



## MARATHON COUNTY EXECUTIVE COMMITTEE MINUTES

Thursday, October 8, 2020, 4:00 p.m.

Courthouse Assembly Room (WEBEX), Courthouse, 500 Forest St, Wausau WI 54403

Attendance:	Present	Absent	Vice-Chairs	
Kurt Gibbs, Chair	X			
Craig McEwen, Vice-Chair	X			
Matt Bootz	W		Brent Jacobson	W
Tim Buttke	W		Michelle Van Krey	N/A
Randy Fifrick	W		Sandi Cihlar	W
Sara Guild	X		Ka Lo	W
Jacob Langenhahn		X		
Alyson Leahy	W			
John Robinson	X			
E J Stark	W			

**Also Present:** Lance Leonhard, Mary Palmer, Kim Unger, Kim Trueblood

**Web/Phone:** Michael Puerner, Joseph Russell, Jean Maszk, William Harris, Yee Leng Xiong, Rob Mentzer

### 1. Call Meeting to Order

Meeting was called to order by Chair Kurt Gibbs at 4:00 p.m.

2. **Public Comment:** Kim Unger, spoke with respect to “No Place for Hate Resolution”

### 3. Approval of September 9, September 23 and October 1, 2020, Executive Committee Meeting Minutes

**MOTION BY McEWEN; SECOND BY ROBINSON, TO APPROVE THE SEPTEMBER 9, SEPTEMBER 23 AND OCTOBER 1, 2020, EXECUTIVE COMMITTEE MEETINGS MINUTES. MOTION CARRIED.**

### 4. Policy Issues Discussion and Committee Determination

*Item C, D, and E were taken out of order and addressed first at the discretion of chair; however, they are listed as provided on the agenda.*

#### A. Two outcome measures for Objective 3.8 of the Marathon County Strategic Plan

1. Develop plan to recruit, retain, and promote a more diverse workforce by December 31, 2020
2. Implement newly developed plan by December 31, 2021

#### **Discussion:**

Diversity Affairs Commissioner Xiong explains the work that commission has done to develop the two proposed outcome measures relative to Objective 3.8 of the County’s Comprehensive Plan. Chair Xiong indicates that the commission reviewed the Life Report, ALICE Report, the Greater Wausau Region Chamber of Commerce Strategic Economic Development plan, