000
G.O. DEBT	\$1,232,498	\$1,379,974	\$1,614,372	\$997,000	\$539,982
DEPT. FUND BALANCE	\$150,000	\$150,000	\$100,000	\$150,000	\$150,000
GRANTS	\$110,902	\$418,726	\$4,795,378	\$150,000	\$100,000
FEEES					
TOTAL	\$2,283,400	\$2,908,700	\$7,089,750	\$1,847,000	\$1,339,982

2025-2029 CAPITAL IMPROVEMENT PLAN PROJECT & EQUIPMENT LISTING

BUILDINGS & GROUNDS

EXPENDITURES

	2025	2026	2027	2028	2029
FAIR – NEW BATHROOMS	\$225,000				
FAIR – BUILDING UPGRADES	\$45,000	\$10,000			
FAIR – ELECTRICAL UPGRADE	\$50,000				
FAIR – GRANDSTAND UPGRADES	\$65,400				
FAIR – TRACK SKIDSTEER	\$50,000				
FAIR – NEW STRUCTURES	\$35,000	\$600,000	\$100,000	\$350,000	\$100,000
FAIR – PAVING		\$250,000			
FAIR – LANDSCAPING			\$10,000	\$10,000	\$10,000
MAINT – NEW EQUIPMENT	\$135,000	\$15,000		\$15,000	
MAINT – FACILITIES	\$345,000	\$225,000	\$340,000	\$15,000	\$235,000
MAINT – LANDSCAPING	\$10,000	\$10,000	\$10,000	\$15,000	\$10,000
MAINT – PICKUP TRUCKS		\$60,000	\$60,000	\$60,000	
MAINT – GATEWAY HVAC			\$15,000		
TRLS END – SWINGING BRIDGE	\$85,000				
TRLS END – BUILDING UPDGRADES	\$55,000	\$45,000	\$30,000	\$10,000	
TRLS END – ELECTRICAL UPDGRADES	\$150,000				
TRLS END - LANDSCAPING				\$15,000	\$15,000
TRLS END – BOATHOUSE/DOCK		\$5,000			\$10,000
TOTAL	\$1,250,400	\$1,220,000	\$565,000	\$490,000	\$380,000

REVENUES

	2025	2026	2027	2028	2029
TAX LEVY	\$556,400	\$155,000	\$135,000	\$125,000	\$55,000
G.O. DEBT	\$530,000	\$1,050,000	\$430,000	\$350,000	\$325,000
DEPT. FUND BALANCE	\$100,000	\$15,000		\$15,000	
GRANTS FEES	\$64,000				
TOTAL	\$1,250,400	\$1,220,000	\$565,000	\$490,000	\$380,000

2025-2029 CAPITAL IMPROVEMENT PLAN PROJECT & EQUIPMENT LISTING

FORESTRY & LAND CONSERVATION AND DEVELOPMENT

EXPENDITURES

	2025	2026	2027	2028	2029
FOR - EQUIPMENT	\$10,000	\$25,000		\$16,000	
FOR - CAMPSITE UPGRADES	\$8,000	\$10,000	\$735,000		
FOR - DOCKS	\$20,000			\$20,000	
FOR - ATV PAVILLION		\$60,000			
FOR - PAVING		\$54,000			
FOR - PICKUP TRUCKS			\$50,000		\$45,000
LCDD - VEHICLES	\$25,000	\$30,000			
LCDD - DESKS	\$6,000				
LCDD - ORTHOPHOTO		\$65,000			
LCDD - DRONE			\$15,000		
TOTAL	\$69,000	\$244,000	\$800,000	\$36,000	\$45,000

REVENUES

	2025	2026	2027	2028	2029
TAX LEVY	\$47,000	\$176,500	\$422,500	\$16,000	\$45,000
G.O. DEBT					
DEPT. FUND BALANCE	\$10,000			\$10,000	
GRANTS	\$12,000	\$67,500	\$372,500	\$10,000	
FEES			\$5,000		
TOTAL	\$69,000	\$244,000	\$800,000	\$36,000	\$45,000

2025-2029 CAPITAL IMPROVEMENT PLAN PROJECT & EQUIPMENT LISTING

GENERAL GOVERNMENT

EXPENDITURES

	2025	2026	2027	2028	2029
COURTS – COURT ROOM UPGRADES			\$65,000	\$65,000	
IT – ANIMAL SHELTER CAMERAS	\$25,000				
IT – MICROSOFT OFFICE	\$70,000				
IT – VOICEMAIL	\$15,000				
IT – BADGE READERS	\$30,000	\$30,000	\$30,000	\$30,000	
IT – TECH UPGRADES	\$100,000	\$75,000	\$65,000	\$50,000	\$50,000
IT – SERVERS	\$29,000	\$6,000	\$50,000		
IT – WAP PROJECTS		\$12,000			
IT – SECURITY AUDIT		\$18,000		\$20,000	
IT – NETWORK REBUILD	\$50,000	\$50,000		\$50,000	\$50,000
TOTAL	\$319,000	\$191,000	\$210,000	\$215,000	\$100,000

REVENUES

	2025	2026	2027	2028	2029
TAX LEVY	\$219,000	\$116,000	\$145,000	\$165,000	\$50,000
G.O. DEBT					
DEPT. FUND BALANCE	\$100,000	\$75,000	\$65,000	\$50,000	\$50,000
GRANTS					
FEES					
TOTAL	\$319,000	\$191,000	\$210,000	\$215,000	\$100,000

Public Safety – Ambulance

2025-2029 CIP Request Form								
Ambulance								
Thomas Hall				REVENUE SOURCES				
			TOTAL	TAX LEVY	G.O. DEBT	DEPT. FUND BALANCE	FED OR STATE GOVERNMENT /GRANTS	FEES
2025 Projects & Equipment								
A		Ambulance and equip	\$ 261,315	\$ 187,000	\$ -	\$ 74,315	\$ -	\$ -
B			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
C			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
D			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
E			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
		Subtotal	\$ 261,315	\$ 187,000	\$ -	\$ 74,315	\$ -	\$ -
		Total Revenue						\$ 261,315
2026 Projects & Equipment								
A		Ambulance Garage	\$ 320,000	\$ -	\$ -	\$ 320,000	\$ -	\$ -
B			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
C			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
D			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
E			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
		Subtotal	\$ 320,000	\$ -	\$ -	\$ 320,000	\$ -	\$ -
		Total Revenue						\$ 320,000
2027 Projects & Equipment								
A		Ambulance and equip	\$ 160,000	\$ 160,000	\$ -	\$ -	\$ -	\$ -
B			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
C			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
		Subtotal	\$ 160,000	\$ 160,000	\$ -	\$ -	\$ -	\$ -
		Total Revenue						\$ 160,000
2028 Projects & Equipment								
A		Ambulance and equip	\$ 160,000	\$ 160,000	\$ -	\$ -	\$ -	\$ -
B			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
		Subtotal	\$ 160,000	\$ 160,000	\$ -	\$ -	\$ -	\$ -
		Total Revenue						\$ 160,000
2029 Projects & Equipment								
A		1/2 amb and equip	\$ 160,000	\$ 160,000	\$ -	\$ -	\$ -	\$ -
B			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
		Subtotal	\$ 160,000	\$ 160,000	\$ -	\$ -	\$ -	\$ -
		Total Revenue						\$ 160,000
Total 5 Year Project Costs			\$ 1,061,315					
Total 5 Year Project Revenue Sources			\$ 1,061,315					
Project Narrative								
Normal replacement cycle for the ambulances. We need to think about the continued staffing issues we will have. Eventually we will need to cut down on the number of ambulances in the fleet and where they are located. Ideally we would keep one rig in the Ladysmith fire hall and perhaps one in the Tony area (thus the new building or building purchase) We would also have to support another full time crew in Tony and a paid on-call per call in Sheldon (as it now)2024 there is 187,000 in replacement budget so 320 is a sizeable increase. May have to split those costs into 2 seperate yrs or use some budget excess from previous years.								
Impact to Operating Budget								
minimal changes								

General Government – Circuit Court

2025-2029 CIP Request Form							
Circuit Court							
Judge Barna/Lori Gorsegner							
				REVENUE SOURCES			
		TOTAL	TAX LEVY	G.O. DEBT	DEPT. FUND BALANCE	FED OR STATE GOVERNMENT /GRANTS	FEES
2025 Projects & Equipment							
A	none planned	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
B		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
C		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
D		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
E		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Subtotal	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Total Revenue						\$ -
2026 Projects & Equipment							
A	none planned	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
B		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
C		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
D		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
E		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Subtotal	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Total Revenue						\$ -
2027 Projects & Equipment							
A	Courtroom 1 Upgrades	\$ 65,000	\$ 65,000	\$ -	\$ -	\$ -	\$ -
B		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
C		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Subtotal	\$ 65,000	\$ 65,000	\$ -	\$ -	\$ -	\$ -
	Total Revenue						\$ 65,000
2028 Projects & Equipment							
A	Courtroom 2 Upgrades	\$ 65,000	\$ 65,000	\$ -	\$ -	\$ -	\$ -
B		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Subtotal	\$ 65,000	\$ 65,000	\$ -	\$ -	\$ -	\$ -
	Total Revenue						\$ 65,000
2029 Projects & Equipment							
A		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
B		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Subtotal	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Total Revenue						\$ -
Total 5 Year Project Costs		\$ 130,000					
Total 5 Year Project Revenue Sources		\$ 130,000					
Project Narrative		At the current time, the technology in the courtrooms is working and meets the needs of the Court but as we all know technology changes quickly. We are estimating updgades to the system may need to be done in 2028-2029. In 2023-24 the system installed in CR 2 was around \$90,000. We are estimating \$65,000 for upgrades to each courtroom not knowing exactly what costs will be in 2028-29. The funds would need to come from tax levy as there are no grants available.					
Impact to Operating Budget							
Funds would need to come from Tax Levy.							

Buildings & Grounds – Fairgrounds

2025-2029 CIP Request Form									
Building & Grounds - Fairgrounds				REVENUE SOURCES					
Gary Shilts, Charmaine Riddle				TOTAL	TAX LEVY	G.O. DEBT	DEPT. FUND BALANCE	FED OR STATE GOVERNMENT /GRANTS	FEES
2025 Projects & Equipment									
A	FG	North bathrooms @ Fairgrounds	\$ 225,000	\$ 161,000	\$ -	\$ -	\$ 64,000	\$ -	
B	FG	Washrack Upgrades	\$ 10,000	\$ 10,000	\$ -	\$ -	\$ -	\$ -	
C	FG	New roof on Chuck Wagon/Repairs	\$ 25,000	\$ 25,000	\$ -	\$ -	\$ -	\$ -	
D	FG	Electrical transformer upgrade by Xcel	\$ 50,000	\$ 50,000	\$ -	\$ -	\$ -	\$ -	
E	FG	Water shut off building	\$ 35,000	\$ -	\$ 35,000	\$ -	\$ -	\$ -	
F	FG	Ramps for Grandstand	\$ 65,400	\$ 65,400	\$ -	\$ -	\$ -	\$ -	
G	FG	Track Skidsteer	\$ 50,000	\$ -	\$ 50,000	\$ -	\$ -	\$ -	
H	FG	Mlnl X to fit in barns	\$ 10,000	\$ 10,000	\$ -	\$ -	\$ -	\$ -	
Subtotal			\$ 470,400	\$ 321,400	\$ 85,000	\$ -	\$ 64,000	\$ -	
Total Revenue								\$ 470,400	
2026 Projects & Equipment									
A	FG	Beef/Dairy Barn	\$ 350,000	\$ -	\$ 350,000	\$ -	\$ -	\$ -	
B	FG	South bathroom revamp	\$ 10,000	\$ 10,000	\$ -	\$ -	\$ -	\$ -	
C	FG	Blacktop	\$ 250,000	\$ -	\$ 250,000	\$ -	\$ -	\$ -	
D	FG	New Shop/Storage	\$ 250,000	\$ -	\$ 250,000	\$ -	\$ -	\$ -	
Subtotal			\$ 860,000	\$ 10,000	\$ 850,000	\$ -	\$ -	\$ -	
Total Revenue								\$ 860,000	
2027 Projects & Equipment									
A	FG	Sheep & Goat Barn	\$ 100,000	\$ -	\$ 100,000	\$ -	\$ -	\$ -	
B	FG	Exterior Landscape repairs	\$ 10,000	\$ 10,000	\$ -	\$ -	\$ -	\$ -	
Subtotal			\$ 110,000	\$ 10,000	\$ 100,000	\$ -	\$ -	\$ -	
Total Revenue								\$ 110,000	
2028 Projects & Equipment									
A	FG	Show/Auction Ring	\$ 350,000	\$ -	\$ 350,000	\$ -	\$ -	\$ -	
B	FG	Exterior Landscape repairs	\$ 10,000	\$ 10,000	\$ -	\$ -	\$ -	\$ -	
Subtotal			\$ 360,000	\$ 10,000	\$ 350,000	\$ -	\$ -	\$ -	
Total Revenue								\$ 360,000	
2029 Projects & Equipment									
A	FG	Horse Barn	\$ 100,000	\$ -	\$ 100,000	\$ -	\$ -	\$ -	
B	FG	Exterior Landscape repairs	\$ 10,000	\$ 10,000	\$ -	\$ -	\$ -	\$ -	
Subtotal			\$ 110,000	\$ 10,000	\$ 100,000	\$ -	\$ -	\$ -	
Total Revenue								\$ 110,000	
Total 5 Year Project Costs			\$ 1,910,400						
Total 5 Year Project Revenue Sources			\$ 1,910,400						
Project Narrative									
Upgrading and updating from lack of preventative maintenance.									
Impact to Operating Budget									

Forestry & LCDD – Forestry

2025-2029 CIP Request Form								
Forestry			REVENUE SOURCES					
Jerrad Macholl			TOTAL	TAX LEVY	G.O. DEBT	DEPT. FUND BALANCE	FED OR STATE GOVERNMENT /GRANTS	FEES
2025 Projects & Equipment								
A	trimble GPS		\$ 10,000	\$ 10,000	\$ -	\$ -	\$ -	\$ -
B	2 docks		\$ 20,000	\$ -	\$ -	\$ 10,000	\$ 10,000	\$ -
C	Murphy add 2 sites		\$ 8,000	\$ 8,000	\$ -	\$ -	\$ -	\$ -
D			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
E			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Subtotal		\$ 38,000	\$ 18,000	\$ -	\$ 10,000	\$ 10,000	\$ -
	Total Revenue							\$ 38,000
2026 Projects & Equipment								
A	ATV		\$ 9,000	\$ 9,000	\$ -	\$ -	\$ -	\$ -
B	mower		\$ 16,000	\$ 16,000	\$ -	\$ -	\$ -	\$ -
C	Pavillion Bucks Lake trailhead		\$ 60,000	\$ 30,000	\$ -	\$ -	\$ 30,000	\$ -
D	Paving Murphy pavillion(32,000)/Jos		\$ 54,000	\$ 54,000	\$ -	\$ -	\$ -	\$ -
E	Josie back sites upgrade		\$ 10,000	\$ 10,000	\$ -	\$ -	\$ -	\$ -
	Subtotal		\$ 149,000	\$ 119,000	\$ -	\$ -	\$ 30,000	\$ -
	Total Revenue							\$ 149,000
2027 Projects & Equipment								
A	Truck 3/4 ton		\$ 50,000	\$ 50,000	\$ -	\$ -	\$ -	\$ -
B	Audie Lake upgrade and expansion		\$ 735,000	\$ 367,500	\$ -	\$ -	\$ 367,500	\$ -
	1. well/wellhouse	30,000						
	2. toilets/showers	250,000						
	3. dump station	20,000						
	4. 15 new sites	60,000						
	5. access road/drivew	110,000						
	6. electric to 30 sites	105,000						
	7. water to 30 sites	90,000						
	8. playground	70,000						
	Subtotal		\$ 785,000	\$ 417,500	\$ -	\$ -	\$ 367,500	\$ -
	Total Revenue							\$ 785,000
2028 Projects & Equipment								
A	2docks		\$ 20,000	\$ -	\$ -	\$ 10,000	\$ 10,000	\$ -
B	mower		\$ 16,000	\$ 16,000	\$ -	\$ -	\$ -	\$ -
	Subtotal		\$ 36,000	\$ 16,000	\$ -	\$ 10,000	\$ 10,000	\$ -
	Total Revenue							\$ 36,000
2029 Projects & Equipment								
A	Truck		\$ 45,000	\$ 45,000	\$ -	\$ -	\$ -	\$ -
B			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Subtotal		\$ 45,000	\$ 45,000	\$ -	\$ -	\$ -	\$ -
	Total Revenue							\$ 45,000
Total 5 Year Project Costs			\$ 1,053,000					
Total 5 Year Project Revenue Sources			\$ 1,053,000					
Project Narrative								
7trucks. Replace 1 every other year so that they are replaced after 14-15 years. 5 ATVs. Replace 1 every 4 years so that they are replaced after 20 years. 1 UTV. No replacement anticipated before 2030. 1 brush mower for skid steer. No replacement anticipated before 2030. ORV grant applications for pavillion and campground. RBF grant applications for docks.								
Impact to Operating Budget								
Normal operating budget should remain unchanged.								

Highway

2025-2029 CIP Request Form

Highway		REVENUE SOURCES						
Shawn Nyhus		TOTAL	TAX LEVY	G.O. DEBT	DEPT. FUND BALANCE	FED OR STATE GOVERNMENT /GRANTS	FEES	
2025 Projects & Equipment								
A	CTH W pulverize/pave 2.4 miles	\$ 765,900	\$ -	\$ 654,998	\$ -	\$ 110,902	\$ -	
B	2 plow trcks	\$ 660,000	\$ 610,000	\$ -	\$ 50,000	\$ -	\$ -	
C	3 pickups	\$ 150,000	\$ 100,000	\$ -	\$ 50,000	\$ -	\$ -	
D	skidsteer	\$ 130,000	\$ 80,000	\$ -	\$ 50,000	\$ -	\$ -	
E	CTH J 2" WEDGE & OVERLAY	\$ 577,500	\$ -	\$ 577,500	\$ -	\$ -	\$ -	
	Subtotal	\$ 2,283,400	\$ 790,000	\$ 1,232,498	\$ 150,000	\$ 110,902	\$ -	
	Total Revenue						\$ 2,283,400	
2026 Projects & Equipment								
A	CTY X CHIP S SUNSET JUNE 30/2027	\$ 1,243,200	\$ -	\$ 1,009,337	\$ -	\$ 233,863	\$ -	
B	2 plow trucks	\$ 710,000	\$ 610,000	\$ -	\$ 100,000	\$ -	\$ -	
C	Loader	\$ 400,000	\$ 350,000	\$ -	\$ 50,000	\$ -	\$ -	
D	CTY J pulverize/pave	\$ 555,500	\$ -	\$ 370,637	\$ -	\$ 184,863	\$ -	
E		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
	Subtotal	\$ 2,908,700	\$ 960,000	\$ 1,379,974	\$ 150,000	\$ 418,726	\$ -	
	Total Revenue						\$ 2,908,700	
2027 Projects & Equipment								
A	CTH M 7.1 MILES COMPLETE RECONSTRUCTION	\$ 5,706,750	\$ -	\$ 1,141,750	\$ -	\$ 4,565,000	\$ -	
B	2 plow trucks	\$ 680,000	\$ 580,000	\$ -	\$ 100,000	\$ -	\$ -	
C	CTY D	\$ 703,000	\$ -	\$ 472,622	\$ -	\$ 230,378	\$ -	
	Subtotal	\$ 7,089,750	\$ 580,000	\$ 1,614,372	\$ 100,000	\$ 4,795,378	\$ -	
	Total Revenue						\$ 7,089,750	
2028 Projects & Equipment								
A	CTY P pulverize/pave 3.1 Miles	\$ 1,147,000	\$ -	\$ 997,000	\$ -	\$ 150,000	\$ -	
B	2 plow trucks	\$ 700,000	\$ 550,000	\$ -	\$ 150,000	\$ -	\$ -	
	Subtotal	\$ 1,847,000	\$ 550,000	\$ 997,000	\$ 150,000	\$ 150,000	\$ -	
	Total Revenue						\$ 1,847,000	
2029 Projects & Equipment								
A	CTY F	\$ 639,982	\$ -	\$ 539,982	\$ -	\$ 100,000	\$ -	
B	2 plow trucks	\$ 700,000	\$ 550,000	\$ -	\$ 150,000	\$ -	\$ -	
	Subtotal	\$ 1,339,982	\$ 550,000	\$ 539,982	\$ 150,000	\$ 100,000	\$ -	
	Total Revenue						\$ 1,339,982	
Total 5 Year Project Costs		\$ 15,468,832						
Total 5 Year Project Revenue Sources		\$ 15,468,832						
Project Narrative								
Impact to Operating Budget								

General Government – IT

2025-2029 CIP Request Form								
IT		REVENUE SOURCES						
Gary Shilts, Jim Bugbee		TOTAL	TAX LEVY	G.O. DEBT	DEPT. FUND BALANCE	FED OR STATE GOVERNMENT /GRANTS	FEES	
2025 Projects & Equipment								
A	Camera System animal shelter	\$ 25,000	\$ 25,000	\$ -	\$ -	\$ -	\$ -	
B	Mitel voicemail	\$ 15,000	\$ 15,000	\$ -	\$ -	\$ -	\$ -	
C	Computers refresh/rotation	\$ 100,000	\$ -	\$ -	\$ 100,000	\$ -	\$ -	
D	Badge reader doors	\$ 30,000	\$ 30,000	\$ -	\$ -	\$ -	\$ -	
E	Microsoft office	\$ 70,000	\$ 70,000	\$ -	\$ -	\$ -	\$ -	
F	Server licenses	\$ 29,000	\$ 29,000	\$ -	\$ -	\$ -	\$ -	
G	Network rebuild	\$ 50,000	\$ 50,000	\$ -	\$ -	\$ -	\$ -	
Subtotal		\$ 319,000	\$ 219,000	\$ -	\$ 100,000	\$ -	\$ -	
Total Revenue							\$ 319,000	
2026 Projects & Equipment								
A	Server room A/C unit	\$ 6,000	\$ 6,000	\$ -	\$ -	\$ -	\$ -	
B	WAP projects	\$ 12,000	\$ 12,000	\$ -	\$ -	\$ -	\$ -	
C	Badge reader doors	\$ 30,000	\$ 30,000	\$ -	\$ -	\$ -	\$ -	
D	Computers refresh/rotation	\$ 75,000	\$ -	\$ -	\$ 75,000	\$ -	\$ -	
E	Cyber security audit	\$ 18,000	\$ 18,000	\$ -	\$ -	\$ -	\$ -	
F	Network rebuild	\$ 50,000	\$ 50,000	\$ -	\$ -	\$ -	\$ -	
Subtotal		\$ 191,000	\$ 116,000	\$ -	\$ 75,000	\$ -	\$ -	
Total Revenue							\$ 191,000	
2027 Projects & Equipment								
A	Computers refresh/rotation	\$ 50,000	\$ -	\$ -	\$ 50,000	\$ -	\$ -	
B	Badge reader doors	\$ 30,000	\$ 30,000	\$ -	\$ -	\$ -	\$ -	
C	UPS battery replacements	\$ 15,000	\$ -	\$ -	\$ 15,000	\$ -	\$ -	
D	Network rebuild	\$ 50,000	\$ 50,000	\$ -	\$ -	\$ -	\$ -	
Subtotal		\$ 145,000	\$ 80,000	\$ -	\$ 65,000	\$ -	\$ -	
Total Revenue							\$ 145,000	
2028 Projects & Equipment								
A	Computers refresh/rotation	\$ 50,000	\$ -	\$ -	\$ 50,000	\$ -	\$ -	
B	Badge reader doors	\$ 30,000	\$ 30,000	\$ -	\$ -	\$ -	\$ -	
C	Network rebuild	\$ 50,000	\$ 50,000	\$ -	\$ -	\$ -	\$ -	
D	Cyber security audit	\$ 20,000	\$ 20,000	\$ -	\$ -	\$ -	\$ -	
Subtotal		\$ 150,000	\$ 100,000	\$ -	\$ 50,000	\$ -	\$ -	
Total Revenue							\$ 150,000	
2029 Projects & Equipment								
A	Computers refresh/rotation	\$ 50,000	\$ -	\$ -	\$ 50,000	\$ -	\$ -	
B	Network rebuild	\$ 50,000	\$ 50,000	\$ -	\$ -	\$ -	\$ -	
Subtotal		\$ 100,000	\$ 50,000	\$ -	\$ 50,000	\$ -	\$ -	
Total Revenue							\$ 100,000	
Total 5 Year Project Costs		\$ 905,000						
Total 5 Year Project Revenue Sources		\$ 905,000						
Project Narrative								
Impact to Operating Budget								

Forestry & LCDD – Land Conservation and Development Division

2025-2029 CIP Request Form

LCDD		REVENUE SOURCES						
N. Stadnyk		TOTAL	TAX LEVY	G.O. DEBT	DEPT. FUND BALANCE	FED OR STATE GOVERNMENT /GRANTS	FEES	
2025 Projects & Equipment								
A	Zoning Vehicle	\$ 25,000	\$ 25,000	\$ -	\$ -	\$ -	\$ -	
B	Office Desks (3)	\$ 6,000	\$ 4,000	\$ -	\$ -	\$ 2,000	\$ -	
C		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
D		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
E		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
	Subtotal	\$ 31,000	\$ 29,000	\$ -	\$ -	\$ 2,000	\$ -	
	Total Revenue						\$ 31,000	
2026 Projects & Equipment								
A	County Wide Orthophoto	\$ 65,000	\$ 32,500	\$ -	\$ -	\$ 32,500	\$ -	
B	LWCD Vehicle	\$ 30,000	\$ 25,000	\$ -	\$ -	\$ 5,000	\$ -	
C		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
D		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
E		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
	Subtotal	\$ 95,000	\$ 57,500	\$ -	\$ -	\$ 37,500	\$ -	
	Total Revenue						\$ 95,000	
2027 Projects & Equipment								
A	Replace Drone	\$ 15,000	\$ 5,000	\$ -	\$ -	\$ 5,000	\$ 5,000	
B		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
C		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
	Subtotal	\$ 15,000	\$ 5,000	\$ -	\$ -	\$ 5,000	\$ 5,000	
	Total Revenue						\$ 15,000	
2028 Projects & Equipment								
A		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
B		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
	Subtotal	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
	Total Revenue						\$ -	
2029 Projects & Equipment								
A		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
B		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
	Subtotal	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
	Total Revenue						\$ -	
Total 5 Year Project Costs		\$ 141,000						
Total 5 Year Project Revenue Sources		\$ 141,000						
Project Narrative								
Impact to Operating Budget								

Buildings & Grounds – Maintenance

2025-2029 CIP Request Form								
Building & Grounds								
Gary Shiels, Charmaine Riddle		REVENUE SOURCES						
		TOTAL	TAX LEVY	G.O. DEBT	DEPT. FUND BALANCE	FED OR STATE GOVERNMENT /GRANTS	FEES	
2025 Projects & Equipment								
A	12' Bat wing mower	\$ 20,000	\$ 20,000	\$ -	\$ -	\$ -	\$ -	\$ -
B	Track Skidsteer	\$ 85,000	\$ -	\$ -	\$ 85,000	\$ -	\$ -	\$ -
C	Backup Generator - Courthouse	\$ 120,000	\$ -	\$ 120,000	\$ -	\$ -	\$ -	\$ -
D	Courthouse Renovation/upgrades	\$ 75,000	\$ -	\$ 75,000	\$ -	\$ -	\$ -	\$ -
E	Mechanical repairs	\$ 10,000	\$ 10,000	\$ -	\$ -	\$ -	\$ -	\$ -
F	Exterior Landscape repairs/upgrade county Buildings	\$ 10,000	\$ 10,000	\$ -	\$ -	\$ -	\$ -	\$ -
G	Roof repairs/upgrade county buildings	\$ 10,000	\$ 10,000	\$ -	\$ -	\$ -	\$ -	\$ -
H	Elevator repairs	\$ 15,000	\$ 15,000	\$ -	\$ -	\$ -	\$ -	\$ -
I	60' JLG lift	\$ 30,000	\$ 30,000	\$ -	\$ -	\$ -	\$ -	\$ -
J	3rd floor Courthouse Bathrooms	\$ 100,000	\$ -	\$ 100,000	\$ -	\$ -	\$ -	\$ -
K	Courthouse Mailroom	\$ 15,000	\$ 15,000	\$ -	\$ -	\$ -	\$ -	\$ -
	Subtotal	\$ 490,000	\$ 110,000	\$ 295,000	\$ 85,000	\$ -	\$ -	\$ -
	Total Revenue							\$ 490,000
2026 Projects & Equipment								
A	Zero Turn Mower	\$ 15,000	\$ -	\$ -	\$ 15,000	\$ -	\$ -	\$ -
B	Trane Heating Upgrades	\$ 200,000	\$ -	\$ 200,000	\$ -	\$ -	\$ -	\$ -
C	3/4 ton or 1 ton truck	\$ 60,000	\$ 60,000	\$ -	\$ -	\$ -	\$ -	\$ -
D	Exterior Landscape repairs/upgrade county buildings	\$ 10,000	\$ 10,000	\$ -	\$ -	\$ -	\$ -	\$ -
E	Roof repairs/upgrade county buildings	\$ 10,000	\$ 10,000	\$ -	\$ -	\$ -	\$ -	\$ -
F	Elevator repairs	\$ 15,000	\$ 15,000	\$ -	\$ -	\$ -	\$ -	\$ -
	Subtotal	\$ 310,000	\$ 95,000	\$ 200,000	\$ 15,000	\$ -	\$ -	\$ -
	Total Revenue							\$ 310,000
2027 Projects & Equipment								
A	3/4 ton or 1 ton truck	\$ 60,000	\$ 60,000	\$ -	\$ -	\$ -	\$ -	\$ -
B	Exterior Landscape repairs/upgrade county buildings	\$ 10,000	\$ 10,000	\$ -	\$ -	\$ -	\$ -	\$ -
C	Roof repairs/upgrade county buildings	\$ 10,000	\$ 10,000	\$ -	\$ -	\$ -	\$ -	\$ -
D	Gateway HVAC upgrade	\$ 15,000	\$ 15,000	\$ -	\$ -	\$ -	\$ -	\$ -
E	New elevators	\$ 330,000	\$ -	\$ 330,000	\$ -	\$ -	\$ -	\$ -
	Subtotal	\$ 425,000	\$ 95,000	\$ 330,000	\$ -	\$ -	\$ -	\$ -
	Total Revenue							\$ 425,000
2028 Projects & Equipment								
A	3/4 ton or 1 ton truck	\$ 60,000	\$ 60,000	\$ -	\$ -	\$ -	\$ -	\$ -
B	Exterior Landscape repairs/upgrade county buildings	\$ 15,000	\$ 15,000	\$ -	\$ -	\$ -	\$ -	\$ -
C	Roof repairs/upgrade county buildings	\$ 15,000	\$ 15,000	\$ -	\$ -	\$ -	\$ -	\$ -
D	Zero turn mower	\$ 15,000	\$ -	\$ -	\$ 15,000	\$ -	\$ -	\$ -
	Subtotal	\$ 105,000	\$ 90,000	\$ -	\$ 15,000	\$ -	\$ -	\$ -
	Total Revenue							\$ 105,000
2029 Projects & Equipment								
A	Courthouse boiler system	\$ 225,000	\$ -	\$ 225,000	\$ -	\$ -	\$ -	\$ -
B	Exterior Landscape repairs/upgrade county buildings	\$ 10,000	\$ 10,000	\$ -	\$ -	\$ -	\$ -	\$ -
C	Roof repairs/upgrade county buildings	\$ 10,000	\$ 10,000	\$ -	\$ -	\$ -	\$ -	\$ -
	Subtotal	\$ 245,000	\$ 20,000	\$ 225,000	\$ -	\$ -	\$ -	\$ -
	Total Revenue							\$ 245,000
Total 5 Year Project Costs		\$ 1,575,000						
Total 5 Year Project Revenue Sources		\$ 1,575,000						
Project Narrative								
Upgrades and updating								
Impact to Operating Budget								

Public Safety – Sheriff

2025-2029 CIP Request Form

2025-2029 CIP Request Form							
SHERIFF							
SHERIFF WALLACE				REVENUE SOURCES			
		TOTAL	TAX LEVY	G.O. DEBT	DEPT. FUND BALANCE	FED OR STATE GOVERNMENT /GRANTS	FEES
2025 Projects & Equipment							
A	Replacement Squads (x4)	\$ 192,000	\$ 192,000		\$ -	\$ -	\$ -
B	Jail Upgrade	\$ 25,140,500	\$ -	\$ 25,140,500	\$ -	\$ -	\$ -
C	Radio Tower Project	\$ 2,430,938	\$ -	\$ 2,430,938	\$ -	\$ -	\$ -
D		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
E		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Subtotal	\$ 27,763,438	\$ 192,000	\$ 27,571,438	\$ -	\$ -	\$ -
	Total Revenue						\$ 27,763,438
2026 Projects & Equipment							
A	Replacement Squads (x3)	\$ 144,000	\$ 144,000		\$ -	\$ -	\$ -
B	Replacement K9	\$ 30,000	\$ 15,000		\$ 15,000	\$ -	\$ -
C	Jail Upgrade	\$ 8,046,500	\$ -	\$ 8,046,500	\$ -	\$ -	\$ -
D		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
E		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Subtotal	\$ 8,220,500	\$ 159,000	\$ 8,046,500	\$ 15,000	\$ -	\$ -
	Total Revenue						\$ 8,220,500
2027 Projects & Equipment							
A	Replacement Squads (x3)	\$ 144,000	\$ 144,000		\$ -	\$ -	\$ -
B		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
C		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Subtotal	\$ 144,000	\$ 144,000	\$ -	\$ -	\$ -	\$ -
	Total Revenue						\$ 144,000
2028 Projects & Equipment							
A	Replacement Squads (x3)	\$ 144,000	\$ 144,000		\$ -	\$ -	\$ -
B		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Subtotal	\$ 144,000	\$ 144,000	\$ -	\$ -	\$ -	\$ -
	Total Revenue						\$ 144,000
2029 Projects & Equipment							
A	Replacement Squads (x3)	\$ 144,000	\$ 144,000		\$ -	\$ -	\$ -
B		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Subtotal	\$ 144,000	\$ 144,000	\$ -	\$ -	\$ -	\$ -
	Total Revenue						\$ 144,000
Total 5 Year Project Costs		\$ 36,415,938					
Total 5 Year Project Revenue Sources		\$ 36,415,938					
Project Narrative							
<p>REPLACEMENT SQUADS: The Rusk County Sheriff's Office received County Board approval in December 2020 to purchase 3 squads per year on a 5 year rotation. The intention for the established rotation is to help ensure the squads remain in good working condition considering the number of miles put on during routine patrol and the high rate of speeds that is occasionally required. After the squads are "retired" from law enforcement use, they are put into the regular County vehicle fleet to be used by other county departments and employees as needed.</p>							
<p>REPLACEMENT K9: In 2024, RUSO lost 2 of the 3 K9's due to their handlers accepting jobs with other agencies; the K9's were then retired to live with the handler's family full time. The department being down to 1 K9 has had a negative impact in regards to drug enforcement and apprehension; adding even 1 additional K9 will help lighten this work load significantly for our K9 and his handler.</p>							
Impact to Operating Budget							

Buildings & Grounds – Trail's End Camp

2025-2029 CIP Request Form									
Building & Grounds - Trail's End Camp Gary Shilts, James Kahl, Charmaine Riddle				REVENUE SOURCES					
				TOTAL	TAX LEVY	G.O. DEBT	DEPT. FUND BALANCE	FED OR STATE GOVERNMENT /GRANTS	FEES
2025 Projects & Equipment									
A		Swinging Bridge Update	\$ 85,000	\$ 70,000	\$ -	\$ 15,000	\$ -	\$ -	
B		Privy Updates (4 Buildings/Locations)	\$ 10,000	\$ 10,000	\$ -	\$ -	\$ -	\$ -	
C		Elm and Birch Cabin Update	\$ 20,000	\$ 20,000	\$ -	\$ -	\$ -	\$ -	
D		Juniper Make into Cabin and Update	\$ 15,000	\$ 15,000	\$ -	\$ -	\$ -	\$ -	
E		Electrical Upgrades	\$ 150,000	\$ -	\$ 150,000	\$ -	\$ -	\$ -	
F		Kitchen and Ebling Hall Update	\$ 10,000	\$ 10,000	\$ -	\$ -	\$ -	\$ -	
		Subtotal	\$ 290,000	\$ 125,000	\$ 150,000	\$ 15,000	\$ -	\$ -	
		Total Revenue						\$ 290,000	
2026 Projects & Equipment									
A		Oak and Maple Cabin Update	\$ 20,000	\$ 20,000	\$ -	\$ -	\$ -	\$ -	
B		Spruce and Balsam Cabin Update	\$ 20,000	\$ 20,000	\$ -	\$ -	\$ -	\$ -	
C		Boat House Update	\$ 5,000	\$ 5,000	\$ -	\$ -	\$ -	\$ -	
D		Showerhouse Update	\$ 5,000	\$ 5,000	\$ -	\$ -	\$ -	\$ -	
		Subtotal	\$ 50,000	\$ 50,000	\$ -	\$ -	\$ -	\$ -	
		Total Revenue						\$ 50,000	
2027 Projects & Equipment									
A		Tamarack and Cedar Cabin Update	\$ 20,000	\$ 20,000	\$ -	\$ -	\$ -	\$ -	
B		Hemlock Cabin Update	\$ 10,000	\$ 10,000	\$ -	\$ -	\$ -	\$ -	
		Subtotal	\$ 30,000	\$ 30,000	\$ -	\$ -	\$ -	\$ -	
		Total Revenue						\$ 30,000	
2028 Projects & Equipment									
A		Exterior Landscape improvements	\$ 15,000	\$ 15,000	\$ -	\$ -	\$ -	\$ -	
B		Outhouse improvements	\$ 10,000	\$ 10,000	\$ -	\$ -	\$ -	\$ -	
		Subtotal	\$ 25,000	\$ 25,000	\$ -	\$ -	\$ -	\$ -	
		Total Revenue						\$ 25,000	
2029 Projects & Equipment									
A		Exterior Landscape improvements	\$ 15,000	\$ 15,000	\$ -	\$ -	\$ -	\$ -	
B		Boathouse/dock improvements	\$ 10,000	\$ 10,000	\$ -	\$ -	\$ -	\$ -	
		Subtotal	\$ 25,000	\$ 25,000	\$ -	\$ -	\$ -	\$ -	
		Total Revenue						\$ 25,000	
Total 5 Year Project Costs			\$ 420,000						
Total 5 Year Project Revenue Sources			\$ 420,000						
Project Narrative									
<p>The Swinging Bridge has been a big topic in the last year or two. It needs some major revamping. Funds were given to make it back to what it was but more funds are needed to make it back to its status in the 90's when it was last worked on. The Cabins at Trails End Camp, will need some residing work as the wooden siding on the bottom of the cabins are starting to rot. Prevention is key here, getting to the problems early before it is a larger problem. Also some have items not up to code, for example were electrical panels are located or sizing of windows. I would like to put 40' doors on a few cabins to make it easier for wheelchairs to enter. The interior of the cabins do not match and would like to see it all be the same. The privies need some updating too, easier to clean and lighting added. Camp is a wonderful part of Rusk Co. and I would like to keep it that way.</p>									
Impact to Operating Budget									

Request for Proposals

Rusk County Owned U.S. Highway Property

1201 Lake Ave, Ladysmith, WI 54848



Contact Information:
Ashley Heath
Administrative Coordinator
(715) 532-2257
aheath@ruskcountywi.us

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Disclosure & Disclaimer

This Request for Proposals (“RFP”) is being furnished to recipients by Rusk County (“County”) for the recipient’s convenience. Any action taken by the Rusk County Board of Supervisors (“County Board”) in response to submissions to this RFP, made pursuant to this RFP, or in making any awards or failure or refusal to make any award pursuant to such submissions, or in any cancellation of awards, or in any withdrawal or cancellation of this RFP, either before or after issuance of any awards, shall be without any liability or obligation on the part of the County and its employees, officers, agents, supervisors or other elected officials.

The County, at its discretion, may at any time withdraw this RFP, may accept or decline any submissions, and may waive any abnormality if the County deems appropriate and if it is in the County’s best interest. The County has the ability to determine the responsiveness and acceptability of any submitted proposal. The County reserves the right to reject any and all proposals without cause and in its sole discretion.

It is the responsibility of the interested respondent to fully understand and interpret all applicable laws, ordinances and building codes when preparing and submitting proposals.

The County and the selected respondent will be bound only if and when a submission, as the same may be modified, and any applicable definitive agreements and budgetary authorizations pertaining thereto, are approved by the Rusk County Board of Supervisors and then only pursuant to the terms of the definitive agreements executed among the parties.

1. Introduction and Background

The County is soliciting proposals for the purchase or long-term lease arrangement for the redevelopment of a prime property within the City of Ladysmith. The Property is located on the north side of U.S. Highway 8 directly to the west of the Oakleaf Clinic and within two blocks west of McDonalds, Kwik Trip and Highway 8’s intersection with State Highway 27.

This RFP provides respondents with contextual information to develop and submit a successful proposal.

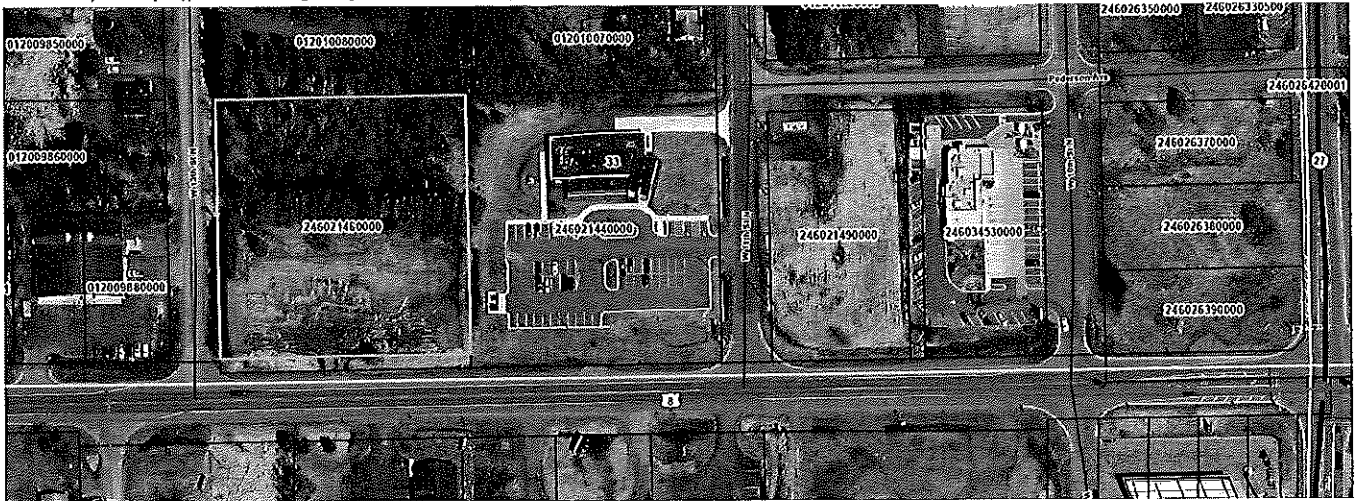
The County welcomes proposals that will maximize the value and use potential of the Property.

2. Site Data

Address: 1201 Lake Ave W, Ladysmith, WI 54848

Parcel Number: 246-02146-0000

Tax Key Map (parcel highlighted in teal):



Population of Rusk County: 14,186

Population of the City of Ladysmith: 3,414

Prior Use: The Property was formerly occupied by a motel but has been vacant for years.

3. Location

The Property has several location benefits. The Property is located on the north side of Highway 8. The Property is close to multiple businesses, including McDonalds, Kwik Trip, and a Fresh Market grocery store. The Property is also directly next to a newly opened Oakleaf Clinic. The Property also boasts visibility from the intersection of U.S. Highway 8 and State Highway 27.

4. Desired Proposals

The County desires to obtain proposals that maximize the value and use potential of the Property while emphasizing its high visibility value. Proposals may include the following uses:

- Retail
- Hotel or other tourism-based use
- Housing/residential development
- Recreation

5. Purchase Price and Contract Requirements

The Estimated Fair Market Value of the land in 2023 was \$203,100.00. Land cost shall be determined on the overall value and score of the submitted proposal. **Successful submittals must include a potential**

acquisition price of the Property. The County reserves the right to negotiate the purchase price after submittal of proposals with the prospective respondent.

The acquisition contract/offer to purchase or lease document shall be negotiated after the County's selection of the proposal. However, each proposal must include an agreement to the contract terms summarized below:

- Indemnification of the County, its officers, employees, agents and elected officials.
- An acknowledgement that the County will not provide an indemnification of the purchaser.
- Agreement to complete all due diligence, testing, inspections and other site investigations at purchaser's sole cost and expense. The County will agree to cooperate in the purchaser's due diligence, testing, inspections and other site investigations within the County's reasonable discretion and at no cost to the County.
- Agreement to secure any and all licenses, permits, or other approvals for the anticipated use and operation at purchaser's sole cost and expense. The County will agree to cooperate in the purchaser's approval processes within the County's reasonable discretion and at no cost to the County.
- An acknowledgement that the County makes no representations or warranties regarding the Property, and acceptance of the Property "as-is."
- The County will make available documents and records in its actual possession relating to any site improvements or conditions at no cost to the County.
- Any costs or fees incurred by the County due to purchaser's due diligence, testing, inspections, securing of approvals, or otherwise prior to closing of the purchase shall be reimbursed by purchaser no later than closing.

The County reserves the right to require additional contract terms and provisions.

6. Proposal Requirements

Successful proposals will include all of the following (or a brief explanation of missing information) in this order:

- a. Narrative Response to the RFP including background of the company and/or business submitting the proposal.
- b. Summary of the proposed development and anticipated use(s) of the Property.
- c. Proposed Development
 - a. Indication of land use(s), prospective businesses, housing types, etc. with a breakdown of individual aspects or use(s).
 - b. Total value of the proposed project.
 - c. Narrative describing the development's compatibility with the surrounding neighborhood and the community in general.
- d. Project Timeline

- a. Project schedule for construction and occupancy in the form of a timeline or timetable.
- b. Management intentions for the Property once complete.
- e. Financials
 - a. Explain the financial strategy for funding (including sources) and demonstrate project feasibility. Explain any grants, loans, or financial assistance programs being accessed and the team's experience with these programs.
- f. Additional Information
 - a. Examples of similar development projects if applicable.
 - b. Summary of the overall impact and tangible benefits for Rusk County including tax base generation, sales tax potential, temporary construction jobs/local economic boost, and permanent jobs.

7. Selection Criteria

The County's Property Committee will serve as the selection committee to evaluate proposals based on the following criteria:

- Financial capacity.
- Overall quality and attractiveness of the proposed development.
- Density and design.
- Neighborhood compatibility.
- Value of the estimated tax base of the proposed development.
- Use(s) suitability to the land.
- Economic impact to the City of Ladysmith and Rusk County.
- Job creation.
- Overall responsiveness to the RFP requirements.
- Other such criteria as deemed necessary.

The County Property Committee will be assisted by the County's Administrative Coordinator and any other professionals it deems necessary. The County Property Committee may conduct interviews with respondents. It's anticipated that a summary presentation will be made by the chosen respondent to the County in the final selection process.

Upon selection, the County Property Committee will make a final recommendation to the County Board of Supervisors for review and approval.

The County reserves the right to reject any or all proposals, including any portion of a proposal, for any reason at the County's sole discretion, or to accept the proposal considered most advantageous to the County following final negotiations, evaluations and review.

The County reserves the right to combine development proposals and suggest development partnerships between development proposals.

If no development proposal is selected or the respondents are unable to finalize an agreement with the County, the County reserves the right to advance development proposals as they come forward or to select an alternative development proposal.

This is a negotiated procurement. Negotiation is a procedure that includes the receipt of a proposal from offerors, permits bargaining, and usually affords an opportunity to revise offers before award of a contract. Bargaining, in the sense of discussion, persuasion, alteration of initial assumption and positions may apply to price, schedule, technical requirements, type of contract or other terms of a proposed contract unless modified terms are prohibited by law. Award may be made on the basis of the original proposal without negotiations with any offer.

8. Submission of Proposals

Proposals must be submitted electronically in PDF format by 5:00 PM on Friday, August 30, 2024 to:

Ashley Heath
Administrative Coordinator
ah Heath@ruskcountywi.us
Subject Line: 1201 Lake Ave Proposal

Proposals shall be submitted on 8.5" x 11" paper with tab sections clearly separating the proposal requirements outlined previously. Any images, site plans, renderings, elevations, etc. should be scaled appropriately and displayed on 11" x 17" paper.

9. Timeline

RFP published: Monday, June 17, 2024

Deadline for questions: Friday, July 12, 2024

Proposal due date: Friday, August 30, 2024 at 5:00 PM

Internal reviews: September 2024

Interviews with Property Committee: September 2024

Final recommendation and presentation to County Board: September or October 2024

Selection of proposal: September or October 2024

Agreement approval: Late 2024

Development proceeds for construction: 2025

Timeline is tentative and subject to change.

10. Contact Information

All questions regarding this RFP should be submitted in writing to:

Ashley Heath
Administrative Coordinator
ah Heath@ruskcountywi.us

Rusk County
311 Miner Ave E.
Ladysmith, WI 54848

(715) 532-2257

Addendums to this RFP will be posted on the County's website: www.ruskcounty.org.



RUSK COUNTY

2024 DNR SHOOTING RANGE PROGRAM

TO THE RUSK COUNTY BOARD OF SUPERVISORS

ROLL CALL Board Members	AYE (Yes)	NAY (No)	Abstain / Excused
1. ALEC HAMPTON			
2. JERRY BILLER			
3. STACY ZIMMER			
4. JOHN MOORE			
5. TERRY WEDWICK			
6. SHERRY WALLACE			
7. SUZANNE VOHS			
8. TOM CUDO			
9. PHIL UNTERSCHUETZ			
10. BRIAN COGINS			
11. PHIL SCHNEIDER			
12. JIM MEYER			
13. KURT GORSEGNER			
14. JOHN KALBPP			
15. TOM HANSON			
16. LOIS GOODE			
17. DAVE WILLINGHAM			
18. MIKE RUSSELL			
19. DAN GUDIS			
TOTAL			

BOARD ACTION

Vote Required: Majority Vote of a Quorum

Motion to Approve Adopted

1st _____ Defeated

2nd _____

No: _____ Yes: _____ Exc: _____

Reviewed by: _____, Corp. Counsel

Reviewed by: Jamie Will, Finance Director

FISCAL IMPACT: (Note if there is any fiscal impact or not)

25% cost share - approx. \$12,000 of County Funds

Certification:

I, Connie Meyer, Clerk of Rusk County, hereby certify that the above is a true and correct copy of a resolution that was adopted on the _____ day of _____, 2024 by the Rusk County Board of Supervisors.

Connie Meyer
County Clerk, Rusk County

1 WHEREAS, Rusk County is interested in obtaining a cost-share grant from the
2 Wisconsin Department of Natural Resources (DNR) Shooting Range Grant Program for
3 the purpose of relocating the driveway, managing water runoff to prevent erosion, and
4 paving the driveway and parking lot at the Josie Creek Rifle Range.

5
6 WHEREAS, the respondent attests to the validity of the statements and representations
7 contained in the application;

8
9 WHEREAS, an Agreement/Contract and financial aid is required to carry out the
10 project; and

11
12 NOW, THEREFORE, BE IT RESOLVED, that Rusk County will meet the financial
13 obligations necessary to fully and satisfactorily complete the project and hereby
14 authorizes and empowers the Forest Administrator to submit the following documents to
15 the DNR for financial assistance that may be available; sign and submit application, enter
16 into an agreement/contract with the DNR, Submit required reports to the DNR to satisfy
17 the agreement/contract as appropriate, submit reimbursement requests to the DNR per the
18 agreement/contract, sign and submit other documentation as necessary to complete the
19 project per the agreement/contract

20
21 BE IT FURTHER RESOLVED, that respondent will comply with all local, state, and
22 federal rules, regulations, and ordinances relating to this project and the cost-share
23 agreement/contract.

24

25

SUBMITTED BY:

Rusk County Forestry Committee

[Signature]
Phil Unterschuetz, Chairman

[Signature]
Stacy Zimmer, Vice Chairman

[Signature]
Jerry Biller

[Signature] Alec Hampton

[Signature] Phil Schneider



RESOLUTION #

DESIGNATING HHS AMERICAN RESCUE PLAN FUNDS TO BE USED FOR COMMUNITY PROJECTS #2

TO THE RUSK COUNTY BOARD OF SUPERVISORS

ROLL CALL Board Members	AYB (Yes)	NAY (No)	Abstain/Excused
1. ALEC HAMPTON			
2. JERRY BILBER			
3. STACY ZIMMER			
4. JOHN MOORE			
5. TERRY WEDWICK			
6. SHERRY WALLACE			
7. SUZANNE VOHS			
8. TOM CUDO			
9. PHIL UNTERSCHUETZ			
10. BRIAN COGGINS			
11. PHIL SCHNIEDER			
12. JIM MEYER			
13. KURT GORSEGNER			
14. JOHN KALBPP			
15. TOM HANSON			
16. LOIS GOODE			
17. DAVE WILLINGHAM			
18. MIKE RUSSELL			
19. VACANT			
TOTAL			

BOARD ACTION

Vote Required: Majority Vote of a Quorum

Motion to Approve Adopted

1st _____ Defeated

2nd _____

No: _____ Yes: _____ Exc: _____

Reviewed by:

_____, Corp. Counsel

Reviewed by:

James Hill, Finance Director

FISCAL IMPACT: (Note if there is any fiscal impact or not)

No levy-all grant funds

Certification:

I, Connie Meyer, Clerk of Rusk County, hereby certify that the above is a true and correct copy of a resolution that was adopted on the _____ day of _____, 2024 by the Rusk County Board of Supervisors.

Connie Meyer
County Clerk, Rusk County

1 WHEREAS, Rusk County Public Health has been awarded a total of \$335,000 from the
 2 federal government under the American Rescue Plan Act (ARPA) of 2021; and
 3
 4 WHEREAS, Resolution 15-24 already designated \$159,500 of Rusk County Public
 5 Health ARPA funding; and
 6
 7 WHEREAS, allowed uses of Public Health ARPA funds include the department
 8 spending designated funds for a variety of projects consistent with the ARPA regulations,
 9 reporting requirements, and statement of work, and
 10
 11 WHEREAS, Rusk County Public Health encouraged proposals for use of funds from
 12 schools, community partners, township government, and through a press release in the
 13 Ladysmith News, for consideration of funding; and
 14
 15 WHEREAS, the following proposed community projects were reviewed and approved
 16 by the Health and Human Services Committee;
 17

Project	Funding Amount	Approval Date and Committee
Ladysmith Area Trails Association (LATA) for a variety of projects that could include a new machine to pull the trail groomer, a new snow groomer, hiring equipment for trail development, overhaul of old snowmobile, replacement of pit toilet and gates, a portable storage building, hand tools, and trail lights at high school/middle school trail.	Up to \$55,000	05/09/24 HHS
Indianhead Community Action Agency for furnishing, including furniture, shelves and storage, educational toys, and other needed items of the Family Resource Center at ICAA.	Up to \$5,000	05/09/24 HHS
Indianhead Community Action Agency for staff member to get certified to teach Red Cross Babysitting Course and provide learning materials for people taking the course.	Up to \$1,000	05/09/24 HHS

18
 19 NOW, THEREFORE, BE IT RESOLVED, that the Rusk County Board of Supervisors
 20 hereby designates up to \$61,000 of the funding received through American Rescue Plan
 21 Act of 2021 for Public Health to be used for the projects listed above.
 22
 23

RUSK COUNTY

RESOLUTION #

DESIGNATING AMERICAN RESCUE PLAN ACT FUNDS TO BE USED FOR RUSK COUNTY HOUSING AUTHORITY -- ADDITION OF BRUCE AND HAWKINS LOCATIONS

TO THE RUSK COUNTY BOARD OF SUPERVISORS

ROLL CALL Board Members	AYE (Yes)	NAY (No)	Abstain / Excused
1. ALEC HAMPTON			
2. JERRY BILLER			
3. STACY ZIMMER			
4. JOHN MOORE			
5. TERRY WEDWICK			
6. SHERRY WALLACE			
7. SUZANNE VOHS			
8. TOM CUDO			
9. PHIL UNTERSCHUETZ			
10. BRIAN COGGINS			
11. PHIL SCHNEIDER			
12. JIM MEYER			
13. KURT GORSEGNER			
14. JOHN KALEPP			
15. TOM HANSON			
16. LOIS GOODE			
17. DAVE WILLINGHAM			
18. MIKE RUSSELL			
19. DAN GUDIS			
TOTAL			

1 WHEREAS, Rusk County has received a total of approximately \$2,753,910 from the
 2 Federal Government under the American Rescue Plan Act (ARPA) of 2021; and
 3
 4 WHEREAS, Resolutions 6-23, 21-23, 24-23, 45-23, 50-23, 51-23, 63-23, 05-24 and 12-
 5 24 already designated \$1,866,411.62 of ARPA funding to be utilized for Internal Rusk
 6 County Projects leaving \$887,498.38 as undesignated
 7
 8 WHEREAS, allowed uses of ARPA funds include counties spending designated funds
 9 for a variety of projects consistent with the ARPA regulations and reporting
 10 requirements; and
 11
 12 WHEREAS, Rusk County Departments were encouraged to submit proposals for
 13 internal County projects for the consideration of funding; and
 14
 15 WHEREAS, the Rusk County Board of Supervisors has considered community
 16 proposals to utilize ARPA funds; and
 17
 18 WHEREAS, the Rusk County Housing Authority submitted a request to the Rusk
 19 County Finance Committee for assistance with heating systems in their Weyerhaeuser,
 20 Sheldon and Ladysmith locations; and
 21
 22 WHEREAS, \$45,000 of ARPA funding has already been approved for the Rusk County
 23 Housing Authority Heating Project through resolution 12-24; and
 24
 25 WHEREAS, the Rusk County Housing Authority is requesting that the Bruce and
 26 Hawkins locations be added to the locations approved for the heating project;
 27
 28 NOW, THEREFORE, BE IT RESOLVED, that the Rusk County Board of Supervisors
 29 hereby adds the Rusk County Housing Authority Bruce and Hawkins locations as
 30 allowable locations to utilize the previously designated \$45,000.00 of funding received
 31 through the American Rescue Plan Act of 2021 to be used for the project listed above.
 32
 33
 34
 35

BOARD ACTION

Vote Required: Majority Vote of a Quorum

Motion to Approve Adopted

1st _____ Defeated

2nd _____

No: _____ Yes: _____ Exc: _____

Reviewed by: _____, Corp. Counsel

Reviewed by: _____, Finance Director

FISCAL IMPACT: (Note if there is any fiscal impact or not)

Certification:

I, Connie Meyer, Clerk of Rusk County, hereby certify that the above is a true and correct copy of a resolution that was adopted on the _____ day of _____, 2024 by the Rusk County Board of Supervisors.

SUBMITTED BY:

Rusk County Finance Committee

John Kalepp
John Kalepp, Chairman

Jim Meyer
Jim Meyer, Vice Chairman

Brian Coggins
Brian Coggins

Phil Unterschuetz
Phil Unterschuetz

Terry Wedwick
Terry Wedwick

Connie Meyer
County Clerk, Rusk County

AUTHORIZING PROCEEDING WITH RUSK COUNTY RADIO PROJECT

RUSK COUNTY

TO THE RUSK COUNTY BOARD OF SUPERVISORS

ROLL CALL Board Members	AYE (Yes)	NAY (No)	Abstain / Excused
1. TERRY DUSELL			
2. JERRY BILLER			
3. ALAN RATHSACK			
4. TONY HAUSER			
5. TERRY WEDWICK			
6. ROBERT STOUT			
7. RANDY TATUR			
8. TOM CUDO			
9. PHIL UNTERSCHUETZ			
10. JON UNTERSCHUETZ			
11. PHIL SCHNEIDER			
12. JIM MEYER			
13. MARK SCHMITT			
14. JOHN KALEPP			
15. TOM HANSON			
16. LOIS GOODE			
17. DAVE WILLINGHAM			
18. MICHAEL HRABAN			
19. DAN GUDIS			
TOTAL			

BOARD ACTION

Vote Required: Majority Vote of a Quorum

Motion to Approve Adopted

1st _____ Defeated

2nd _____

No: _____ Yes: _____ Exc: _____

Reviewed by: _____, Corp. Counsel

Reviewed by: Jaimie Wille, Finance Director

FISCAL IMPACT: (Note if there is any fiscal impact or not)

Approximately \$2M of G.O. bond funds

Certification:

I, Connie Moyer, Clerk of Rusk County, hereby certify that the above is a true and correct copy of a resolution that was adopted on the _____ day of _____, 2023 by the Rusk County Board of Supervisors.

Connie Moyer
County Clerk, Rusk County

1 WHEREAS, the Rusk County Sheriff's Office and Rusk County Ambulance have
 2 identified deteriorating radio network performance over the last several years; and,
 3
 4 WHEREAS, the Rusk County Board of Supervisors on January 23, 2024 requested the
 5 Property Committee to advertise for vendors to upgrade the County's emergency service
 6 radio network and equipment; and,
 7
 8 WHEREAS, the Property Committee on February 9, 2024 authorized the Sheriff to
 9 advertise a Request for Proposals (RFP); and,
 10
 11 WHEREAS, the County received two responses; and,
 12
 13 WHEREAS, the Emergency Services and Property Committees heard presentations from
 14 both respondents at a joint meeting on June 14, 2024; and,
 15
 16 WHEREAS, the Emergency Services and Property Committees recommend proceeding
 17 with the radio project with GenComm; and,
 18
 19 WHEREAS, the radio project will be funded from Capital Projects.
 20
 21 NOW, THEREFORE, BE IT RESOLVED, that the Rusk County Board of Supervisors
 22 hereby approve authorizing the Board Chair to negotiate terms and enter into contract with
 23 GenComm to proceed with the radio project.
 24
 25 AND BE IT FURTHER RESOLVED, that the radio project will be funded from
 26 Capital Projects.
 27

SUBMITTED BY:

Rusk County Emergency Services Committee

Terry Wedwick
Terry Wedwick, Chair

Tom Cudo
Tom Cudo, Vice Chair

Kurt Gorsegner

Phil Schneider
Phil Schneider

Suzanne Vohs
Suzanne Vohs

SUBMITTED BY:

Rusk County Property Committee

John Kalepp
John Kalepp, Chair

Jerry Biller
Jerry Biller, Vice Chair

Dan Gudis
Dan Gudis

Tom Hanson
Tom Hanson

Terry Wedwick
Terry Wedwick

APPROVE UTILIZATION OF GENERAL FUND BALANCE TO PURCHASE
HIGHWAY DEPARTMENT EQUIPMENT

RUSK COUNTY

TO THE RUSK COUNTY BOARD OF SUPERVISORS

ROLL CALL Board Members	AYE (Yes)	NAY (No)	Abstain/Excused
1. ALEC HAMPTON			
2. JERRY BILLER			
3. STACY ZIMMER			
4. JOHN MOORE			
5. TERRY WEDWICK			
6. SHERRY WALLACE			
7. SUZANNE VOHS			
8. TOM CUDO			
9. PHIL UNTERSCHUETZ			
10. BRIAN COGGINS			
11. PHIL SCHNEIDER			
12. JIM MEYER			
13. KURT GORSEGNER			
14. JOHN KALEPP			
15. TOM HANSON			
16. LOIS GOODE			
17. DAVE WILLINGHAM			
18. MIKE RUSSELL			
19. DAN GUDIS			
TOTAL			

1 WHEREAS, equipment at the Highway Department is in need of replacement; and,
 2
 3 WHEREAS, the Highway Department budgeted \$750,000 for equipment purchases in
 4 2024; and,
 5
 6 WHEREAS, the Highway Committee approved the purchase of two plow trucks and an
 7 excavator from the equipment purchase budget at a cost of \$472,670 with \$334,586 still
 8 earmarked for outstanding invoices for plow truck equipment which fully depletes the
 9 equipment levy budget and requires extra funds to be committed from the Highway
 10 Department equipment fund; and,
 11
 12 WHEREAS, the Highway Committee recognizes that additional equipment purchases
 13 are necessary for the safe and efficient operation of the Highway Department; and,
 14
 15 NOW, THEREFORE, BE IT RESOLVED, that the Rusk County Board of Supervisors
 16 does hereby approve allocating \$500,000 out of General Fund Balance to utilize towards
 17 the purchase of equipment for the Highway Department.
 18
 19 AND BE IT FURTHER RESOLVED, that the Board authorizes up to \$400,000 of the
 20 allocated \$500,000 to be used to purchase a loader.
 21

BOARD ACTION

Vote Required: Majority Vote of a Quorum

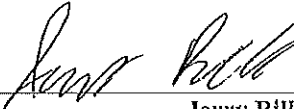
Motion to Approve Adopted

1st _____ Defeated

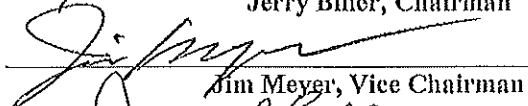
2nd _____

No: _____ Yes: _____ Exo: _____

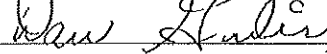
Rusk County Highway Committee




 Jerry Biller, Chairman



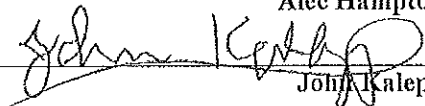
 Jim Meyer, Vice Chairman



 Dan Gudis



 Alec Hampton



 John Kalepp


Reviewed by: _____, Corp. Counsel

Reviewed by: _____, Finance Director

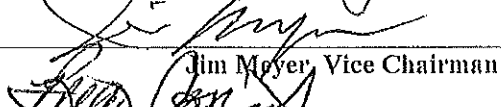
FISCAL IMPACT: (Note if there is any fiscal impact or not)

22
23


Rusk County Finance Committee



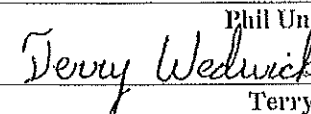
 John Kalepp, Chairman



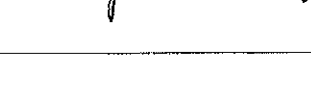
 Jim Meyer, Vice Chairman



 Brian Coggins



 Phil Unterschuetz



 Terry Wedwick

Certification:
 I, Connie Meyer, Clerk of Rusk County, hereby certify that the above is a true and correct copy of a resolution that was adopted on the _____ day of _____, 2024 by the Rusk County Board of Supervisors.

Connie Meyer
County Clerk, Rusk County

SUBMITTED BY:

Rusk County Personnel Committee

Stacy Zimmer, Chairman

Jim Meyer

Sherry Wallace, Vice Chairman

Dave Willingham

Mike Russell

JOB TITLE	DEPARTMENT	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21
ADMINISTRATIVE COORDINATOR	ADMINISTRATION	22	\$47.08	\$47.75	\$48.42	\$49.09	\$49.76	\$50.44	\$51.12	\$51.79	\$52.46	\$53.13	\$53.80	\$54.47	\$55.15	\$55.82	\$56.49	\$57.17	\$57.84	\$58.51	\$59.19	\$59.86	\$60.53
EXECUTIVE DIRECTOR	HEALTH & HUMAN SVCS	21	\$44.24	\$44.87	\$45.50	\$46.14	\$46.77	\$47.40	\$48.04	\$48.67	\$49.30	\$49.93	\$50.56	\$51.19	\$51.82	\$52.45	\$53.09	\$53.72	\$54.35	\$54.98	\$55.62	\$56.25	\$56.88
FINANCE DIRECTOR	FINANCE	20	\$41.61	\$42.21	\$42.80	\$43.40	\$44.00	\$44.59	\$45.19	\$45.78	\$46.37	\$46.97	\$47.56	\$48.15	\$48.75	\$49.34	\$49.93	\$50.53	\$51.13	\$51.73	\$52.32	\$52.91	\$53.51
HIGHWAY COMMISSIONER	HIGHWAY DEPT	19	\$39.18	\$39.74	\$40.30	\$40.86	\$41.42	\$41.98	\$42.53	\$43.09	\$43.65	\$44.21	\$44.77	\$45.33	\$45.89	\$46.45	\$47.02	\$47.57	\$48.13	\$48.69	\$49.25	\$49.81	\$50.37
HUMAN RESOURCES MANAGER	ADMINISTRATION	19	\$38.18	\$38.74	\$40.30	\$40.86	\$41.42	\$41.98	\$42.53	\$43.09	\$43.65	\$44.21	\$44.77	\$45.33	\$45.89	\$46.45	\$47.02	\$47.57	\$48.13	\$48.69	\$49.25	\$49.81	\$50.37
FORESTRY ADMINISTRATOR	FORESTRY	18	\$36.92	\$37.44	\$37.97	\$38.50	\$39.03	\$39.55	\$40.08	\$40.61	\$41.14	\$41.66	\$42.19	\$42.71	\$43.24	\$43.77	\$44.30	\$44.82	\$45.35	\$45.88	\$46.41	\$46.93	\$47.46
COUNTY CONSERVATIONIST	LAND CONSERVATION	17	\$34.79	\$35.29	\$35.78	\$36.28	\$36.78	\$37.28	\$37.77	\$38.27	\$38.77	\$39.27	\$39.76	\$40.26	\$40.75	\$41.25	\$41.75	\$42.25	\$42.74	\$43.24	\$43.74	\$44.24	\$44.73
PUBLIC HEALTH SUPERVISOR/HEALTH OFFICER	PUBLIC HEALTH	17	\$34.79	\$35.29	\$35.78	\$36.28	\$36.78	\$37.28	\$37.77	\$38.27	\$38.77	\$39.27	\$39.76	\$40.26	\$40.75	\$41.25	\$41.75	\$42.25	\$42.74	\$43.24	\$43.74	\$44.24	\$44.73
ADULT SERVICES MANAGER	HEALTH & HUMAN SVCS	16	\$32.81	\$33.28	\$33.75	\$34.22	\$34.69	\$35.16	\$35.62	\$36.09	\$36.56	\$37.03	\$37.50	\$37.97	\$38.44	\$38.91	\$39.38	\$39.84	\$40.31	\$40.78	\$41.25	\$41.72	\$42.19
FACILITIES MANAGER	MAINTENANCE	16	\$32.81	\$33.28	\$33.75	\$34.22	\$34.69	\$35.16	\$35.62	\$36.09	\$36.56	\$37.03	\$37.50	\$37.97	\$38.44	\$38.91	\$39.38	\$39.84	\$40.31	\$40.78	\$41.25	\$41.72	\$42.19
SENIOR SERVICES DIRECTOR	ADRC	16	\$32.81	\$33.28	\$33.75	\$34.22	\$34.69	\$35.16	\$35.62	\$36.09	\$36.56	\$37.03	\$37.50	\$37.97	\$38.44	\$38.91	\$39.38	\$39.84	\$40.31	\$40.78	\$41.25	\$41.72	\$42.19
SOCIAL WORKER SUPERVISOR	HEALTH & HUMAN SVCS	16	\$32.81	\$33.28	\$33.75	\$34.22	\$34.69	\$35.16	\$35.62	\$36.09	\$36.56	\$37.03	\$37.50	\$37.97	\$38.44	\$38.91	\$39.38	\$39.84	\$40.31	\$40.78	\$41.25	\$41.72	\$42.19
ECONOMIC SUPPORT SUPERVISOR	HEALTH & HUMAN SVCS	15	\$30.98	\$31.42	\$31.87	\$32.30	\$32.74	\$33.19	\$33.63	\$34.07	\$34.51	\$34.96	\$35.40	\$35.84	\$36.29	\$36.73	\$37.17	\$37.61	\$38.06	\$38.50	\$38.95	\$39.38	\$39.82
OPERATIONS MANAGER	HIGHWAY DEPT	15	\$30.98	\$31.42	\$31.87	\$32.30	\$32.74	\$33.19	\$33.63	\$34.07	\$34.51	\$34.96	\$35.40	\$35.84	\$36.29	\$36.73	\$37.17	\$37.61	\$38.06	\$38.50	\$38.95	\$39.38	\$39.82
ZONING ADMINISTRATOR	ZONING	15	\$30.98	\$31.42	\$31.87	\$32.30	\$32.74	\$33.19	\$33.63	\$34.07	\$34.51	\$34.96	\$35.40	\$35.84	\$36.29	\$36.73	\$37.17	\$37.61	\$38.06	\$38.50	\$38.95	\$39.38	\$39.82
ASSISTANT FINANCE DIRECTOR	FINANCE	14	\$29.27	\$29.69	\$30.11	\$30.53	\$30.95	\$31.36	\$31.77	\$32.19	\$32.61	\$33.03	\$33.45	\$33.87	\$34.29	\$34.71	\$35.13	\$35.54	\$35.96	\$36.38	\$36.79	\$37.21	\$37.63
FINANCIAL GOVERNMENT	EMERGENCY GOVT	14	\$29.27	\$29.69	\$30.11	\$30.53	\$30.95	\$31.36	\$31.77	\$32.19	\$32.61	\$33.03	\$33.45	\$33.87	\$34.29	\$34.71	\$35.13	\$35.54	\$35.96	\$36.38	\$36.79	\$37.21	\$37.63
FINANCIAL & SUPPORT STAFF MANAGER	CHILD SUPPORT	14	\$29.27	\$29.69	\$30.11	\$30.53	\$30.95	\$31.36	\$31.77	\$32.19	\$32.61	\$33.03	\$33.45	\$33.87	\$34.29	\$34.71	\$35.13	\$35.54	\$35.96	\$36.38	\$36.79	\$37.21	\$37.63
GEOGRAPHICAL INFORMATION	LAND INFORMATION	14	\$29.27	\$29.69	\$30.11	\$30.53	\$30.95	\$31.36	\$31.77	\$32.19	\$32.61	\$33.03	\$33.45	\$33.87	\$34.29	\$34.71	\$35.13	\$35.54	\$35.96	\$36.38	\$36.79	\$37.21	\$37.63
PARKS MANAGER	FORESTRY	14	\$29.27	\$29.69	\$30.11	\$30.53	\$30.95	\$31.36	\$31.77	\$32.19	\$32.61	\$33.03	\$33.45	\$33.87	\$34.29	\$34.71	\$35.13	\$35.54	\$35.96	\$36.38	\$36.79	\$37.21	\$37.63
VETERANS SERVICE OFFICER	VETERANS SERVICE	14	\$29.27	\$29.69	\$30.11	\$30.53	\$30.95	\$31.36	\$31.77	\$32.19	\$32.61	\$33.03	\$33.45	\$33.87	\$34.29	\$34.71	\$35.13	\$35.54	\$35.96	\$36.38	\$36.79	\$37.21	\$37.63
WIC DIRECTOR	PUBLIC HEALTH	14	\$29.27	\$29.69	\$30.11	\$30.53	\$30.95	\$31.36	\$31.77	\$32.19	\$32.61	\$33.03	\$33.45	\$33.87	\$34.29	\$34.71	\$35.13	\$35.54	\$35.96	\$36.38	\$36.79	\$37.21	\$37.63
ASST FOREST ADMIN	FORESTRY	13	\$27.68	\$28.08	\$28.47	\$28.87	\$29.26	\$29.65	\$30.05	\$30.45	\$30.85	\$31.24	\$31.63	\$32.03	\$32.42	\$32.82	\$33.21	\$33.61	\$34.01	\$34.41	\$34.81	\$35.21	\$35.61
CRIME VICTIM/WITNESS	CRIME VICTIM/WITNESS	12	\$26.20	\$26.57	\$26.95	\$27.32	\$27.69	\$28.07	\$28.44	\$28.82	\$29.19	\$29.56	\$29.94	\$30.31	\$30.68	\$31.06	\$31.43	\$31.80	\$32.18	\$32.55	\$32.93	\$33.30	\$33.68
FOREMAN	HIGHWAY DEPT	12	\$26.20	\$26.57	\$26.95	\$27.32	\$27.69	\$28.07	\$28.44	\$28.82	\$29.19	\$29.56	\$29.94	\$30.31	\$30.68	\$31.06	\$31.43	\$31.80	\$32.18	\$32.55	\$32.93	\$33.30	\$33.68
FORESTER II	FORESTRY	12	\$26.20	\$26.57	\$26.95	\$27.32	\$27.69	\$28.07	\$28.44	\$28.82	\$29.19	\$29.56	\$29.94	\$30.31	\$30.68	\$31.06	\$31.43	\$31.80	\$32.18	\$32.55	\$32.93	\$33.30	\$33.68
HUMAN OFFICER/ANIMAL SHELTER MANAGER	ANIMAL SHELTER	12	\$26.20	\$26.57	\$26.95	\$27.32	\$27.69	\$28.07	\$28.44	\$28.82	\$29.19	\$29.56	\$29.94	\$30.31	\$30.68	\$31.06	\$31.43	\$31.80	\$32.18	\$32.55	\$32.93	\$33.30	\$33.68
IT DIRECTOR	INFORMATION TECHNOLOGY	12	\$26.20	\$26.57	\$26.95	\$27.32	\$27.69	\$28.07	\$28.44	\$28.82	\$29.19	\$29.56	\$29.94	\$30.31	\$30.68	\$31.06	\$31.43	\$31.80	\$32.18	\$32.55	\$32.93	\$33.30	\$33.68
SHOP FOREMAN	HIGHWAY DEPT	12	\$26.20	\$26.57	\$26.95	\$27.32	\$27.69	\$28.07	\$28.44	\$28.82	\$29.19	\$29.56	\$29.94	\$30.31	\$30.68	\$31.06	\$31.43	\$31.80	\$32.18	\$32.55	\$32.93	\$33.30	\$33.68
SOCIAL WORKER	HEALTH & HUMAN SVCS	12	\$26.20	\$26.57	\$26.95	\$27.32	\$27.69	\$28.07	\$28.44	\$28.82	\$29.19	\$29.56	\$29.94	\$30.31	\$30.68	\$31.06	\$31.43	\$31.80	\$32.18	\$32.55	\$32.93	\$33.30	\$33.68
DRUG COURT COORDINATOR	CIRCUIT COURT	11	\$24.82	\$25.17	\$25.52	\$25.88	\$26.23	\$26.59	\$26.95	\$27.30	\$27.65	\$28.01	\$28.36	\$28.71	\$29.07	\$29.42	\$29.77	\$30.13	\$30.49	\$30.85	\$31.20	\$31.55	\$31.91
ENVIRONMENTAL HEALTH SPECIALIST	PUBLIC HEALTH	11	\$24.82	\$25.17	\$25.52	\$25.88	\$26.23	\$26.59	\$26.95	\$27.30	\$27.65	\$28.01	\$28.36	\$28.71	\$29.07	\$29.42	\$29.77	\$30.13	\$30.49	\$30.85	\$31.20	\$31.55	\$31.91
FINANCE ACCOUNTANT III	HIGHWAY DEPT	11	\$24.82	\$25.17	\$25.52	\$25.88	\$26.23	\$26.59	\$26.95	\$27.30	\$27.65	\$28.01	\$28.36	\$28.71	\$29.07	\$29.42	\$29.77	\$30.13	\$30.49	\$30.85	\$31.20	\$31.55	\$31.91
IT SPECIALIST	INFORMATION TECHNOLOGY	11	\$24.82	\$25.17	\$25.52	\$25.88	\$26.23	\$26.59	\$26.95	\$27.30	\$27.65	\$28.01	\$28.36	\$28.71	\$29.07	\$29.42	\$29.77	\$30.13	\$30.49	\$30.85	\$31.20	\$31.55	\$31.91
JUDICIAL ASSISTANT/REG IN PROBATE/IV CLERK	CIRCUIT COURT	11	\$24.82	\$25.17	\$25.52	\$25.88	\$26.23	\$26.59	\$26.95	\$27.30	\$27.65	\$28.01	\$28.36	\$28.71	\$29.07	\$29.42	\$29.77	\$30.13	\$30.49	\$30.85	\$31.20	\$31.55	\$31.91
NUTRITION SERVICES CPA	PUBLIC HEALTH	11	\$24.82	\$25.17	\$25.52	\$25.88	\$26.23	\$26.59	\$26.95	\$27.30	\$27.65	\$28.01	\$28.36	\$28.71	\$29.07	\$29.42	\$29.77	\$30.13	\$30.49	\$30.85	\$31.20	\$31.55	\$31.91
OFFICE COORDINATOR	SHERIFF	11	\$24.82	\$25.17	\$25.52	\$25.88	\$26.23	\$26.59	\$26.95	\$27.30	\$27.65	\$28.01	\$28.36	\$28.71	\$29.07	\$29.42	\$29.77	\$30.13	\$30.49	\$30.85	\$31.20	\$31.55	\$31.91
REGISTERED NURSE	PUBLIC HEALTH	11	\$24.82	\$25.17	\$25.52	\$25.88	\$26.23	\$26.59	\$26.95	\$27.30	\$27.65	\$28.01	\$28.36	\$28.71	\$29.07	\$29.42	\$29.77	\$30.13	\$30.49	\$30.85	\$31.20	\$31.55	\$31.91
SOCIAL SERVICE WORKER	HEALTH & HUMAN SVCS	11	\$24.82	\$25.17	\$25.52	\$25.88	\$26.23	\$26.59	\$26.95	\$27.30	\$27.65	\$28.01	\$28.36	\$28.71	\$29.07	\$29.42	\$29.77	\$30.13	\$30.49	\$30.85	\$31.20	\$31.55	\$31.91
MAINTENANCE MANAGER	MAINTENANCE	11	\$24.82	\$25.17	\$25.52	\$25.88	\$26.23	\$26.59	\$26.95	\$27.30	\$27.65	\$28.01	\$28.36	\$28.71	\$29.07	\$29.42	\$29.77	\$30.13	\$30.49	\$30.85	\$31.20	\$31.55	\$31.91
ENGINEERING TECH I	LAND CONSERVATION	10	\$23.53	\$23.87	\$24.21	\$24.54	\$24.88	\$25.21	\$25.55	\$25.89	\$26.22	\$26.56	\$26.90	\$27.23	\$27.57	\$27.91	\$28.24	\$28.58	\$28.92	\$29.25	\$29.58	\$29.92	\$30.26
FINANCE ACCOUNTANT II	HEALTH & HUMAN SVCS	10	\$23.53	\$23.87	\$24.21	\$24.54	\$24.88	\$25.21	\$25.55	\$25.89	\$26.22	\$26.56	\$26.90	\$27.23	\$27.57	\$27.91	\$28.24	\$28.58	\$28.92	\$29.25	\$29.58	\$29.92	\$30.26
FORESTRY TECHNICIAN	FORESTRY	10	\$23.53	\$23.87	\$24.21	\$24.54	\$24.88	\$25.21	\$25.55	\$25.89	\$26.22	\$26.56	\$26.90	\$27.23	\$27.57	\$27.91	\$28.24	\$28.58	\$28.92	\$29.25	\$29.58	\$29.92	\$30.26
GIS TECHNICIAN	LAND INFORMATION	10	\$23.53	\$23.87	\$24.21	\$24.54	\$24.88	\$25.21	\$25.55	\$25.89	\$26.22	\$26.56	\$26.90	\$27.23	\$27.57	\$27.91	\$28.24	\$28.58	\$28.92	\$29.25	\$29.58	\$29.92	\$30.26
IRBA SPECIALIST	ADRC	10	\$23.53	\$23.87	\$24.21	\$24.54	\$24.88	\$25.21	\$25.55	\$25.89	\$26.22	\$26.56	\$26.90	\$27.23	\$27.57	\$27.91	\$28.24	\$28.58	\$28.92	\$29.25	\$29.58	\$29.92	\$30.26
LICENSED PRACTICAL NURSE	PUBLIC HEALTH	10	\$23.53	\$23.87	\$24.2																		

JOB TITLE	DEPARTMENT	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21
MECHANIC	HIGHWAY DEPT	10	\$23.53	\$23.87	\$24.21	\$24.54	\$24.88	\$25.21	\$25.55	\$25.89	\$26.22	\$26.56	\$26.90	\$27.23	\$27.57	\$27.91	\$28.24	\$28.58	\$28.92	\$29.25	\$29.58	\$29.92	\$30.26
CITS CASE MANAGER	HEALTH & HUMAN SVCS	20	\$23.53	\$23.87	\$24.21	\$24.54	\$24.88	\$25.21	\$25.55	\$25.89	\$26.22	\$26.56	\$26.90	\$27.23	\$27.57	\$27.91	\$28.24	\$28.58	\$28.92	\$29.25	\$29.58	\$29.92	\$30.26
LEAD CHILD SUPPORT SPECIALIST	CHILD SUPPORT	10	\$23.53	\$23.87	\$24.21	\$24.54	\$24.88	\$25.21	\$25.55	\$25.89	\$26.22	\$26.56	\$26.90	\$27.23	\$27.57	\$27.91	\$28.24	\$28.58	\$28.92	\$29.25	\$29.58	\$29.92	\$30.26
BENEFIT SPECIALIST	ADRC	9	\$22.36	\$22.68	\$23.00	\$23.32	\$23.63	\$23.96	\$24.28	\$24.60	\$24.92	\$25.23	\$25.55	\$25.87	\$26.19	\$26.51	\$26.84	\$27.15	\$27.47	\$27.79	\$28.11	\$28.43	\$28.74
COS CASE WORKER	HEALTH & HUMAN SVCS	9	\$22.36	\$22.68	\$23.00	\$23.32	\$23.63	\$23.96	\$24.28	\$24.60	\$24.92	\$25.23	\$25.55	\$25.87	\$26.19	\$26.51	\$26.84	\$27.15	\$27.47	\$27.79	\$28.11	\$28.43	\$28.74
ECONOMIC SUPPORT SPECIALIST	HEALTH & HUMAN SVCS	9	\$22.36	\$22.68	\$23.00	\$23.32	\$23.63	\$23.96	\$24.28	\$24.60	\$24.92	\$25.23	\$25.55	\$25.87	\$26.19	\$26.51	\$26.84	\$27.15	\$27.47	\$27.79	\$28.11	\$28.43	\$28.74
FINANCE ACCOUNTANT II	FINANCE	9	\$22.36	\$22.68	\$23.00	\$23.32	\$23.63	\$23.96	\$24.28	\$24.60	\$24.92	\$25.23	\$25.55	\$25.87	\$26.19	\$26.51	\$26.84	\$27.15	\$27.47	\$27.79	\$28.11	\$28.43	\$28.74
FINANCE ACCOUNTANT II - RCTC	HEALTH & HUMAN SVCS	9	\$22.36	\$22.68	\$23.00	\$23.32	\$23.63	\$23.96	\$24.28	\$24.60	\$24.92	\$25.23	\$25.55	\$25.87	\$26.19	\$26.51	\$26.84	\$27.15	\$27.47	\$27.79	\$28.11	\$28.43	\$28.74
HIGHWAY WORKER II	HIGHWAY DEPT	9	\$22.36	\$22.68	\$23.00	\$23.32	\$23.63	\$23.96	\$24.28	\$24.60	\$24.92	\$25.23	\$25.55	\$25.87	\$26.19	\$26.51	\$26.84	\$27.15	\$27.47	\$27.79	\$28.11	\$28.43	\$28.74
PARALEGAL	DISTRICT ATTORNEY	9	\$22.36	\$22.68	\$23.00	\$23.32	\$23.63	\$23.96	\$24.28	\$24.60	\$24.92	\$25.23	\$25.55	\$25.87	\$26.19	\$26.51	\$26.84	\$27.15	\$27.47	\$27.79	\$28.11	\$28.43	\$28.74
PARKS ASSISTANT	FORESTRY	9	\$22.36	\$22.68	\$23.00	\$23.32	\$23.63	\$23.96	\$24.28	\$24.60	\$24.92	\$25.23	\$25.55	\$25.87	\$26.19	\$26.51	\$26.84	\$27.15	\$27.47	\$27.79	\$28.11	\$28.43	\$28.74
REAL PROPERTY LISTER	TREASURER	9	\$22.36	\$22.68	\$23.00	\$23.32	\$23.63	\$23.96	\$24.28	\$24.60	\$24.92	\$25.23	\$25.55	\$25.87	\$26.19	\$26.51	\$26.84	\$27.15	\$27.47	\$27.79	\$28.11	\$28.43	\$28.74
FACILITIES ADMINISTRATIVE ASSISTANT	MAINTENANCE	9	\$22.36	\$22.68	\$23.00	\$23.32	\$23.63	\$23.96	\$24.28	\$24.60	\$24.92	\$25.23	\$25.55	\$25.87	\$26.19	\$26.51	\$26.84	\$27.15	\$27.47	\$27.79	\$28.11	\$28.43	\$28.74
CHIEF DEPUTY & CONFIDENTIAL SECRETARY	COUNTY CLERK	8	\$21.27	\$21.57	\$21.88	\$22.18	\$22.48	\$22.79	\$23.10	\$23.40	\$23.70	\$24.01	\$24.31	\$24.61	\$24.92	\$25.22	\$25.52	\$25.83	\$26.14	\$26.44	\$26.74	\$27.05	\$27.35
CLERK III	HEALTH & HUMAN SVCS	8	\$21.27	\$21.57	\$21.88	\$22.18	\$22.48	\$22.79	\$23.10	\$23.40	\$23.70	\$24.01	\$24.31	\$24.61	\$24.92	\$25.22	\$25.52	\$25.83	\$26.14	\$26.44	\$26.74	\$27.05	\$27.35
DEPUTY I	CIRCUIT COURT	8	\$21.27	\$21.57	\$21.88	\$22.18	\$22.48	\$22.79	\$23.10	\$23.40	\$23.70	\$24.01	\$24.31	\$24.61	\$24.92	\$25.22	\$25.52	\$25.83	\$26.14	\$26.44	\$26.74	\$27.05	\$27.35
DEPUTY II	REGISTER OF DEEDS	8	\$21.27	\$21.57	\$21.88	\$22.18	\$22.48	\$22.79	\$23.10	\$23.40	\$23.70	\$24.01	\$24.31	\$24.61	\$24.92	\$25.22	\$25.52	\$25.83	\$26.14	\$26.44	\$26.74	\$27.05	\$27.35
HIGHWAY WORKER I	HIGHWAY DEPT	8	\$21.27	\$21.57	\$21.88	\$22.18	\$22.48	\$22.79	\$23.10	\$23.40	\$23.70	\$24.01	\$24.31	\$24.61	\$24.92	\$25.22	\$25.52	\$25.83	\$26.14	\$26.44	\$26.74	\$27.05	\$27.35
LABORER	HIGHWAY DEPT	8	\$21.27	\$21.57	\$21.88	\$22.18	\$22.48	\$22.79	\$23.10	\$23.40	\$23.70	\$24.01	\$24.31	\$24.61	\$24.92	\$25.22	\$25.52	\$25.83	\$26.14	\$26.44	\$26.74	\$27.05	\$27.35
CHILD SUPPORT SPECIALIST II	CHILD SUPPORT	8	\$21.27	\$21.57	\$21.88	\$22.18	\$22.48	\$22.79	\$23.10	\$23.40	\$23.70	\$24.01	\$24.31	\$24.61	\$24.92	\$25.22	\$25.52	\$25.83	\$26.14	\$26.44	\$26.74	\$27.05	\$27.35
FINANCE ACCOUNTANT I	HEALTH & HUMAN SVCS	8	\$21.27	\$21.57	\$21.88	\$22.18	\$22.48	\$22.79	\$23.10	\$23.40	\$23.70	\$24.01	\$24.31	\$24.61	\$24.92	\$25.22	\$25.52	\$25.83	\$26.14	\$26.44	\$26.74	\$27.05	\$27.35
RESTORATIVE YOUTH PROGRAM COORDINATOR	DISTRICT ATTORNEY	8	\$21.27	\$21.57	\$21.88	\$22.18	\$22.48	\$22.79	\$23.10	\$23.40	\$23.70	\$24.01	\$24.31	\$24.61	\$24.92	\$25.22	\$25.52	\$25.83	\$26.14	\$26.44	\$26.74	\$27.05	\$27.35
ZONING TECHNICIAN	ZONING	8	\$21.27	\$21.57	\$21.88	\$22.18	\$22.48	\$22.79	\$23.10	\$23.40	\$23.70	\$24.01	\$24.31	\$24.61	\$24.92	\$25.22	\$25.52	\$25.83	\$26.14	\$26.44	\$26.74	\$27.05	\$27.35
CHILD SUPPORT SPECIALIST I	CHILD SUPPORT	7	\$20.25	\$20.54	\$20.83	\$21.11	\$21.40	\$21.69	\$21.98	\$22.27	\$22.56	\$22.85	\$23.14	\$23.43	\$23.71	\$24.01	\$24.30	\$24.59	\$24.88	\$25.16	\$25.45	\$25.74	\$26.03
DEPUTY II	TREASURER	7	\$20.25	\$20.54	\$20.83	\$21.11	\$21.40	\$21.69	\$21.98	\$22.27	\$22.56	\$22.85	\$23.14	\$23.43	\$23.71	\$24.01	\$24.30	\$24.59	\$24.88	\$25.16	\$25.45	\$25.74	\$26.03
LCDD ADMIN ASST/ED & OUTREACH COORDINATOR	LAND CONSERVATION	7	\$20.25	\$20.54	\$20.83	\$21.11	\$21.40	\$21.69	\$21.98	\$22.27	\$22.56	\$22.85	\$23.14	\$23.43	\$23.71	\$24.01	\$24.30	\$24.59	\$24.88	\$25.16	\$25.45	\$25.74	\$26.03
JAIL ACCOUNTS SPECIALIST/BOOKKEEPER	SHERIFF	6	\$19.29	\$19.57	\$19.85	\$20.12	\$20.39	\$20.67	\$20.95	\$21.22	\$21.49	\$21.77	\$22.05	\$22.33	\$22.60	\$22.88	\$23.15	\$23.43	\$23.70	\$23.98	\$24.25	\$24.53	\$24.81
CLERK II	HEALTH & HUMAN SVCS	6	\$19.29	\$19.57	\$19.85	\$20.12	\$20.39	\$20.67	\$20.95	\$21.22	\$21.49	\$21.77	\$22.05	\$22.33	\$22.60	\$22.88	\$23.15	\$23.43	\$23.70	\$23.98	\$24.25	\$24.53	\$24.81
FINANCE ACCOUNTANT I	HIGHWAY DEPT	6	\$19.29	\$19.57	\$19.85	\$20.12	\$20.39	\$20.67	\$20.95	\$21.22	\$21.49	\$21.77	\$22.05	\$22.33	\$22.60	\$22.88	\$23.15	\$23.43	\$23.70	\$23.98	\$24.25	\$24.53	\$24.81
LEGAL SECRETARY	DISTRICT ATTORNEY	6	\$19.29	\$19.57	\$19.85	\$20.12	\$20.39	\$20.67	\$20.95	\$21.22	\$21.49	\$21.77	\$22.05	\$22.33	\$22.60	\$22.88	\$23.15	\$23.43	\$23.70	\$23.98	\$24.25	\$24.53	\$24.81
OFFICE MANAGER	FORESTRY	6	\$19.29	\$19.57	\$19.85	\$20.12	\$20.39	\$20.67	\$20.95	\$21.22	\$21.49	\$21.77	\$22.05	\$22.33	\$22.60	\$22.88	\$23.15	\$23.43	\$23.70	\$23.98	\$24.25	\$24.53	\$24.81
PARTS PERSON	HIGHWAY DEPT	6	\$19.29	\$19.57	\$19.85	\$20.12	\$20.39	\$20.67	\$20.95	\$21.22	\$21.49	\$21.77	\$22.05	\$22.33	\$22.60	\$22.88	\$23.15	\$23.43	\$23.70	\$23.98	\$24.25	\$24.53	\$24.81
ANIMAL SHELTER ASSISTANT	ANIMAL SHELTER	6	\$19.29	\$19.57	\$19.85	\$20.12	\$20.39	\$20.67	\$20.95	\$21.22	\$21.49	\$21.77	\$22.05	\$22.33	\$22.60	\$22.88	\$23.15	\$23.43	\$23.70	\$23.98	\$24.25	\$24.53	\$24.81
COURTROOM SECURITY OFFICER	SHERIFF	5	\$18.40	\$18.66	\$18.93	\$19.19	\$19.45	\$19.72	\$19.98	\$20.24	\$20.50	\$20.77	\$21.03	\$21.29	\$21.55	\$21.82	\$22.08	\$22.34	\$22.60	\$22.87	\$23.13	\$23.39	\$23.65
DEPUTY I	TREASURER	5	\$18.40	\$18.66	\$18.93	\$19.19	\$19.45	\$19.72	\$19.98	\$20.24	\$20.50	\$20.77	\$21.03	\$21.29	\$21.55	\$21.82	\$22.08	\$22.34	\$22.60	\$22.87	\$23.13	\$23.39	\$23.65
DEPUTY I	COUNTY CLERK	5	\$18.40	\$18.66	\$18.93	\$19.19	\$19.45	\$19.72	\$19.98	\$20.24	\$20.50	\$20.77	\$21.03	\$21.29	\$21.55	\$21.82	\$22.08	\$22.34	\$22.60	\$22.87	\$23.13	\$23.39	\$23.65
GROUPS/MAINTENANCE	MAINTENANCE	5	\$18.40	\$18.66	\$18.93	\$19.19	\$19.45	\$19.72	\$19.98	\$20.24	\$20.50	\$20.77	\$21.03	\$21.29	\$21.55	\$21.82	\$22.08	\$22.34	\$22.60	\$22.87	\$23.13	\$23.39	\$23.65
CUSTODIAL/HOUSEKEEPING	MAINTENANCE	5	\$18.40	\$18.66	\$18.93	\$19.19	\$19.45	\$19.72	\$19.98	\$20.24	\$20.50	\$20.77	\$21.03	\$21.29	\$21.55	\$21.82	\$22.08	\$22.34	\$22.60	\$22.87	\$23.13	\$23.39	\$23.65
RECORDS MANAGEMENT SPECIALIST	SHERIFF	5	\$18.40	\$18.66	\$18.93	\$19.19	\$19.45	\$19.72	\$19.98	\$20.24	\$20.50	\$20.77	\$21.03	\$21.29	\$21.55	\$21.82	\$22.08	\$22.34	\$22.60	\$22.87	\$23.13	\$23.39	\$23.65
CLERK I	HEALTH & HUMAN SVCS	4	\$17.58	\$17.84	\$18.09	\$18.34	\$18.59	\$18.85	\$19.10	\$19.35	\$19.59	\$19.85	\$20.10	\$20.35	\$20.60	\$20.86	\$21.11	\$21.36	\$21.60	\$21.86	\$22.11	\$22.36	\$22.61
HEAD COOK	SENIOR SERVICES	4	\$17.58	\$17.84	\$18.09	\$18.34	\$18.59	\$18.85	\$19.10	\$19.35	\$19.59	\$19.85	\$20.10	\$20.35	\$20.60	\$20.86	\$21.11	\$21.36	\$21.60	\$21.86	\$22.11	\$22.36	\$22.61
BREASTFEEDING PEER COUNSELOR	PUBLIC HEALTH	3	\$16.82	\$17.06	\$17.30	\$17.54	\$17.78	\$18.02	\$18.26	\$18.50	\$18.74	\$18.98	\$19.22	\$19.46	\$19.71	\$19.94	\$20.18	\$20.42	\$20.66	\$20.90	\$21.14	\$21.38	\$21.62
ASSISTANT COOK	SENIOR SERVICES	2	\$13.26	\$13.45	\$13.64	\$13.83	\$14.02	\$14.21	\$14.39	\$14.58	\$14.78	\$14.96	\$15.15	\$15.34	\$15.53	\$15.72	\$15.91	\$16.10	\$16.29	\$16.48	\$16.67	\$16.86	\$17.05
SITE AIDE SUB	SENIOR SERVICES	2	\$13.26	\$13.45	\$13.64	\$13.83	\$14.02	\$14.21	\$14.39	\$14.58	\$14.78	\$14.96	\$15.15	\$15.34	\$15.53	\$15.72	\$15.91	\$16.10	\$16.29	\$16.48	\$16.67	\$16.86	\$17.05
SITE MANAGER, COOK	SENIOR SERVICES	2	\$13.26	\$13.45	\$13.64	\$13.83	\$14.02	\$14.21	\$14.39	\$14.58	\$14.78	\$14.96	\$15.15	\$15.34	\$15.53	\$15.72	\$15.91	\$16.10	\$16.29	\$16.48	\$16.67	\$16.86	\$17.05
CLERICAL AIDE	LAND INFORMATION	2	\$13.26	\$13.45	\$13.64	\$13.83	\$14.02																

JOB TITLE	DEPARTMENT	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21
DRIVER-SUB	SENIOR SERVICES	1	\$11.49	\$11.66	\$11.82	\$11.98	\$12.15	\$12.31	\$12.47	\$12.64	\$12.81	\$12.97	\$13.13	\$13.30	\$13.46	\$13.62	\$13.79	\$13.95	\$14.12	\$14.28	\$14.44	\$14.61	\$14.78
EXTRA HELP	ANIMAL SHELTER	1	\$11.49	\$11.66	\$11.82	\$11.98	\$12.15	\$12.31	\$12.47	\$12.64	\$12.81	\$12.97	\$13.13	\$13.30	\$13.46	\$13.62	\$13.79	\$13.95	\$14.12	\$14.28	\$14.44	\$14.61	\$14.78



RESOLUTION #

APPROVING JULY 1, 2024 GENERAL EMPLOYEE WAGE ADJUSTMENTS

RUSK COUNTY

TO THE RUSK COUNTY BOARD OF SUPERVISORS

ROLL CALL Board Members	AYE (Yes)	NAY (No)	Abstain / Excused
1. ALEC HAMPTON			
2. JERRY BILLER			
3. STACY ZIMMER			
4. JOHN MOORE			
5. TERRY WEDWICK			
6. SHERRY WALLACE			
7. SUZANNE VOHS			
8. TOM CUDO			
9. PHIL UNTERSCHUETZ			
10. BRIAN COGGINS			
11. PHIL SCHNEIDER			
12. JIM MEYER			
13. KURT GORSEGNER			
14. JOHN KALEPP			
15. TOM HANSON			
16. LOIS GOODE			
17. DAVE WILLINGHAM			
18. MIKE RUSSELL			
19. DAN GUDIS			
TOTAL			

BOARD ACTION

Vote Required: Majority Vote of a Quorum

Motion to Approve Adopted

1st _____ Defeated

2nd _____

No: _____ Yes: _____ Exc: _____

Reviewed by: _____, Corp. Counsel

Reviewed by: _____, Finance Director

FISCAL IMPACT: (Note if there is any fiscal impact or not)

Approximately \$161,000 for 7/1-12/31/24 and approximately \$323,000 thereafter

Certification:

I, Connie Meyer, Clerk of Rusk County, hereby certify that the above is a true and correct copy of a resolution that was adopted on the _____ day of _____, 2024 by the Rusk County Board of Supervisors.

 Connie Meyer
 County Clerk, Rusk County

1 **WHEREAS**, The Rusk County Personnel Committee is assigned the responsibility to
 2 recommend annual adjustments to employee compensation; and
 3
 4 **WHEREAS**, after consulting with the Finance Committee concerning the fiscal impact
 5 and considering competitive wages within the marketplace, the Personnel Committee is
 6 recommending a one-time increase to employee wages based on longevity effective July
 7 1, 2024; and
 8
 9 **WHEREAS**, each employee that will reach less than 1 year of current continuous
 10 employment with Rusk County by December 31, 2024 will receive a 1 step increase on
 11 the wage scale; and
 12
 13 **WHEREAS**, each employee that will have 1 to 3 years of current continuous
 14 employment with Rusk County by December 31, 2024 will receive a 2 step increase on
 15 the wage scale; and
 16
 17 **WHEREAS**, each employee that will have 4 to 6 years of current continuous
 18 employment with Rusk County by December 31, 2024 will receive a 3 step increase on
 19 the wage scale; and
 20
 21 **WHEREAS**, each employee that will have 7 to 9 years of current continuous
 22 employment with Rusk County by December 31, 2024 will receive a 4 step increase on
 23 the wage scale; and
 24
 25 **WHEREAS**, each employee that will have 10 or more years of current continuous
 26 employment with Rusk County by December 31, 2024 will receive a 5 step increase on
 27 the wage scale; and
 28
 29 **WHEREAS**, This increase is to be effective July 1, 2024 for employees that were
 30 employed by Rusk County or had an extended offer of employment with Rusk County as
 31 of June 25, 2024; and
 32
 33 **WHEREAS**, employees that are placed at Step 21 or are paid above the wage scale are
 34 considered "Red Circled" according to the Personnel Handbook policy and will not
 35 receive a step increase effective July 1, 2024; and
 36
 37 **WHEREAS**, these pay increases are not intended to place any employee above Step 21,
 38 so the number of steps an employee can increase on the scale is limited to the parameters
 39 listed above as well as the number of steps available to move on the scale based on each
 40 employee's step placement prior to the increases noted above.
 41
 42 **NOW, THEREFORE, BE IT RESOLVED**, that the Rusk County Board of Supervisors
 43 does approve and adopt the above recommendation of the Personnel Committee.
 44
 45 **Limitations:** does not include those covered under union contract, contracted positions,
 46 elected officials, temporary, seasonal, casual, limited term, per diems or specifically
 47 designated by other resolution or agreement.

As Approved by Finance
 Agenda Item #10

SUBMITTED BY:

Rusk County Finance Committee

John Kalepp, Chairman

Phil Unterschuetz

Jim Meyer, Vice Chairman

Terry Wedwick

Brian Coggins

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	
ADMINISTRATIVE COORDINATOR	22	\$46.61	\$47.28	\$47.94	\$48.61	\$49.27	\$49.94	\$50.61	\$51.28	\$51.94	\$52.61	\$53.27	\$53.94	\$54.60	\$55.27	\$55.93	\$56.60	\$57.27	\$57.94	\$58.60	\$59.27	\$59.93
EXECUTIVE DIRECTOR	21	\$43.80	\$44.43	\$45.05	\$45.68	\$46.31	\$46.94	\$47.56	\$48.19	\$48.81	\$49.44	\$50.06	\$50.69	\$51.31	\$51.94	\$52.56	\$53.19	\$53.81	\$54.44	\$55.07	\$55.70	\$56.32
FINANCE DIRECTOR	20	\$41.20	\$41.79	\$42.38	\$42.97	\$43.56	\$44.15	\$44.74	\$45.33	\$45.91	\$46.50	\$47.09	\$47.68	\$48.27	\$48.86	\$49.44	\$50.03	\$50.62	\$51.21	\$51.80	\$52.39	\$52.98
HIGHWAY COMMISSIONER	19	\$38.79	\$39.35	\$39.90	\$40.46	\$41.01	\$41.56	\$42.11	\$42.67	\$43.22	\$43.78	\$44.33	\$44.89	\$45.44	\$46.00	\$46.55	\$47.10	\$47.65	\$48.21	\$48.76	\$49.32	\$49.87
HUMAN RESOURCES MANAGER	18	\$36.55	\$37.07	\$37.59	\$38.11	\$38.64	\$39.16	\$39.68	\$40.21	\$40.73	\$41.25	\$41.77	\$42.29	\$42.81	\$43.34	\$43.86	\$44.38	\$44.90	\$45.43	\$45.95	\$46.47	\$46.99
FORESTRY ADMINISTRATOR	17	\$34.45	\$34.94	\$35.43	\$35.93	\$36.42	\$36.91	\$37.40	\$37.90	\$38.39	\$38.88	\$39.37	\$39.86	\$40.35	\$40.85	\$41.34	\$41.83	\$42.32	\$42.82	\$43.31	\$43.80	\$44.29
PUBLIC HEALTH SUPERVISOR/HEALTH OFFICER	17	\$34.45	\$34.94	\$35.43	\$35.93	\$36.42	\$36.91	\$37.40	\$37.90	\$38.39	\$38.88	\$39.37	\$39.86	\$40.35	\$40.85	\$41.34	\$41.83	\$42.32	\$42.82	\$43.31	\$43.80	\$44.29
ADULT SERVICES MANAGER	16	\$32.49	\$32.96	\$33.42	\$33.89	\$34.35	\$34.81	\$35.27	\$35.74	\$36.20	\$36.67	\$37.13	\$37.60	\$38.06	\$38.53	\$38.99	\$39.45	\$39.91	\$40.38	\$40.84	\$41.31	\$41.77
FACILITIES MANAGER	16	\$32.49	\$32.96	\$33.42	\$33.89	\$34.35	\$34.81	\$35.27	\$35.74	\$36.20	\$36.67	\$37.13	\$37.60	\$38.06	\$38.53	\$38.99	\$39.45	\$39.91	\$40.38	\$40.84	\$41.31	\$41.77
SENIOR SERVICES DIRECTOR	16	\$32.49	\$32.96	\$33.42	\$33.89	\$34.35	\$34.81	\$35.27	\$35.74	\$36.20	\$36.67	\$37.13	\$37.60	\$38.06	\$38.53	\$38.99	\$39.45	\$39.91	\$40.38	\$40.84	\$41.31	\$41.77
SOCIAL WORKER SUPERVISOR	16	\$32.49	\$32.96	\$33.42	\$33.89	\$34.35	\$34.81	\$35.27	\$35.74	\$36.20	\$36.67	\$37.13	\$37.60	\$38.06	\$38.53	\$38.99	\$39.45	\$39.91	\$40.38	\$40.84	\$41.31	\$41.77
ECONOMIC SUPPORT SUPERVISOR	15	\$30.67	\$31.11	\$31.55	\$31.99	\$32.42	\$32.86	\$33.30	\$33.74	\$34.17	\$34.61	\$35.05	\$35.49	\$35.93	\$36.37	\$36.80	\$37.24	\$37.68	\$38.12	\$38.56	\$39.00	\$39.43
OPERATIONS MANAGER	15	\$30.67	\$31.11	\$31.55	\$31.99	\$32.42	\$32.86	\$33.30	\$33.74	\$34.17	\$34.61	\$35.05	\$35.49	\$35.93	\$36.37	\$36.80	\$37.24	\$37.68	\$38.12	\$38.56	\$39.00	\$39.43
ZONING ADMINISTRATOR	15	\$30.67	\$31.11	\$31.55	\$31.99	\$32.42	\$32.86	\$33.30	\$33.74	\$34.17	\$34.61	\$35.05	\$35.49	\$35.93	\$36.37	\$36.80	\$37.24	\$37.68	\$38.12	\$38.56	\$39.00	\$39.43
ASSISTANT FINANCE DIRECTOR	14	\$28.98	\$29.40	\$29.81	\$30.23	\$30.64	\$31.05	\$31.46	\$31.88	\$32.29	\$32.71	\$33.12	\$33.54	\$33.95	\$34.37	\$34.78	\$35.19	\$35.60	\$36.02	\$36.43	\$36.85	\$37.26
EMERGENCY GOV'T	14	\$28.98	\$29.40	\$29.81	\$30.23	\$30.64	\$31.05	\$31.46	\$31.88	\$32.29	\$32.71	\$33.12	\$33.54	\$33.95	\$34.37	\$34.78	\$35.19	\$35.60	\$36.02	\$36.43	\$36.85	\$37.26
FINANCIAL & SUPPORT STAFF MANAGER	14	\$28.98	\$29.40	\$29.81	\$30.23	\$30.64	\$31.05	\$31.46	\$31.88	\$32.29	\$32.71	\$33.12	\$33.54	\$33.95	\$34.37	\$34.78	\$35.19	\$35.60	\$36.02	\$36.43	\$36.85	\$37.26
FINANCIAL & SUPPORT STAFF MANAGER	14	\$28.98	\$29.40	\$29.81	\$30.23	\$30.64	\$31.05	\$31.46	\$31.88	\$32.29	\$32.71	\$33.12	\$33.54	\$33.95	\$34.37	\$34.78	\$35.19	\$35.60	\$36.02	\$36.43	\$36.85	\$37.26
GEOGRAPHICAL INFORMATION	14	\$28.98	\$29.40	\$29.81	\$30.23	\$30.64	\$31.05	\$31.46	\$31.88	\$32.29	\$32.71	\$33.12	\$33.54	\$33.95	\$34.37	\$34.78	\$35.19	\$35.60	\$36.02	\$36.43	\$36.85	\$37.26
PARKS MANAGER	14	\$28.98	\$29.40	\$29.81	\$30.23	\$30.64	\$31.05	\$31.46	\$31.88	\$32.29	\$32.71	\$33.12	\$33.54	\$33.95	\$34.37	\$34.78	\$35.19	\$35.60	\$36.02	\$36.43	\$36.85	\$37.26
VETERANS SERVICE OFFICER	14	\$28.98	\$29.40	\$29.81	\$30.23	\$30.64	\$31.05	\$31.46	\$31.88	\$32.29	\$32.71	\$33.12	\$33.54	\$33.95	\$34.37	\$34.78	\$35.19	\$35.60	\$36.02	\$36.43	\$36.85	\$37.26
WIC DIRECTOR	14	\$28.98	\$29.40	\$29.81	\$30.23	\$30.64	\$31.05	\$31.46	\$31.88	\$32.29	\$32.71	\$33.12	\$33.54	\$33.95	\$34.37	\$34.78	\$35.19	\$35.60	\$36.02	\$36.43	\$36.85	\$37.26
ASST FOREST ADMIN	13	\$27.41	\$27.80	\$28.19	\$28.58	\$28.97	\$29.36	\$29.75	\$30.15	\$30.54	\$30.93	\$31.32	\$31.71	\$32.10	\$32.50	\$32.89	\$33.28	\$33.67	\$34.06	\$34.45	\$34.85	\$35.24
CRIME VICTIM/WITNESS	12	\$25.94	\$26.31	\$26.68	\$27.05	\$27.42	\$27.79	\$28.16	\$28.53	\$28.90	\$29.27	\$29.64	\$30.01	\$30.38	\$30.75	\$31.12	\$31.49	\$31.86	\$32.23	\$32.60	\$32.98	\$33.35
FOREMAN	12	\$25.94	\$26.31	\$26.68	\$27.05	\$27.42	\$27.79	\$28.16	\$28.53	\$28.90	\$29.27	\$29.64	\$30.01	\$30.38	\$30.75	\$31.12	\$31.49	\$31.86	\$32.23	\$32.60	\$32.98	\$33.35
FORESTER III	12	\$25.94	\$26.31	\$26.68	\$27.05	\$27.42	\$27.79	\$28.16	\$28.53	\$28.90	\$29.27	\$29.64	\$30.01	\$30.38	\$30.75	\$31.12	\$31.49	\$31.86	\$32.23	\$32.60	\$32.98	\$33.35
HUMAN OFFICER/ANIMAL SHELTER MANAGER	12	\$25.94	\$26.31	\$26.68	\$27.05	\$27.42	\$27.79	\$28.16	\$28.53	\$28.90	\$29.27	\$29.64	\$30.01	\$30.38	\$30.75	\$31.12	\$31.49	\$31.86	\$32.23	\$32.60	\$32.98	\$33.35
IT DIRECTOR	12	\$25.94	\$26.31	\$26.68	\$27.05	\$27.42	\$27.79	\$28.16	\$28.53	\$28.90	\$29.27	\$29.64	\$30.01	\$30.38	\$30.75	\$31.12	\$31.49	\$31.86	\$32.23	\$32.60	\$32.98	\$33.35
SHOP FOREMAN	12	\$25.94	\$26.31	\$26.68	\$27.05	\$27.42	\$27.79	\$28.16	\$28.53	\$28.90	\$29.27	\$29.64	\$30.01	\$30.38	\$30.75	\$31.12	\$31.49	\$31.86	\$32.23	\$32.60	\$32.98	\$33.35
DRUG COURT COORDINATOR	11	\$24.57	\$24.92	\$25.27	\$25.62	\$25.97	\$26.33	\$26.68	\$27.03	\$27.38	\$27.73	\$28.08	\$28.43	\$28.78	\$29.13	\$29.48	\$29.84	\$30.19	\$30.54	\$30.89	\$31.24	\$31.59
ENVIRONMENTAL HEALTH SPECIALIST	11	\$24.57	\$24.92	\$25.27	\$25.62	\$25.97	\$26.33	\$26.68	\$27.03	\$27.38	\$27.73	\$28.08	\$28.43	\$28.78	\$29.13	\$29.48	\$29.84	\$30.19	\$30.54	\$30.89	\$31.24	\$31.59
FINANCE ACCOUNTANT III	11	\$24.57	\$24.92	\$25.27	\$25.62	\$25.97	\$26.33	\$26.68	\$27.03	\$27.38	\$27.73	\$28.08	\$28.43	\$28.78	\$29.13	\$29.48	\$29.84	\$30.19	\$30.54	\$30.89	\$31.24	\$31.59
IT SPECIALIST	11	\$24.57	\$24.92	\$25.27	\$25.62	\$25.97	\$26.33	\$26.68	\$27.03	\$27.38	\$27.73	\$28.08	\$28.43	\$28.78	\$29.13	\$29.48	\$29.84	\$30.19	\$30.54	\$30.89	\$31.24	\$31.59
JUDICIAL ASSISTANT/REG IN PROBATE/JV CLERK	11	\$24.57	\$24.92	\$25.27	\$25.62	\$25.97	\$26.33	\$26.68	\$27.03	\$27.38	\$27.73	\$28.08	\$28.43	\$28.78	\$29.13	\$29.48	\$29.84	\$30.19	\$30.54	\$30.89	\$31.24	\$31.59
NUTRITION SERVICES CPA	11	\$24.57	\$24.92	\$25.27	\$25.62	\$25.97	\$26.33	\$26.68	\$27.03	\$27.38	\$27.73	\$28.08	\$28.43	\$28.78	\$29.13	\$29.48	\$29.84	\$30.19	\$30.54	\$30.89	\$31.24	\$31.59
OFFICE COORDINATOR	11	\$24.57	\$24.92	\$25.27	\$25.62	\$25.97	\$26.33	\$26.68	\$27.03	\$27.38	\$27.73	\$28.08	\$28.43	\$28.78	\$29.13	\$29.48	\$29.84	\$30.19	\$30.54	\$30.89	\$31.24	\$31.59
REGISTERED NURSE	11	\$24.57	\$24.92	\$25.27	\$25.62	\$25.97	\$26.33	\$26.68	\$27.03	\$27.38	\$27.73	\$28.08	\$28.43	\$28.78	\$29.13	\$29.48	\$29.84	\$30.19	\$30.54	\$30.89	\$31.24	\$31.59
SOCIAL SERVICE WORKER	11	\$24.57	\$24.92	\$25.27	\$25.62	\$25.97	\$26.33	\$26.68	\$27.03	\$27.38	\$27.73	\$28.08	\$28.43	\$28.78	\$29.13	\$29.48	\$29.84	\$30.19	\$30.54	\$30.89	\$31.24	\$31.59
MAINTENANCE MANAGER	10	\$23.30	\$23.64	\$23.97	\$24.30	\$24.63	\$24.97	\$25.30	\$25.63	\$25.96	\$26.30	\$26.63	\$26.97	\$27.30	\$27.63	\$27.96	\$28.30	\$28.63	\$28.96	\$29.29	\$29.63	\$29.96
ENGINEERING TECH I	10	\$23.30	\$23.64	\$23.97	\$24.30	\$24.63	\$24.97	\$25.30	\$25.63	\$25.96	\$26.30	\$26.63	\$26.97	\$27.30	\$27.63	\$27.96	\$28.30	\$28.63	\$28.96	\$29.29	\$29.63	\$29.96
FINANCE ACCOUNTANT II	10	\$23.30	\$23.64	\$23.97	\$24.30	\$24.63	\$24.97	\$25.30	\$25.63	\$25.96	\$26.30	\$26.63	\$26.97	\$27.30	\$27.63	\$27.96	\$28.30	\$28.63	\$28.96	\$29.29	\$29.63	\$29.96
FORESTRY TECHNICIAN	10	\$23.30	\$23.64	\$23.97	\$24.30	\$24.63	\$24.97	\$25.30	\$25.63	\$25.96	\$26.30	\$26.63	\$26.97	\$27.30	\$27.63	\$27.96	\$28.30	\$28.63	\$28.96	\$29.29	\$29.63	\$29.96
GIS TECHNICIAN	10	\$23.30	\$23.64	\$23.97	\$24.30	\$24.63	\$24.97	\$25.30	\$25.63	\$25.96	\$26.30	\$26.63	\$26.97	\$27.30	\$27.63	\$27.96	\$28.30	\$28.63	\$28.96	\$29.29	\$29.63	\$29.96
ISA SPECIALIST	10	\$23.30	\$23.64	\$23.97	\$24.30	\$24.63	\$24.97	\$25.30	\$25.63	\$25.96	\$26.30	\$26.63	\$26.97	\$27.30	\$27.63	\$27.96	\$28.30	\$28.63	\$28.96	\$29.29	\$29.63	\$29.96
LICENSED PRACTICAL NURSE	10	\$23.30	\$23.64	\$23.97	\$24.30	\$24.63	\$24.97	\$25.30	\$25.63	\$25.96	\$26.30	\$26.63	\$26.97	\$27.30	\$27.63	\$27.96	\$28.30	\$28.63	\$28.96	\$29.29	\$29.63	\$29.96
MAINTENANCE TECHNICIAN	10	\$23.30	\$23.64	\$23.97	\$24.30	\$24.63	\$24.97	\$25.30	\$25.63	\$25.96	\$26.30	\$26.63	\$26.97	\$27.30	\$27.63	\$27.96	\$28.30	\$28.63	\$28.96	\$29.29	\$29.63	\$29.96

JOB TITLE	DEPARTMENT	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21
MECHANIC	HIGHWAY DEPT	10	\$23.30	\$23.64	\$23.97	\$24.30	\$24.63	\$24.97	\$25.30	\$25.63	\$25.96	\$26.30	\$26.63	\$26.97	\$27.30	\$27.63	\$27.96	\$28.30	\$28.63	\$28.96	\$29.29	\$29.63	\$29.96
CUTS CASE MANAGER	HEALTH & HUMAN SVCS	10	\$23.30	\$23.64	\$23.97	\$24.30	\$24.63	\$24.97	\$25.30	\$25.63	\$25.96	\$26.30	\$26.63	\$26.97	\$27.30	\$27.63	\$27.96	\$28.30	\$28.63	\$28.96	\$29.29	\$29.63	\$29.96
LEAD CHILD SUPPORT SPECIALIST	CHILD SUPPORT	10	\$23.30	\$23.64	\$23.97	\$24.30	\$24.63	\$24.97	\$25.30	\$25.63	\$25.96	\$26.30	\$26.63	\$26.97	\$27.30	\$27.63	\$27.96	\$28.30	\$28.63	\$28.96	\$29.29	\$29.63	\$29.96
BENEFIT SPECIALIST	ADRC	9	\$22.14	\$22.46	\$22.77	\$23.09	\$23.40	\$23.72	\$24.04	\$24.36	\$24.67	\$24.99	\$25.30	\$25.62	\$25.93	\$26.25	\$26.57	\$26.89	\$27.20	\$27.52	\$27.83	\$28.15	\$28.46
CSS CASE WORKER	HEALTH & HUMAN SVCS	9	\$22.14	\$22.46	\$22.77	\$23.09	\$23.40	\$23.72	\$24.04	\$24.36	\$24.67	\$24.99	\$25.30	\$25.62	\$25.93	\$26.25	\$26.57	\$26.89	\$27.20	\$27.52	\$27.83	\$28.15	\$28.46
ECONOMIC SUPPORT SPECIALIST	HEALTH & HUMAN SVCS	9	\$22.14	\$22.46	\$22.77	\$23.09	\$23.40	\$23.72	\$24.04	\$24.36	\$24.67	\$24.99	\$25.30	\$25.62	\$25.93	\$26.25	\$26.57	\$26.89	\$27.20	\$27.52	\$27.83	\$28.15	\$28.46
FINANCE ACCOUNTANT II	FINANCE	9	\$22.14	\$22.46	\$22.77	\$23.09	\$23.40	\$23.72	\$24.04	\$24.36	\$24.67	\$24.99	\$25.30	\$25.62	\$25.93	\$26.25	\$26.57	\$26.89	\$27.20	\$27.52	\$27.83	\$28.15	\$28.46
FINANCE ACCOUNTANT II - RPTC	HEALTH & HUMAN SVCS	9	\$22.14	\$22.46	\$22.77	\$23.09	\$23.40	\$23.72	\$24.04	\$24.36	\$24.67	\$24.99	\$25.30	\$25.62	\$25.93	\$26.25	\$26.57	\$26.89	\$27.20	\$27.52	\$27.83	\$28.15	\$28.46
HIGHWAY WORKER II	HIGHWAY DEPT	9	\$22.14	\$22.46	\$22.77	\$23.09	\$23.40	\$23.72	\$24.04	\$24.36	\$24.67	\$24.99	\$25.30	\$25.62	\$25.93	\$26.25	\$26.57	\$26.89	\$27.20	\$27.52	\$27.83	\$28.15	\$28.46
PARALEGAL	DISTRICT ATTORNEY	9	\$22.14	\$22.46	\$22.77	\$23.09	\$23.40	\$23.72	\$24.04	\$24.36	\$24.67	\$24.99	\$25.30	\$25.62	\$25.93	\$26.25	\$26.57	\$26.89	\$27.20	\$27.52	\$27.83	\$28.15	\$28.46
PARAS ASSISTANT	FORESTRY	9	\$22.14	\$22.46	\$22.77	\$23.09	\$23.40	\$23.72	\$24.04	\$24.36	\$24.67	\$24.99	\$25.30	\$25.62	\$25.93	\$26.25	\$26.57	\$26.89	\$27.20	\$27.52	\$27.83	\$28.15	\$28.46
REAL PROPERTY LISTER	TREASURER	9	\$22.14	\$22.46	\$22.77	\$23.09	\$23.40	\$23.72	\$24.04	\$24.36	\$24.67	\$24.99	\$25.30	\$25.62	\$25.93	\$26.25	\$26.57	\$26.89	\$27.20	\$27.52	\$27.83	\$28.15	\$28.46
FACILITIES ADMINISTRATIVE ASSISTANT	MAINTENANCE	9	\$22.14	\$22.46	\$22.77	\$23.09	\$23.40	\$23.72	\$24.04	\$24.36	\$24.67	\$24.99	\$25.30	\$25.62	\$25.93	\$26.25	\$26.57	\$26.89	\$27.20	\$27.52	\$27.83	\$28.15	\$28.46
CHIEF DEPUTY & CONFIDENTIAL SECRETARY	COUNTY CLERK	8	\$21.06	\$21.36	\$21.66	\$21.96	\$22.26	\$22.57	\$22.87	\$23.17	\$23.47	\$23.77	\$24.07	\$24.37	\$24.67	\$24.97	\$25.27	\$25.58	\$25.88	\$26.18	\$26.48	\$26.78	\$27.08
CLERK III	HEALTH & HUMAN SVCS	8	\$21.06	\$21.36	\$21.66	\$21.96	\$22.26	\$22.57	\$22.87	\$23.17	\$23.47	\$23.77	\$24.07	\$24.37	\$24.67	\$24.97	\$25.27	\$25.58	\$25.88	\$26.18	\$26.48	\$26.78	\$27.08
DEPUTY I	CIRCUIT COURT	8	\$21.06	\$21.36	\$21.66	\$21.96	\$22.26	\$22.57	\$22.87	\$23.17	\$23.47	\$23.77	\$24.07	\$24.37	\$24.67	\$24.97	\$25.27	\$25.58	\$25.88	\$26.18	\$26.48	\$26.78	\$27.08
DEPUTY II	REGISTER OF DEEDS	8	\$21.06	\$21.36	\$21.66	\$21.96	\$22.26	\$22.57	\$22.87	\$23.17	\$23.47	\$23.77	\$24.07	\$24.37	\$24.67	\$24.97	\$25.27	\$25.58	\$25.88	\$26.18	\$26.48	\$26.78	\$27.08
HIGHWAY WORKER I	HIGHWAY DEPT	8	\$21.06	\$21.36	\$21.66	\$21.96	\$22.26	\$22.57	\$22.87	\$23.17	\$23.47	\$23.77	\$24.07	\$24.37	\$24.67	\$24.97	\$25.27	\$25.58	\$25.88	\$26.18	\$26.48	\$26.78	\$27.08
LABORER	HIGHWAY DEPT	8	\$21.06	\$21.36	\$21.66	\$21.96	\$22.26	\$22.57	\$22.87	\$23.17	\$23.47	\$23.77	\$24.07	\$24.37	\$24.67	\$24.97	\$25.27	\$25.58	\$25.88	\$26.18	\$26.48	\$26.78	\$27.08
CHILD SUPPORT SPECIALIST II	CHILD SUPPORT	8	\$21.06	\$21.36	\$21.66	\$21.96	\$22.26	\$22.57	\$22.87	\$23.17	\$23.47	\$23.77	\$24.07	\$24.37	\$24.67	\$24.97	\$25.27	\$25.58	\$25.88	\$26.18	\$26.48	\$26.78	\$27.08
FINANCE ACCOUNTANT I	HEALTH & HUMAN SVCS	8	\$21.06	\$21.36	\$21.66	\$21.96	\$22.26	\$22.57	\$22.87	\$23.17	\$23.47	\$23.77	\$24.07	\$24.37	\$24.67	\$24.97	\$25.27	\$25.58	\$25.88	\$26.18	\$26.48	\$26.78	\$27.08
RESTORATIVE YOUTH PROGRAM COORDINATOR	DISTRICT ATTORNEY	8	\$21.06	\$21.36	\$21.66	\$21.96	\$22.26	\$22.57	\$22.87	\$23.17	\$23.47	\$23.77	\$24.07	\$24.37	\$24.67	\$24.97	\$25.27	\$25.58	\$25.88	\$26.18	\$26.48	\$26.78	\$27.08
ZONING TECHNICIAN	ZONING	8	\$21.06	\$21.36	\$21.66	\$21.96	\$22.26	\$22.57	\$22.87	\$23.17	\$23.47	\$23.77	\$24.07	\$24.37	\$24.67	\$24.97	\$25.27	\$25.58	\$25.88	\$26.18	\$26.48	\$26.78	\$27.08
CHILD SUPPORT SPECIALIST I	CHILD SUPPORT	7	\$20.05	\$20.34	\$20.62	\$20.91	\$21.19	\$21.48	\$21.76	\$22.05	\$22.34	\$22.63	\$22.91	\$23.20	\$23.48	\$23.77	\$24.06	\$24.35	\$24.63	\$24.92	\$25.20	\$25.49	\$25.77
TREASURER	TREASURER	7	\$20.05	\$20.34	\$20.62	\$20.91	\$21.19	\$21.48	\$21.76	\$22.05	\$22.34	\$22.63	\$22.91	\$23.20	\$23.48	\$23.77	\$24.06	\$24.35	\$24.63	\$24.92	\$25.20	\$25.49	\$25.77
LCDD ADMIN ASST/ED & OUTREACH COORDINATOR	LAND CONSERVATION	7	\$20.05	\$20.34	\$20.62	\$20.91	\$21.19	\$21.48	\$21.76	\$22.05	\$22.34	\$22.63	\$22.91	\$23.20	\$23.48	\$23.77	\$24.06	\$24.35	\$24.63	\$24.92	\$25.20	\$25.49	\$25.77
JAIL ACCOUNTS SPECIALIST/BOOKKEEPER	SHERIFF	6	\$19.10	\$19.38	\$19.65	\$19.92	\$20.19	\$20.47	\$20.74	\$21.01	\$21.28	\$21.56	\$21.83	\$22.11	\$22.38	\$22.65	\$22.92	\$23.20	\$23.47	\$23.74	\$24.01	\$24.29	\$24.56
CLERK II	HEALTH & HUMAN SVCS	6	\$19.10	\$19.38	\$19.65	\$19.92	\$20.19	\$20.47	\$20.74	\$21.01	\$21.28	\$21.56	\$21.83	\$22.11	\$22.38	\$22.65	\$22.92	\$23.20	\$23.47	\$23.74	\$24.01	\$24.29	\$24.56
FINANCE ACCOUNTANT I	HIGHWAY DEPT	6	\$19.10	\$19.38	\$19.65	\$19.92	\$20.19	\$20.47	\$20.74	\$21.01	\$21.28	\$21.56	\$21.83	\$22.11	\$22.38	\$22.65	\$22.92	\$23.20	\$23.47	\$23.74	\$24.01	\$24.29	\$24.56
LEGAL SECRETARY	DISTRICT ATTORNEY	6	\$19.10	\$19.38	\$19.65	\$19.92	\$20.19	\$20.47	\$20.74	\$21.01	\$21.28	\$21.56	\$21.83	\$22.11	\$22.38	\$22.65	\$22.92	\$23.20	\$23.47	\$23.74	\$24.01	\$24.29	\$24.56
OFFICE MANAGER	FORESTRY	6	\$19.10	\$19.38	\$19.65	\$19.92	\$20.19	\$20.47	\$20.74	\$21.01	\$21.28	\$21.56	\$21.83	\$22.11	\$22.38	\$22.65	\$22.92	\$23.20	\$23.47	\$23.74	\$24.01	\$24.29	\$24.56
PARTS PERSON	HIGHWAY DEPT	6	\$19.10	\$19.38	\$19.65	\$19.92	\$20.19	\$20.47	\$20.74	\$21.01	\$21.28	\$21.56	\$21.83	\$22.11	\$22.38	\$22.65	\$22.92	\$23.20	\$23.47	\$23.74	\$24.01	\$24.29	\$24.56
ANIMAL SHELTER ASSISTANT	ANIMAL SHELTER	6	\$19.10	\$19.38	\$19.65	\$19.92	\$20.19	\$20.47	\$20.74	\$21.01	\$21.28	\$21.56	\$21.83	\$22.11	\$22.38	\$22.65	\$22.92	\$23.20	\$23.47	\$23.74	\$24.01	\$24.29	\$24.56
COURTROOM SECURITY OFFICER	SHERIFF	5	\$18.22	\$18.48	\$18.74	\$19.00	\$19.26	\$19.52	\$19.78	\$20.04	\$20.30	\$20.56	\$20.82	\$21.08	\$21.34	\$21.60	\$21.86	\$22.12	\$22.38	\$22.64	\$22.90	\$23.16	\$23.42
DEPUTY I	TREASURER	5	\$18.22	\$18.48	\$18.74	\$19.00	\$19.26	\$19.52	\$19.78	\$20.04	\$20.30	\$20.56	\$20.82	\$21.08	\$21.34	\$21.60	\$21.86	\$22.12	\$22.38	\$22.64	\$22.90	\$23.16	\$23.42
DEPUTY I	COUNTY CLERK	5	\$18.22	\$18.48	\$18.74	\$19.00	\$19.26	\$19.52	\$19.78	\$20.04	\$20.30	\$20.56	\$20.82	\$21.08	\$21.34	\$21.60	\$21.86	\$22.12	\$22.38	\$22.64	\$22.90	\$23.16	\$23.42
GROUPS/MAINTENANCE	MAINTENANCE	5	\$18.22	\$18.48	\$18.74	\$19.00	\$19.26	\$19.52	\$19.78	\$20.04	\$20.30	\$20.56	\$20.82	\$21.08	\$21.34	\$21.60	\$21.86	\$22.12	\$22.38	\$22.64	\$22.90	\$23.16	\$23.42
CUSTOMER/HOUSEKEEPING	MAINTENANCE	5	\$18.22	\$18.48	\$18.74	\$19.00	\$19.26	\$19.52	\$19.78	\$20.04	\$20.30	\$20.56	\$20.82	\$21.08	\$21.34	\$21.60	\$21.86	\$22.12	\$22.38	\$22.64	\$22.90	\$23.16	\$23.42
RECORDS MANAGEMENT SPECIALIST	SHERIFF	5	\$18.22	\$18.48	\$18.74	\$19.00	\$19.26	\$19.52	\$19.78	\$20.04	\$20.30	\$20.56	\$20.82	\$21.08	\$21.34	\$21.60	\$21.86	\$22.12	\$22.38	\$22.64	\$22.90	\$23.16	\$23.42
CLERK I	HEALTH & HUMAN SVCS	4	\$17.41	\$17.66	\$17.91	\$18.16	\$18.41	\$18.66	\$18.91	\$19.16	\$19.40	\$19.65	\$19.90	\$20.15	\$20.40	\$20.65	\$20.90	\$21.15	\$21.40	\$21.65	\$21.90	\$22.14	\$22.39
HEAD COOK	SENIOR SERVICES	4	\$17.41	\$17.66	\$17.91	\$18.16	\$18.41	\$18.66	\$18.91	\$19.16	\$19.40	\$19.65	\$19.90	\$20.15	\$20.40	\$20.65	\$20.90	\$21.15	\$21.40	\$21.65	\$21.90	\$22.14	\$22.39
BREASTFEEDING PEER COUNSELOR	PUBLIC HEALTH	3	\$16.65	\$16.89	\$17.13	\$17.37	\$17.60	\$17.84	\$18.08	\$18.32	\$18.55	\$18.79	\$19.03	\$19.27	\$19.51	\$19.75	\$19.98	\$20.22	\$20.46	\$20.70	\$20.93	\$21.17	\$21.41
ASSISTANT COOK	SENIOR SERVICES	2	\$13.13	\$13.32	\$13.50	\$13.69	\$13.88	\$14.07	\$14.25	\$14.44	\$14.63	\$14.82	\$15.00	\$15.19	\$15.38	\$15.57	\$15.75	\$15.94	\$16.13	\$16.32	\$16.50	\$16.69	\$16.88
SITE AIDE SUB	SENIOR SERVICES	2	\$13.13	\$13.32	\$13.50	\$13.69	\$13.88	\$14.07	\$14.25	\$14.44	\$14.63	\$14.82	\$15.00	\$15.19	\$15.38	\$15.57	\$15.75	\$15.94	\$16.13	\$16.32	\$16.50	\$16.69	\$16.88
SITE MANAGER, COOK	SENIOR SERVICES	2	\$13.13	\$13.32	\$13.50	\$13.69	\$13.88	\$14.07	\$14.25	\$14.44	\$14.63	\$14.82	\$15.00	\$15.19	\$15.38	\$15.57	\$15.75	\$15.94	\$16.13	\$16.32	\$16.50	\$16.69	\$16.88
CLERICAL AIDE	LAND INFORMATION	2	\$13.13	\$13.32	\$13.50	\$13.69	\$13.88																

JOB TITLE	DEPARTMENT	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21
DRIVER-SUB	SENIOR SERVICES	1	\$11.38	\$11.54	\$11.70	\$11.87	\$12.03	\$12.19	\$12.35	\$12.52	\$12.68	\$12.84	\$13.00	\$13.17	\$13.33	\$13.49	\$13.65	\$13.82	\$13.98	\$14.14	\$14.30	\$14.47	\$14.63
EXTRA HELP	ANIMAL SHELTER	1	\$11.38	\$11.54	\$11.70	\$11.87	\$12.03	\$12.19	\$12.35	\$12.52	\$12.68	\$12.84	\$13.00	\$13.17	\$13.33	\$13.49	\$13.65	\$13.82	\$13.98	\$14.14	\$14.30	\$14.47	\$14.63



RUSK COUNTY

**RESOLUTION #
APPROVE INTERIM HIGHWAY COMMISSIONER RETROACTIVE
COMPENSATION FROM MAY 21, 2024 – JUNE 2, 2024**

TO THE RUSK COUNTY BOARD OF SUPERVISORS

ROLL CALL Board Members	AYE (Yes)	NAY (No)	Abstain / Excused
1. ALEC HAMPTON			
2. JERRY BILLER			
3. STACY ZIMMER			
4. JOHN MOORE			
5. TERRY WEDWICK			
6. SHERRY WALLACE			
7. SUZANNE VOHS			
8. TOM CUDO			
9. PHIL UNTERSCHUETZ			
10. BRIAN COGGINS			
11. PHIL SCHNEIDER			
12. JIM MEYER			
13. KURT GORSEGNER			
14. JOHN KALEPP			
15. TOM HANSON			
16. LOIS GOODE			
17. DAVE WILLINGHAM			
18. MIKE RUSSELL			
19. DAN GUDIS			
TOTAL			

1 **WHEREAS**, per Wis State Statues 83.01 the county board shall elect a county
2 highway commissioner and if the county board fails to elect a county highway
3 commissioner, the county shall not participate in state allotments; and,
4

5 **WHEREAS**, the previous Highway Commissioner resigned effective May 20,
6 2024; and,
7

8 **WHEREAS**, the Highway Committee appointed the Operations Manager as the
9 Interim Highway Commissioner effective May 21, 2024 through June 2, 2024;
10 and,
11

12 **WHEREAS**, the Interim Highway Commissioner was a salaried employee so it is
13 recommended that he shall be compensated with a monthly stipend of \$1,500 for
14 the additional responsibilities and duties; and,
15

16 **WHEREAS**, the Interim Highway Commissioner was in the position for 13 days
17 so the monthly stipend of \$1,500 will be prorated to an amount of \$629.03; and,
18

19 **WHEREAS**, the compensation was approved by the Highway Committee,
20 Personnel Committee and Finance Committee.
21

22 **NOW, THEREFORE, BE IT RESOLVED**, that the Rusk County Board of
23 Supervisors does herby authorize retroactive compensation of \$629.03 for the
24 Interim Highway Commissioner from May 21, 2024 through June 2, 2024.
25
26

SUBMITTED BY:

Rusk County

BOARD ACTION

Vote Required: Majority Vote of a Quorum

Motion to Approve Adopted

1st _____ Defeated

2nd _____

No: _____ Yes: _____ Exc: _____

Reviewed by: _____, Corp. Counsel

Reviewed by: _____, Finance Director

FISCAL IMPACT: (Note if there is any fiscal impact or not)

Certification:

I, Connie Meyer, Clerk of Rusk County, hereby certify that the above is a true and correct copy of a resolution that was adopted on the _____ day of _____, 2024 by the Rusk County Board of Supervisors.

Connie Meyer
County Clerk, Rusk County



RUSK COUNTY

**RESOLUTION #
APPROVE INTERIM HIGHWAY COMMISSIONER RETROACTIVE
COMPENSATION FROM JUNE 3, 2024**

TO THE RUSK COUNTY BOARD OF SUPERVISORS

ROLL CALL Board Members	AYE (Yes)	NAY (No)	Abstain / Excused
1. ALEC HAMPTON			
2. JERRY BILLER			
3. STACY ZIMMER			
4. JOHN MOORE			
5. TERRY WEDWICK			
6. SHERRY WALLACE			
7. SUZANNE VOHS			
8. TOM CUDO			
9. PHIL UNTERSCHUETZ			
10. BRIAN COGGINS			
11. PHIL SCHNEIDER			
12. JIM MEYER			
13. KURT GORSENER			
14. JOHN KALEPP			
15. TOM HANSON			
16. LOIS GOODE			
17. DAVE WILLINGHAM			
18. MIKE RUSSELL			
19. DAN GUDIS			
TOTAL			

BOARD ACTION

Vote Required: Majority Vote of a Quorum

Motion to Approve Adopted

1st _____ Defeated

2nd _____

No: _____ Yes: _____ Exc: _____

Reviewed by: _____, Corp. Counsel

Reviewed by: _____, Finance Director

FISCAL IMPACT: (Note if there is any fiscal impact or not)

Certification:

I, Connie Meyer, Clerk of Rusk County, hereby certify that the above is a true and correct copy of a resolution that was adopted on the _____ day of _____, 2024 by the Rusk County Board of Supervisors.

Connie Meyer
County Clerk, Rusk County

1 **WHEREAS**, per Wis State Statues 83.01 the county board shall elect a county
2 highway commissioner and if the county board fails to elect a county highway
3 commissioner, the county shall not participate in state allotments; and,
4
5 **WHEREAS**, the previous Interim Highway Commissioner resigned effective June
6 3, 2024; and,
7
8 **WHEREAS**, the Highway Committee appointed the Finance Account III as the
9 Interim Highway Commissioner effective June 3, 2024 until the position is filled;
10 and,
11
12 **WHEREAS**, the Interim Highway Commissioner is an hourly employee so it is
13 recommended that she shall be compensated at an hourly rate of \$38.70 for the
14 additional responsibilities and duties, which is Step 1 of the Highway
15 Commissioner scale and,
16
17 **WHEREAS**, the rate difference between her current wage and the Interim
18 Commissioner wage is a difference of \$13.17 and we anticipate this to be
19 approximately \$10,000 with fringe benefits if she remains the Interim Highway
20 Commissioner through 8/8/2024; and,
21
22 **WHEREAS**, there will not be any additional levy needed to cover the impact as
23 there are cost savings with the position vacancies of Operations Manager and
24 Commissioner positions; and,
25
26 **WHEREAS**, the compensation was approved by the Highway Committee,
27 Personnel Committee and Finance Committee.
28
29 **NOW, THEREFORE, BE IT RESOLVED**, that the Rusk County Board of
30 Supervisors does hereby authorize retroactive and current compensation of \$38.70
31 per hour for the Interim Highway Commissioner from June 2, 2024 until the
32 position is filled.
33
34

SUBMITTED BY:
Rusk County

CHANGES TO RUSK COUNTY PERSONNEL HANDBOOK

RUSK COUNTY

TO THE RUSK COUNTY BOARD OF SUPERVISORS

ROLL CALL Board Members	AYE (Yes)	NAY (No)	Abstain/Excused
1. ALEC HAMPTON			
2. JERRY BILLER			
3. STACY ZIMMER			
4. JOHN MOORE			
5. TERRY WEDWICK			
6. SHERRY WALLACE			
7. SUZANNE VOHS			
8. TOM CUDO			
9. PHIL UNTERSCHUETZ			
10. BRIAN COGGINS			
11. PHIL SCHNEIDER			
12. JIM MEYER			
13. KURT GORSEGNER			
14. JOHN KALEPP			
15. TOM HANSON			
16. LOIS GOODE			
17. DAVE WILLINGHAM			
18. MIKE RUSSELL			
19. DAN GUDIS			
TOTAL			

BOARD ACTION

Vote Required: Majority Vote of a Quorum

Motion to Approve Adopted

1st _____ Defeated

2nd _____

No: _____ Yes: _____ Exc: _____

Reviewed by: _____, Corp. Counsel

Reviewed by: _____, Finance Director

FISCAL IMPACT: (Note if there is any fiscal impact or not)

Certification:

I, Connie Meyer, Clerk of Rusk County, hereby certify that the above is a true and correct copy of a resolution that was adopted on the _____ day of _____, 2024 by the Rusk County Board of Supervisors.

 Connie Meyer
 County Clerk, Rusk County

1 **WHEREAS**, the Personnel Committee has been charged by the Rusk County
 2 Board of Supervisors with responsibility for the County’s personnel handbook
 3 and of making changes and revisions to the handbook; and
 4
 5 **WHEREAS**, the Personnel Committee has determined the need for various
 6 additions and/or edits to the language in the existing polices; and
 7
 8 **WHEREAS**, the Personnel Committee has reviewed and approved the attached
 9 revisions to the Rusk County Personnel Handbook and recommends them for
 10 adoption by the County Board.
 11
 12 **NOW, THEREFORE, BE IT RESOLVED** that the Rusk County Board of
 13 Supervisors adopt the revisions to the Rusk County Personnel Handbook as
 14 presented, copies of which are attached hereto and made a part of, with an
 15 effective date of June 26, 2023.
 16

SUBMITTED BY:
 Rusk County Personnel Committee

 Stacy Zimmer, Chairman

 Sherry Wallace, Vice Chairman

 Mike Russell

 Jim Meyer

 Dave Willingham

17
 18
 19
 20
 21
 22
 23

Proposed Change to Rusk County Personnel Handbook
Chapter 7, Section 3

Procedure for Progressive Corrective and Discipline Levels:

Level I:

Level I is an informal meeting between the employee and his/her supervisor. The supervisor clearly specifies the nature of the concern for the employee's performance/conduct and why the supervisor feels expectations have not been met and/or why corrective action by the employee is necessary. The supervisor also clearly states the specific expectation(s)/corrective action(s) required and the time frames in which the expectation(s)/corrective action(s) must occur. The supervisor documents the meeting in writing, identifying the specific employee conduct/performance issues and the specifically required expectation and/or corrective action plan. The supervisor maintains the documentation in his/her office and a copy is given to the employee.

Level II: Verbal Warning

Level II is a verbal warning. In consult with the Human Resources Manager, the supervisor clearly informs the employee that he/she is being verbally warned. Verbally, the supervisor informs the employee of specifically what has been done wrong and the corrective action or expectation(s) required. The employee is also verbally informed that if corrective action is not taken or expectations are not met, further corrective and/or disciplinary steps up to and including suspension and/or termination may occur. The verbal warning is documented by the supervisor in writing which the employee must sign, acknowledging receipt of the written verbal warning.

Level III: Written Warning

Level III is a written warning. In conjunction with the Human Resources Manager, a written warning can be provided to an employee for whom there is a performance deficiency or conduct issue that needs to be corrected. The written warning must state specifically the conduct or performance deficiency that must be corrected. If applicable, a specific corrective action plan shall be outlined and a time frame at the end of which the corrective action plan must be completed. The employee is informed that if the corrective action plan is not completed or adhered to, expectations are not met, or additional violations occur, further corrective and/or disciplinary steps may be taken up to and including suspension and/or termination. The employee must sign the written warning, acknowledging receipt.

Level IIII: Suspension

Level IIII is a suspension with or without pay. A suspension is a serious step since the next step may be dismissal if corrective action does not occur, expectations are not met or additional violations occur. The supervisor, in conjunction with the Human Resources Manager, will issue the notice of suspension. The suspension notice will specifically identify the date the suspension begins and ends and the conduct or performance deficiency for which the suspension is being given. If applicable, the notice will also specifically describe the corrective action that is required of the employee to perform and the time frames for doing so. The employee must also be informed that if corrective action does not occur, or expectations are not met, further corrective and/or disciplinary action may be taken up to and including

suspension and/or termination. The employee will sign the notice of suspension acknowledging receipt of the notice.

Level IV: Termination

The Department Head, Human Resources Manager, and Administrative Coordinator will determine if termination of employment is necessary for all staff with the exception of Appointed Officials as described in Rusk County Ordinance Section 2-1.19. Recommendations for discipline or termination of Appointed Officials will be referred to the Personnel Committee through the Human Resources Manager for disposition.

If there is a vacancy of a Department Head, Human Resources Manager, and/or Administrative Coordinator, and an interim has not been named, the Personnel Committee shall appoint another department head, manager, or supervisor to be involved in the termination decision. In the event an appropriate individual cannot be named, the recommendation for discipline or termination shall be referred to the Personnel Committee.

Whether disciplinary actions against employees are taken or not taken by County management, it shall in no way abrogate the right of Rusk County to discharge an employee from employment at any time, for any reason or no reason, with or without prior notice. It is impossible to categorically state when or if disciplinary measures or termination of the employment relationship will be the appropriate action. The degree of discipline administered will depend on the nature and severity of the infraction, and the employee's prior record and shall be in accordance with County policies and procedures as well as local, state, or federal laws and regulations.

At the sole discretion of the County, various types of employee discipline may be imposed which include but are not limited to the following: verbal warning, written warning, and/or suspension. None of these disciplinary measures are required to be used before discharge from employment occurs nor are the listed disciplinary actions required to be used in any specific order. Employees who violate policies and procedures, whether expressed or implied or who have unsatisfactory work performance are subject to disciplinary action, up to and including discharge from employment. It is the responsibility of each Supervisor and/or Department Head with the assistance of the Human Resources Manager to evaluate thoroughly the circumstances and facts as objectively as possible and then apply the most suitable form of discipline. The employer may repeat disciplinary action.

Documentation: All steps taken under this procedure, ~~including informal meetings,~~ shall be documented with a copy provided to the employee and a copy placed in the employee's personnel file. The employee ~~must~~ shall sign written warnings and notices of suspension acknowledging receipt of the notice.

Chapter 6

EMPLOYEE BENEFITS

Section 1: Overtime Compensation, Compensatory Time and Related Matters

6. Compensatory Time Off: Shall be scheduled by the employee's immediate supervisor or department administrator in accordance with established departmental policies and County payroll procedures. Compensatory time shall be reviewed on a regular basis by the department administrator who may require scheduling of compensatory time off based upon department workload.

In lieu of overtime pay, employees shall be allowed to accrue compensatory time ("comp time"), up to a maximum of forty (40) hours on the basis of one and one-half hour of comp time for each hour of overtime worked. The scheduling of the use of comp time shall be subject to the approval of the employee's supervisor. Comptime not used during the calendar year may be carried over from year to year and cannot be cashed out unless the employee leaves employment with the County will be paid out to the employee on the last paycheck of that calendar year unless arrangements are made to utilize the comp time before the end of the year. Comp time will not be paid out any other time unless the employee leaves employment with the county. Exceptions:

~~A. Nurses. In lieu of overtime, Nurses shall be allowed to accrue compensatory time ("comp time"). Compensatory time off which is carried over into a new calendar year may only be used as time off and cannot be cashed out unless the nurse leaves the employment of the County, in which case it would be cashed out.~~

~~B. A. Social Workers/Social Service Workers. Compensatory time off for social workers/social service workers shall be granted utilizing a one- to-one ratio for all authorized time worked outside the defined work schedule relating to non-emergency situations. This primarily consists of prearranged appointments with client for whom an appointment during the normal workday would be impossible, inconvenient, or would otherwise constitute a hardship. Under these circumstances, it makes no difference whether or not the additional time worked by the social worker/social service worker is contiguous to the normal workday. In either case, the one-to-one ration shall apply.~~

~~Time worked outside of the defined work schedule which can fairly be attributed to an emergency situation shall result in the granting of pay or compensatory time off at a 1.5 to 1 ratio. For purposes of this higher ratio, an "emergency" situation occurs when the affected social worker has no advance notice of the need to work additional hours, but is instead called back to work under circumstances necessitating immediate attention on the part of that social worker/social service worker. In that event, and without regard to the actual number of hours worked, the social worker/social service worker shall be credited with a minimum of two (2) hours work, paid at time and a half or compensatory time off shall be granted. An employee must designate on their time sheet whether they will be selecting pay or compensatory time off at the time the emergency situation occurred. Approved by Personnel 3-5-15.~~

~~Only at the time of termination may the social worker/social service worker convert any unused compensatory time off into its cash equivalent and be paid accordingly.~~

7. Based upon an emergency circumstance and by mutual agreement between the department administrator and the employee, an employee may exceed the 40-hour maximum accrual limit as long as the amount of

compensatory time accrued that exceeds the limit is used within 630 days.

8. The Personnel Committee reserves the right, to grant additional exceptions to this policy based upon a request and sufficient rationale provided by a department administrator.

Section 7: Separation Benefit for PTO and Compensatory Time

- A. Resignation: An employee deciding to leave Rusk County employment shall submit a resignation in writing stating the last working day for the County. This notice shall be given to the employee's department head. The notice shall be given to both the Administrative Coordinator and Human Resources Manager if a department head is resigning. It is expected that employees will give as much notice as possible to facilitate the hiring and orientation of new staff members. The County reserves the right to determine the last day of employment once notice is given. The final pay check shall include payment of hours actually worked since the last pay check.
- B. At time of voluntary separation (retirement or resignation) employees with at least 12 months of service who subsequently leave employment of the County in good standing, may receive cash payment for all remaining accrued PTO time, less normal withholding if employees provide 10 working days written notice and department heads provide 20 working days written notice. Employees failing to provide at least 10 working days' notice and department heads failing to provide at least 20 working days' notice will not receive the PTO payout.

Employees failing to give the required advance notification of voluntary separation shall not be considered for reemployment except for unusual reasons and with the consent of the Human Resources Manager and/or Administrative Coordinator.

At the time of an involuntary separation due to lack of work (layoff), employees with at least 12 months of service shall receive payment for all remaining PTO, less normal withholdings. At the time of any other involuntary termination, NO cash payment for remaining PTO shall occur.

- ~~C. The employee's last day of employment will, in most cases, be the last day worked. The County may extend the last day of employment in order to pay out any accrued compensatory time. If an employee separates employment for any reason before taking overtime compensatory time, it shall be paid in a lump sum on the final paycheck.~~

~~D.C.~~ Employees shall return all County property to their immediate supervisor on their last day of work.

Proposed Telecommuting Policy

1. Policy Purpose

Telecommuting allows employees to work remotely for part of their workweek. It is a flexible working arrangement that allows an employee to perform their job duties from a physical location outside of their County office. The ability to work remotely is also purposeful in attraction, recruitment, and retention of future and current employees. Employees of Rusk County may be allowed to telecommute if their work can be accounted for and a clear record of time worked established.

Regular work practices and job duties that require an employee to work away from the office are not considered telecommuting. These work practices and job duties include time spent working out in the community, such as meeting with clients, attending training events, managing community events, etc.

It is the responsibility of the Department Head to schedule employees to provide for coverage during regular work hours. The public relies on County services to meet their health and financial needs and, as public servants, every effort must be made to keep services running.

Rusk County will permit telecommuting as provided by this policy when it benefits the productivity of the employee and their department and if determined by employee's department that telecommuting is not detrimental to either the County or the employee. By allowing an employee to telecommute, it shall not reduce or limit services to the public.

The supervisor will determine the number of days per week/payroll period that the employee will be allowed to telecommute.

2. Eligibility

The County realizes that not all departments or positions will be able to allow telecommuting. Not all work situations are appropriate for telecommuting, nor is telecommuting appropriate for all employees. A department that allows telecommuting must ensure that an appropriate work environment and appropriate framework of expectations exists. It is the responsibility of the employee's direct supervisor to ensure that quality services continue to be delivered at an equal or improved level of timeliness and efficiency. This policy applies to Rusk County departments and positions where remote work will not inhibit services to the community. The use of telecommuting is at the sole discretion of the department.

The determination that a position may or may not be appropriate for telecommuting is made on a case-by-case basis with the department head in conjunction with Human Resources. Departments shall evaluate whether a position is suitable for telecommuting based on the nature of the work that is being performed. The employee's direct supervisor will monitor work performance. If there is any decline in performance or efficiency, the telecommuting will cease.

Generally, requests to telecommute should be considered when:

- A. The employee's duties can be fulfilled within the telecommuting structure.
- B. Telecommuting fits with the needs of the department.
- C. The manager believes the employee can maintain the expected quantity and quality of work while telecommuting.
- D. The employee has demonstrated good communication and time management skills and has demonstrated the ability to complete work projects with minimal supervision.

- E. The employee has 6 months of consecutive service with Rusk County in their current department. Initial trainings prior to the employee's 6-month mark can be completed at home if approved by the department head.

Generally, requests to telecommute should not be considered when:

- A. The job requires the employee's physical presence or telecommuting would impair the department's efficiency.
- B. The employee's current job description requires frequent supervision, direction or input from others who are onsite.
- C. The employee's job duties require that the employee provides frequent supervision, direction or input to other employees who are onsite, and those efforts are not effective over a remote platform.
- D. The employee has documented performance and/or attendance concerns.

Any decision to approve, deny, or discontinue a telecommuting agreement is not discipline and is not subject to the grievance process. Telecommuting is a management decision and may be terminated by an employee's department head and/or Human Resources at any time for any business-related reason.

3. Telecommuting Expectations

Employees are required to adhere to the following terms and conditions for continued employment. Failure to abide by these expectations listed below may subject the employee to disciplinary action, up to and including termination.

- A. Employees shall use Rusk County issued laptops and equipment exclusively for all county related work. All equipment loaned to an employee remains the property of the County during the duration of a Telecommuting Agreement and must be returned upon termination of the agreement.
- B. Employees shall use their home or personal internet / Wi-Fi. Rusk County will not reimburse employees for any home or personal Wi-Fi / internet connectivity expenses. It is expected that employees have reliable high-speed internet in order to participate in telecommuting. Depending on the employee's position, a minimum broadband amount may be required.
- C. Employees agree not to allow any individual residing with or visiting employee's remote work location to access Rusk County owned equipment, or any files, folder, emails, and other confidential or sensitive data on any personally owned equipment.
- D. Employees must consider their remote workspace an extension of their Rusk County workspace and all work-related injuries and illnesses must be reported to employee's supervisor immediately.
- E. If an employee has situations that affect their availability to work remotely, they need to inform their supervisor, and flex time or use applicable benefit time. If an employee finds they do not have enough work for all expected hours of work, they need to inform their supervisor.
- F. Costs related to remodeling and/or furnishing the telecommuting workspace shall be non-reimbursable by Rusk County.
- G. The duties, obligations, responsibilities and standards of performance of an employee are unchanged when telecommuting.
- H. Management must be able to verify the hours worked by an employee. The employee must maintain a normal workload and keep an accurate accounting of what they work on while telecommuting.

- I. An employee may, at the discretion of their immediate supervisor, be called to work at their worksite on their regular telecommute day, during their regular work hours to meet workload requirements or demands.
- J. Employees are expected to make and maintain dependent care arrangements while working remotely. Employees should not be engaging in dependent care activities when performing official duties. While an occasional, brief interruption may occur when a dependent is present in the home, employees working remotely must be careful to keep interruptions to a minimum to avoid disruptions that impact work activities or performance. Situations where employees may need to provide dependent care during work hours shall not be counted as worked time.
- K. Telecommuting is not intended to permit staff to have time to work at other jobs or run their own businesses.
- L. All meetings with clients and or visitors conducting business with Rusk County shall not be held in the employee's telecommuting location.
- M. The employee agrees to take appropriate action to protect all equipment from damage or theft and will not leave any equipment unattended with others present while connected to the network.
- N. If an employee has a need for time off, employees must use PTO, Comp Time, or discuss alternatives with their immediate supervisor and/or Department Head.

4. Equipment

Employees working remotely must abide by Rusk County's policies covering information security and data privacy. Maintenance on Rusk County owned equipment will be performed only by a Rusk County authorized technician either remotely or at the County. IT will not come to your telecommuting site to perform maintenance. Rusk county reserves the right to monitor any and all equipment on the Rusk County network, and the right to remove or disable the network connection should the equipment show the behavior of infection, indicators of compromise, or use in violation with Rusk County Policies. Personal computers are prohibited while telecommuting.

If an employee experiences technical difficulty that cannot be immediately resolved, then the employee must report in person to work or seek approval to use benefit time.

Remote workers shall be subject to additional security requirements to ensure the safety and integrity of County equipment and data. Examples include two-factor authentication and/or one-time passwords.

5. Confidentiality

Employees in a telecommuting arrangement must comply with all Rusk County policies and procedures concerning the handling of Protected Health Information, Confidentiality, as well as use of computers, internet and email. Employees are responsible for protecting the privacy and confidentiality of data at their telecommuting location the same as they would be in the principal work location. Employees will limit consumer specific information in their possession outside of County offices to that necessary to perform their duties. Confidential information on a computer screen will not be visible to others. Employees will take reasonable steps to prevent others access to physical documents containing confidential information.

6. Travel Expenses

If during the scheduled telecommuting workday, an employee is dispatched to an unscheduled work call, they will be paid mileage from their home to the location of the unscheduled work call and back to their home location. If an employee is required to come to the worksite at the beginning of their normal work schedule and on a normally scheduled telecommute day, the time traveling from the employee's home to the worksite is not treated as job site travel. Other questions regarding mileage reimbursement for work related travel, please refer to county policy.

7. Liability

The County will not be liable for damages to the employee's property resulting from participation in the telecommuting program. Injuries sustained by the employee while at their telecommuting work location and in conjunction with their regular work duties are normally covered under the County's workers' compensation policy. Those working remotely must have a safe and ergonomically correct workspace. Employees are responsible for notifying the employer of such injuries in accordance with the Rusk County Handbook. The employee is liable for any injuries sustained by visitors to his or her work location. Employees will not meet with clients and/or visitors while conducting business with Rusk County at the employee's telecommuting location. By participating in the telecommuting arrangement, the employee agrees to hold Rusk County harmless against any and all claims including injuries to others at the telecommuting location.

8. Request Process

Employee must complete the Telecommuting Request Form and submit it to their supervisor and/or department head at least 1 week before the start of the impacted shift unless an emergency situation exists. The supervisor and department head will evaluate the request based on eligibility criteria. The supervisor and/or department head will meet with the employee to review the request and will then approve the request or inform the employee of the reasons why the request was denied, or propose modifications to the request.

If the telecommuting request is approved, details of the arrangements are detailed in the Telecommuting Agreement such as performance expectations, work hours and work schedules. Both the employee, supervisor, and human resources must sign the agreement prior to the start of the telecommuting arrangement. The agreement can be changed or cancelled by the employer at any time. This agreement should be cancelled if the employee has performance issues, change in job responsibilities, or when the needs of the department are not being met. The employee can also cancel the agreement at any time by giving notice to their supervisor.

At least annually, the supervisor and employee must discuss whether to continue the arrangement. The arrangement must also be reviewed if there is a change in job duties or change in supervisor.

9. Emergency Situations

In the event of an emergency situation such as weather, pandemic, office space construction, personal emergency, etc, the Department Head may direct an employee to telecommute outside the standard request process. All other sections of this policy still apply in an emergency telecommuting arrangement.

Telecommuting Request Form

Employee Name: _____ Job Title: _____
 Supervisor: _____ Department: _____

PROPOSED LOCATION / SCHEDULE:

1. Requested telecommuting location address: _____
2. Telecommuting days: MON TUES WED THUR FRI Variable: _____
3. How often do you expect to telecommute? _____ days per (circle one) week pay period month
4. Typical Telecommuting schedule: Start Time _____ End Time _____
5. Internet Provider: _____
6. Run a speed test while connected to the internet you will be on while telecommuting and complete the information below. You can simply search for "speed test" in your browser.
 - a. Download: _____ Upload: _____ Latency: _____

EQUIPMENT

Place a check by the following equipment or services that you will need to telecommute.

Laptop Printer VPN Phone
 Monitor Keyboard Mouse Other: _____

Employee Signature: _____ Date: _____

SUPERVISORS AND/OR DEPARTMENT HEADS MUST COMPLETE BELOW SECTION

	YES	NO
Are the job duties to be performed conducive for telecommuting?		
Does telecommuting fit within the needs of the department?		
Can the employee maintain the expected quantity /quality of work while telecommuting?		
Has the employee demonstrated good communication and time management skills and have they demonstrated the ability to complete work projects with minimal supervision.		
Has the employee been employed for at least 6 months in their current department?		
Does the job require the employee's physical presence or would telecommuting impair the department's efficiency?		
Does the employee's job description require frequent supervision, direction or input from others who are onsite?		
Does the employee have any documented performance and/or attendance concerns?		

Supervisor's recommendation on telecommuting request: _____ Approved _____ Denied

Supervisor's Signature: _____ Date: _____

Department Head Decision on Telecommuting Request: _____ Approved _____ Denied

Department Head's Signature: _____ Date: _____

Department Head Decision on Telecommuting Request: _____ Approved _____ Denied

Human Resource's Signature: _____ Date: _____

This request is only approved if all necessary signatures are collected and a Telecommuting Agreement Form has been completed. This request form is to be filed in the Employee File

Telecommuting Agreement

Employee Name: _____

Position: _____

Telecommuting is a mutually agreed upon alternative working arrangement which can be terminated at any time. Individual employees will be required to sign this telecommuting agreement and to comply with the specific provisions contained within this agreement and with the county's Telecommuting Policy.

1. Telecommuting only involves a change in work location. It does not change the terms and conditions of employment. The employee's rights, duties, obligations, responsibilities, standards of performance and conditions of employment remain unchanged when telecommuting. By signing this Agreement, the telecommuting employee agrees to continue to comply with all applicable workplace policies and procedures, including but not limited to those contained in the Employee Handbook and all department specific policies and procedures.
2. A Telecommuting Agreement may be terminated by an employee's department at any time for any business-related reason. Any decision to approve, deny, or discontinue a telecommuting agreement is not discipline and is not subject to the grievance process.
3. The employee will be using county-owned equipment and the employee will be responsible for following all County and Department Technology policies.
4. The employee is responsible for the safety and security of County IT equipment at the employee's out of office work space. This includes maintaining data security and confidentiality to the same degree as when working at the County worksite.
5. The employee must be available for communication with other County staff during telecommuting work hours via phone and email. Some departments may establish additional conditions regarding communication (e.g. being logged in to Microsoft Teams during work hours or having available hours being established on an outlook calendar).
6. Employee may, at the discretion of their immediate supervisor, be called to work at their centrally located worksite on their regular telecommute day during their regular work hours to meet workload requirements.
7. It is expected that employees have a reliable internet connection in order to participate in this agreement.
8. While working under the telecommuting agreement, the employee agrees not to engage in any non-county related activity during the work hours specified unless such activity occurs during a break or unless the employee uses personal leave time to perform such activity. With their immediate supervisor's approval, employees may adjust their schedule or use a flexible schedule under this agreement. Overtime and undesirable hour pay must be pre-approved in advance.
9. This agreement shall supersede and replace all prior agreements and understandings, oral or written, between the manager and the employee regarding the employee's ability to telecommute.

Signing this telecommuting agreement means that the employee and their manager have reviewed this agreement. Both parties understand and agree to all statements in this agreement and in the Telecommuting Policy. Both parties agree that the telecommuting work schedule complies with Rusk County policies and procedures, human resources guidelines, and FLSA and state regulations. Additionally, both parties understand that this agreement may be terminated at any time.

Employee Signature: _____

Date: _____

Supervisor Signature: _____

Date: _____

Department Head Signature: _____

Date: _____

Human Resources Signature: _____

Date: _____



RESOLUTION #

AUTHORIZING RUSK COUNTY TO ENTER INTO THE SETTLEMENT AGREEMENT WITH THE KROGER CO. AND AGREE TO THE TERMS OF ADDENDUM TWO TO THE MOU ALLOCATING SETTLEMENT PROCEEDS

TO THE RUSK COUNTY BOARD OF SUPERVISORS

ROLL CALL Board Members	AYB (Yes)	NAY (No)	Abstain/Excused
1. ALEC HAMPTON			
2. JERRY BILLER			
3. STACY ZIMMER			
4. JOHN MOORE			
5. TERRY WEDWICK			
6. SHERRY WALLACE			
7. SUZANNE VOHS			
8. TOM CUDO			
9. PHIL UNTERSCHUETZ			
10. BRIAN COGOINS			
11. PHIL SCHNEIDER			
12. JIM MEYER			
13. KURT GORSEGNER			
14. JOHN KALEPP			
15. TOM HANSON			
16. LOIS GOODE			
17. DAVE WILLINGHAM			
18. MIKE RUSSELL			
19. DAN GUDIS			
TOTAL			

BOARD ACTION

Vote Required: Majority Vote of a Quorum

Motion to Approve Adopted

 Defeated

1st _____

2nd _____

No: _____ Yes: _____ Exc: _____

Reviewed by: _____, Corp. Counsel

Reviewed by: _____, Finance Director

FISCAL IMPACT: (Note if there is any fiscal impact or not)

Certification:

I, Connie Meyer, Clerk of Rusk County, hereby certify that the above is a true and correct copy of a resolution that was adopted on the _____ day of _____, 2024 by the Rusk County Board of Supervisors.

 Connie Meyer
 County Clerk, Rusk County

1 **WHEREAS**, the County Board of Supervisors previously authorized the County to enter
 2 into an engagement agreement with von Briesen & Roper, s.c., Crueger Dickinson LLC
 3 and Simmons Hanly Conroy LLC (the "Law Firms") to pursue litigation against certain
 4 manufacturers, distributors, and retailers of opioid pharmaceuticals (the "Opioid
 5 Defendants") in an effort to hold the Opioid Defendants financially responsible for the
 6 County's expenditure of vast money and resources to combat the opioid epidemic;
 7
 8 **WHEREAS**, on behalf of the County, the Law Firms filed a lawsuit against the Opioid
 9 Defendants;
 10
 11 **WHEREAS**, the Law Firms filed similar lawsuits on behalf of 66 other Wisconsin
 12 counties and all Wisconsin cases were coordinated with thousands of other lawsuits filed
 13 against the same or substantially similar parties as the Opioid Defendants in the Northern
 14 District of Ohio, captioned *In re: Opioid Litigation*, MDL 2804 (the "Litigation");
 15
 16 **WHEREAS**, four (4) additional Wisconsin counties (Milwaukee, Dane, Waukesha, and
 17 Walworth) hired separate counsel and joined the Litigation;
 18
 19 **WHEREAS**, since the inception of the Litigation, the Law Firms have coordinated with
 20 counsel from around the country (including counsel for Milwaukee, Dane, Waukesha,
 21 and Walworth Counties) to prepare the County's case for trial and engage in extensive
 22 settlement discussions with the Opioid Defendants;
 23
 24 **WHEREAS**, the settlement discussions with The Kroger Co. (the "Settling Defendant")
 25 resulted in a tentative agreement as to settlement terms pending agreement from the
 26 County and other plaintiffs involved in the Litigation;
 27
 28 **WHEREAS**, copies of the settlement agreement relating to the Settling Defendant
 29 ("Settlement Agreement") representing the terms of the tentative settlement agreement
 30 with the Settling Defendant has been made available at
 31 [https://nationalopioidsettlement.com/wp-content/uploads/2024/05/Kroger-Multistate-
 32 Settlement-Agreement-Circulated-to-States-March-25-2024.pdf](https://nationalopioidsettlement.com/wp-content/uploads/2024/05/Kroger-Multistate-Settlement-Agreement-Circulated-to-States-March-25-2024.pdf);
 33
 34 **WHEREAS**, the Settlement Agreement provides, among other things, for the payment of
 35 certain sums to Participating Subdivisions (as defined in the Settlement Agreement) upon
 36 the occurrence of certain events detailed in the Settlement Agreement;
 37
 38 **WHEREAS**, the County is a Participating Subdivision in the Settlement Agreement and
 39 has the opportunity to participate in the benefits associated with the Settlement
 40 Agreement provided the County (a) approves the Settlement Agreement; (b) approves the
 41 Addendum Two to the Memorandum of Understanding allocating proceeds from the
 42 Settlement Agreement ("MOU") among the various Wisconsin Participating
 43 Subdivisions, a copy of which is attached to this Resolution ("Addendum Two"); and (c)
 44 the Legislature's Joint Committee on Finance approves the terms of the Settlement
 45 Agreement;
 46
 47 **WHEREAS**, pursuant to Section 12 of the State-Local MOU entered into between the
 48 Wisconsin Participating Subdivisions and the Attorney General of the State of Wisconsin
 49 ("State-Local MOU"), the Attorney General has provided notice that the terms of the
 50 State-Local MOU shall apply to the Settlement Agreement and all proceeds of such
 51 Settlement Agreement;
 52
 53 **WHEREAS**, 2021 Wisconsin Act 57 created Section 165.12 of the Wisconsin Statutes
 54 relating to the settlement of all or part of the Litigation;

1
2 **WHEREAS**, pursuant to Wis. Stat. § 165.12(2), the Legislature’s Joint Committee on
3 Finance is required to approve the Settlement Agreement;
4

5 **WHEREAS**, pursuant to Wis. Stat. § 165.12(2), the proceeds from any settlement of all
6 or part of the Litigation are distributed 70% to local governments in Wisconsin that are
7 parties to the Litigation and 30% to the State;
8

9 **WHEREAS**, Wis. Stat. § 165.12(4)(b)2. provides the proceeds from the Settlement
10 Agreement must be deposited in a segregated account (the “Opioid Abatement Account”)
11 and may be expended only for approved uses for opioid abatement as provided in the
12 Settlement Agreement;
13

14 **WHEREAS**, Wis. Stat. § 165.12(7) bars claims from any Wisconsin local government
15 against the Opioid Defendants filed after June 1, 2021;
16

17 **WHEREAS**, the definition of Participating Subdivisions in the Settlement Agreement
18 recognizes a statutory bar on claims such as that set forth in Wis. Stat. § 165.12(7) and, as
19 a result, the only Participating Subdivisions in Wisconsin are those counties and
20 municipalities that were parties to the Litigation (or otherwise actively litigating a claim
21 against one, some, or all of the Opioid Defendants) as of June 1, 2021;
22

23 **WHEREAS**, the Legislature’s Joint Committee on Finance is not statutorily authorized
24 or required to approve the allocation of proceeds of the Settlement Agreement among
25 Wisconsin Participating Subdivisions;
26

27 **WHEREAS**, the Wisconsin Participating Subdivisions previously negotiated and
28 approved the allocation of proceeds among themselves, which allocation is reflected in
29 Exhibit A to the MOU, which is an agreement between all of the entities identified in the
30 Allocation MOU as to how the proceeds payable to those entities under the Settlement
31 Agreements will be allocated;
32

33 **WHEREAS**, the County and all other Wisconsin Participating Subdivisions agreed to
34 and entered into that certain Addendum to the MOU (“Addendum One”) that provided
35 for allocation of settlement proceeds from previous settlements with certain pharmacies
36 and manufacturers according to the same percentages as that provided in the MOU;
37

38 **WHEREAS**, the County has been informed as to the deadlines related to the effective
39 dates of the Settlement Agreement, the ramifications associated with the County’s refusal
40 to enter into the Settlement Agreement, the form of Addendum Two and an overview of
41 the process for finalizing the Settlement Agreements and such information, together with
42 additional resources related to the settlement can be found at
43 <https://nationalopioidsettlement.com/kroger-co-settlement/>;
44

45 **WHEREAS**, the County, by this Resolution, shall deposit the proceeds of the Settlement
46 Agreement consistent with the terms of this Resolution and Wis. Stat. § 165.12(4)(b);
47

48 **WHEREAS**, pursuant to the County’s engagement agreement with the Law Firms, the
49 County shall pay up to an amount equal to 25% of the proceeds from successful
50 resolution of all or part of the Litigation, whether through settlement or otherwise, plus
51 the Law Firms’ costs and disbursements, to the Law Firms as compensation for the Law
52 Firms’ efforts in the Litigation and any settlement;
53

54 **WHEREAS**, the Law Firms anticipate making application to the national fee fund
55 established in the Settlement Agreement seeking payment, in whole or part, of the fees,
56 costs, and disbursements owed the Law Firms pursuant to the engagement agreement
57 with the County;
58

59 **WHEREAS**, it is anticipated the amount of any award from the fee fund established in
60 the Settlement Agreements will be insufficient to satisfy the County’s obligations under
61 the engagement agreement with the Law Firms;
62

1 WHEREAS, the County, by this Resolution, and pursuant to the authority granted the
2 County in the applicable Order emanating from the Litigation in relation to the
3 Settlement Agreement and payment of attorney fees, shall authorize and direct the escrow
4 agent responsible for the receipt and distribution of the proceeds from the Settlement
5 Agreement to establish an account for the purpose of segregating funds to pay the fees,
6 costs, and disbursements of the Law Firms owed by the County (the "Attorney Fees
7 Account") in order to fund a local "backstop" for payment of the fees, costs, and
8 disbursements of the Law Firms;

9
10 WHEREAS, in no event shall payments to the Law Firms out of the Attorney Fees
11 Account and the fee fund established in the Settlement Agreement exceed an amount
12 equal to 25% of the amounts allocated to the County by virtue of the Addendum Two
13 (Exhibit A to the MOU);

14
15 WHEREAS, the intent of this Resolution is to authorize the County to enter into the
16 Settlement Agreement, the Addendum Two, establish the County's Opioid Abatement
17 Account, and establish the Attorney Fees Account; and

18
19 WHEREAS, the County, by this Resolution, shall authorize the County's corporation
20 counsel to finalize and execute any other document or agreement necessary to effectuate
21 the Settlement Agreement and the other agreements referenced herein;

22
23 **NOW, THEREFORE, BE IT RESOLVED:** the County Board of Supervisors hereby
24 approves:

- 25
26 1. The execution of the Settlement Agreement and any and all documents ancillary
27 thereto and authorizes the County Board Chair or designee to execute same.
- 28
29 2. The final negotiation and execution of Addendum Two in form substantially
30 similar to that presented with this Resolution and any and all documents
31 ancillary thereto and authorizes the County Board Chair or designee to execute
32 same upon finalization provided the percentage share identified as allocated to
33 the County is substantially similar to that identified in the Addendum Two
34 provided to the Board with this Resolution.
- 35
36 3. The execution by the County Board Chair or designee of any additional
37 documents or agreements for the receipt and disbursement of the proceeds of the
38 Settlement Agreement.

39
40 **BE IT FURTHER RESOLVED:** all proceeds from the Settlement Agreement not
41 otherwise directed to the Attorney Fees Account shall be deposited in the County's
42 Opioid Abatement Account. The Opioid Abatement Account shall be administered
43 consistent with the terms of this Resolution, Wis. Stat. § 165.12(4), and the Settlement
44 Agreement.

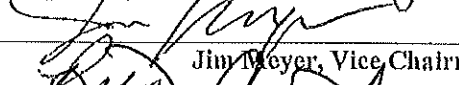
45
46 **BE IT FURTHER RESOLVED:** the County hereby authorizes the establishment of an
47 account separate and distinct from any account containing funds allocated or allocable to
48 the County which shall be referred to by the County as the "Attorney Fees Account." An
49 escrow agent shall deposit a sum equal to up to, but in no event exceeding, an amount
50 equal to 20% of the County's proceeds from the Settlement Agreement into the Attorney
51 Fees Account. If the payments to the County are not enough to fully fund the Attorney
52 Fees Account as provided herein because such payments are made over time, the
53 Attorney Fees Account shall be funded by placing up to, but in no event exceeding, an
54 amount equal to 20% of the proceeds from the Settlement Agreement attributable to
55 Local Governments (as that term is defined in the MOU) into the Attorney Fees Account
56 for each payment. Funds in the Attorney Fees Account shall be utilized to pay the fees,
57 costs, and disbursements owed to the Law Firms pursuant to the engagement agreement
58 between the County and the Law Firms provided, however, the Law Firms shall receive
59 no more than that to which they are entitled under their fee contract when considering the
60 amounts paid the Law Firms from the fee fund established in the Settlement Agreement
61 and allocable to the County. The Law Firms may make application for payment from the
62 Attorney Fees Account at any time and the County shall cooperate with the Law Firms in

1 executing any documents necessary for the escrow agent to make payments out of the
2 Attorney Fees Account.
3
4 **BE IT FURTHER RESOLVED** that all actions heretofore taken by the Board of
5 Supervisors and other appropriate public officers and agents of the County with respect to
6 the matters contemplated under this Resolution are hereby ratified, confirmed and
7 approved.
8
9
10

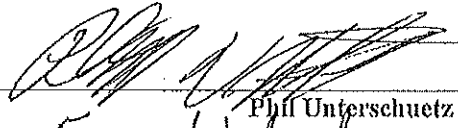
SUBMITTED BY:

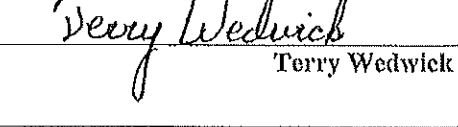
Rusk County Finance Committee


John Kalepp, Chairman


Jim Meyer, Vice Chairman


Brian Coggins


Phil Unterschuetz


Terry Wedwick



RESOLUTION #

CREATING THE POSITION OF SOCIAL SERVICES CASE MANAGER IN THE RUSK COUNTY HEALTH AND HUMAN SERVICES DEPARTMENT

RUSK COUNTY

TO THE RUSK COUNTY BOARD OF SUPERVISORS

Table with 4 columns: ROLL CALL Board Members, AYE (Yes), NAY (No), Abstain/Excused. Lists 19 board members and a TOTAL row.

BOARD ACTION

Vote Required: Majority Vote of a Quorum

Motion to Approve Adopted []
1st _____ Defeated []
2nd _____
No: _____ Yes: _____ Exc: _____

Reviewed by: _____, Corp. Counsel

Reviewed by: _____, Finance Director

FISCAL IMPACT: (Note if there is any fiscal impact or not)

Certification:

I, Connie Meyer, Clerk of Rusk County, hereby certify that the above is a true and correct copy of a resolution that was adopted on the _____ day of _____ 2024 by the Rusk County Board of Supervisors.

Connie Meyer
County Clerk, Rusk County

1 WHEREAS, Rusk County's Health and Human Services (HHS) Department is
2 comprised of seven different departments promoting the wellness of our residents
3 through a wide array of service offerings; and,
4
5 WHEREAS, staffing shortages have presented hardship to existing staff in crucial
6 positions that coordinate and administer services that assist families promoting
7 sustainability, while maintaining compliance with the Wisconsin Children's
8 Code and Juvenile Justice Code, Chapters 48 & 938; and,
9
10 WHEREAS, the Children & Family section is currently experiencing extreme
11 difficulty recruiting candidates for these essential positions under the existing
12 requirement of having a Bachelor's degree; and,
13
14 WHEREAS, by expanding the recruitment effort to include candidates possessing
15 an Associate's degree, training, and experience in the field, such recruitment
16 efforts are more likely to produce the number of candidates needed in order to be
17 fully staffed; and
18
19 WHEREAS, submission of an updated job description and questionnaire is need
20 for review by Carlson Dettmann for accurate scale placement for this position;
21 and,
22
23 WHEREAS, the Health and Human Services Board recommends creation of a
24 Social Services Case Manager with the attached job description to be graded and
25 placed on the County's established wage scale at a Step determined by the
26 Human Resources Manager in accordance with policy.
27
28 NOW, THEREFORE, BE IT RESOLVED, that the Rusk County Board of
29 Supervisors does hereby authorize the creation of a Social Services Case Manager
30 position within Health and Human Services which will be paid in compliance
31 with the established pay rate associated with established grade.
32

SUBMITTED BY:

Rusk County

[Handwritten signature]

Position Title	Social Worker/Social Services Case Manager Worker
Department	Health & Human Services, Children and Family Services
Classification	Full Time
FLSA Status	Non-Exempt
Reports To	Children and Family Services Program Manager
Direct Reports	N/A
Last Updated	12/12/2022

Purpose of Position

This is an entry level position within the Children & Family Services unit. Responsibilities of the position include comprehensive case management services to assigned caseload, child abuse and neglect intake activities, risk assessments, developing and monitoring safety plans, and coordination and facilitation of Family Preservation activities and objectives. Additionally, this position is responsible for interviewing family members and other persons associated with the family, conducting home visits, creating safety plans, permanency plans, court reports, and other required documentation. Intervenes when compliance with the plan is not occurring or if new events occur that threaten the safety of the children. Case management also includes assisting the family in securing resources necessary to maintain compliance with the safety plan. This position could include assignment to provide Youth Justice and child protection related case management in compliance with Wis. Stat. 48 & 938.

Essential Duties and Responsibilities

The following duties are normal for this position. These are not to be construed as exclusive or all-inclusive. Other duties may be required and assigned.

- Provides community services per Wisconsin statutes, court policies, and/or requirements of program, state, or federal guidelines.
- Provides linkage to consumers requesting other agency services.
- In collaboration with the consumer and his/her supports, conducts comprehensive, strength-based assessments through interviews, home visits and collecting of collateral information.
- In collaboration with the consumer and his/her supports, determines the range and type of services needed for preventative or rehabilitative services.
- Explains the scope of services and discusses consumer's rights and responsibilities in relation to the use of services.
- Arranges or provides for appropriate services for consumers based on their assessed needs.
- In collaboration with the consumer, his/her supports, and other providers, assess ongoing consumer needs while developing and updating service plans to address needs.
- Maintains documentation that meets professional practice, billing expectations, and program standards.
- Prepares correspondence, reports, and records as necessary and appropriate.
- Coordinates and participates in recovery teams with the goal of bringing people together to collaboratively work with and for consumers.

- Coordinates and monitors ongoing delivery of services to consumers.
- Participates in committees and task forces as assigned.
- Testifies in court as necessary or required.
- Provides and complies with all crisis program service requirements. Participates as a team member of Rusk County's mobile crisis unit, requiring on call services before, during, and after core work hours. Must be able to respond in-person when needed, within 30-minutes to the assessment location and/or telephonically when required to mitigate crisis situations. Training provided for such duties.
- This job description is not intended to encompass every job duty or responsibility and is only illustrative. This position is required to perform other duties as may be assigned or required.
- Under direction of Supervisor this position may at times be required to work overtime hours or shifts.
- Remains current with licensure/certification and new evidenced-based practices by attending continuing education courses and seminars or through other sources of information.
- Adheres to approved evidenced-based practice principles, methods and practices, confidentiality and code of ethics.
- Interview clients individually, in families, or in groups, assessing their situations, capabilities, and needs, to determine what services are required to meet their needs.
- Counsel individuals, groups, families, or communities regarding issues including mental health, poverty, unemployment, substance abuse, physical abuse, rehabilitation, social adjustment, child care, and/or medical care.
- Counsel students whose behavior, school progress, or mental or physical impairment indicate a need for assistance, diagnosing students' problems and arranging for needed services.
- Consult with parents, teachers, and other school personnel to determine causes of problems such as truancy and misbehavior, and to implement solutions.
- Counsel parents with child rearing problems, interviewing the child and family to determine whether further action is required.
- Collect supplementary information needed to assist client, such as employment records, medical records, or school reports.
- Provide, find, or arrange for support services, such as child care, homemaker service, prenatal care, substance abuse treatment, job training, counseling, or parenting classes, to prevent more serious problems from developing.
- Refer clients to community resources for services such as job placement, debt counseling, legal aid, housing, medical treatment, or financial assistance, and provide concrete information, such as where to go and how to apply.
- Arrange for medical, psychiatric, and other tests that may disclose causes of difficulties and indicate remedial measures.
- Evaluate personal characteristics and home conditions of foster home or adoption applicants.
- Place children in foster or adoptive homes, institutions, or medical treatment centers.
- Responsible primarily for own work assignments. May provide training or assistance to others.

Education, Experience, and Skills

- This position requires an Associate's bachelor's degree in Social Work or a related human service related field. Rusk County prefers licensure or eligibility for licensure as a Social Worker through the Wisconsin Department of Safety and Permanence Professional Services.
- Working knowledge of the needs of the recipient group and their need for integrated services.
- Must possess a valid State of Wisconsin driver's license.
- Previous social worker experience preferred but not required.
- Knowledge of Health & Human Service Programs and community-based services.
- Skill in working independently and implementing time management strategies.
- Ability to work with diverse populations.
- Ability to participate in and appropriately apply supervision.
- Ability to establish and maintain effective working relationships with consumers, other employees, contract agencies and the general public.
- Ability to understand and communicate effectively orally and in writing.
- Ability to manage high levels of stress.
- Considerable ability to work and make appropriate decisions independently.

Physical Requirements/Work Environment

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Work locations include office, at consumer's home, or in the community, which requires travel to different locations for performance of work duties. Hand-eye coordination is necessary to operate instruments, equipment, computers, and various other pieces of office equipment.

While performing the duties of this job, the employee may frequently be required to stand; walk; use hands to finger, handle, feel, or operate objects, or controls; and reach with hands and arms. The employee may regularly be required to sit; stoop; kneel, talk or hear. The employee must occasionally lift and/or move up to 25 pounds or more. Specific vision abilities required by this job include close vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

The noise level in the office work environment is usually quiet to moderate.

Occasionally position may travel to other offices in the county or stay overnight out of town to attend training.

The job entails moderate physical demands and ability to work under/manage emotionally stressful conditions over a sustained period. Participation in the On-Call rotation which includes after hours and weekend responsibilities as it relates to Adult Protective Services, Behavioral Health Crisis Intervention, Youth Justice and Child Protective Services.

Selection Guidelines

Formal application, rating of education and experience; oral interview and reference check; job related tests may be required.

The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.

The job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the job change.

EOE/ADA Statement

Rusk County is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, Rusk County will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.



RESOLUTION #

INITIAL RESOLUTION AUTHORIZING NOT TO EXCEED \$6,000,000
GENERAL OBLIGATION PROMISSORY NOTES FOR CAPITAL PROJECTS

RUSK COUNTY

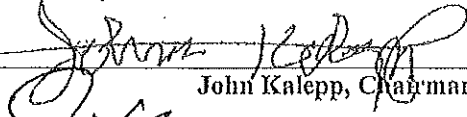
TO THE RUSK COUNTY BOARD OF SUPERVISORS


ROLL CALL Board Members	AYE (Yes)	NAY (No)	Abstain/ Excused
1. ALEC HAMPTON			
2. JERRY BILLER			
3. STACY ZIMMER			
4. JOHN MOORE			
5. TERRY WEDWICK			
6. SHERRY WALLACE			
7. SUZANNE VOHS			
8. TOM CUDO			
9. PHIL UNTERSCHUETZ			
10. BRIAN COGGINS			
11. PHIL SCHNBIDER			
12. JIM MEYER			
13. KURT GORSEGNER			
14. JOHN KALEPP			
15. TOM HANSON			
16. LOIS GOODE			
17. DAVE WILLINGHAM			
18. MIKE RUSSELL			
19. DAN GUDIS			
TOTAL			

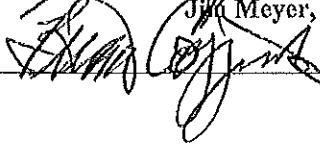
1 WHEREAS, Rusk County, Wisconsin (the "County") is in need of an amount not to
 2 exceed \$6,000,000 for public purposes, including paying the cost of highway projects and
 3 capital improvement plan projects; and
 4
 5 WHEREAS, it is desirable to authorize the issuance of general obligation promissory
 6 notes for such purpose pursuant to Chapter 67 of the Wisconsin Statutes;
 7
 8 NOW, THEREFORE, BE IT RESOLVED, by the Rusk County Board of Supervisors
 9 that the County borrow an amount not to exceed \$6,000,000 by issuing its general
 10 obligation promissory notes for public purposes, including paying the cost of highway
 11 projects and capital improvement plan projects.
 12


SUBMITTED BY:

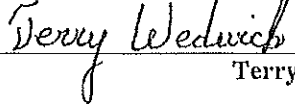
Rusk County Finance Committee


 John Kalepp, Chairman


 Jim Meyer, Vice Chairman


 Brian Coggins


 Phil Unterschuetz


 Terry Wedwick

BOARD ACTION

Vote Required: $\frac{3}{4}$ of Total County Board

Motion to Approve Adopted

1st _____ Defeated

2nd _____

No: _____ Yes: _____ Exc: _____

Reviewed by: _____, Corp. Counsel

Reviewed by: _____, Finance Director

FISCAL IMPACT: (Note if there is any fiscal impact or not)

Certification:

I, Connie Meyer, Clerk of Rusk County, hereby certify that the above is a true and correct copy of a resolution that was adopted on the _____ day of _____, 2024 by the Rusk County Board of Supervisors.

 Connie Meyer
 County Clerk, Rusk County

RESOLUTION #

RESOLUTION PROVIDING FOR THE SALE OF APPROXIMATELY \$6,000,000 GENERAL OBLIGATION PROMISSORY NOTES

RUSK COUNTY

ROLL CALL Board Members	AYB (Yes)	NAY (No)	Abstain/Excused
1. ALEC HAMPTON			
2. JERRY BILLER			
3. STACY ZIMMER			
4. JOHN MOORE			
5. TERRY WEDWICK			
6. SHERRY WALLACE			
7. SUZANNE VOHS			
8. TOM CUDO			
9. PHIL UNTERSCHUETZ			
10. BRIAN COGGINS			
11. PHIL SCHNEIDER			
12. JIM MEYER			
13. KURT GORSEGNER			
14. JOHN KALEPP			
15. TOM HANSON			
16. LOIS GOODE			
17. DAVE WILLINGHAM			
18. MIKE RUSSELL			
19. DAN GUDIS			
TOTAL			

BOARD ACTION

Vote Required: Majority Vote of Total Board

Motion to Approve Adopted

 Defeated

1st _____

2nd _____

No: _____ Yes: _____ Exo: _____

Reviewed by: _____, Corp. Counsel

Reviewed by: _____, Finance Director

FISCAL IMPACT: (Note if there is any fiscal impact or not)

Certification:

I, Connie Meyer, Clerk of Rusk County, hereby certify that the above is a true and correct copy of a resolution that was adopted on the _____ day of _____, 2024 by the Rusk County Board of Supervisors.

Connie Meyer
County Clerk, Rusk County

TO THE RUSK COUNTY BOARD OF SUPERVISORS

1 WHEREAS, the County Board of Supervisors of Rusk County, Wisconsin (the
2 "County") has adopted initial resolutions (the "Initial Resolutions") authorizing the
3 issuance of general obligation promissory notes in an amount not to exceed \$6,000,000
4 for public purposes, including paying the cost of highway projects and capital
5 improvement plan projects (the "Capital Projects"); and

6
7 WHEREAS, it is desirable to borrow said funds through the issuance of general
8 obligation promissory notes pursuant to Chapter 67, Wisconsin Statutes.

9 NOW, THEREFORE, BE IT RESOLVED, NOW, THEREFORE, BE IT RESOLVED
10 by the County Board of Supervisors of the County that:

11 1. The County shall issue its General Obligation Promissory Notes (the
12 "Notes") authorized by the Initial Resolutions in the approximate amount of \$6,000,000
13 for public purposes, including paying the \$6,000,000 cost of the Capital Projects.

14 2. The County Board of Supervisors hereby authorizes and directs the
15 officers of the County to take all actions necessary to negotiate the sale of the Notes with
16 Robert W. Baird & Co. Incorporated. At a subsequent meeting, the County Board of
17 Supervisors shall take further action to approve the details of the Notes and authorize the
18 sale of the Notes.

19 3. The County Clerk shall cause an Official Statement concerning this
20 issue to be prepared by Robert W. Baird & Co. Incorporated. The appropriate County
21 officials shall determine when the Official Statement is final for purposes of Securities
22 and Exchange Commission Rule 15c2-12 and shall certify said Statement, such
23 certification to constitute full authorization of such Statement under this resolution.

24 4. The County Board of Supervisors hereby officially declares its intent
25 pursuant to Treasury Regulation Section 1.150-2 to reimburse any expenditures made in
26 connection with the Project prior to the issuance of the Notes and any additional future
27 financing(s) with the proceeds of any such financing(s) in an aggregate amount not to
28 exceed \$6,000,000.
29

SUBMITTED BY:

Rusk County Finance Committee

John Kalepp
John Kalepp, Chairman

Jim Meyer
Jim Meyer, Vice Chairman

Brian Coggins
Brian Coggins

Phil Unterschuetz
Phil Unterschuetz

Terry Wedwick
Terry Wedwick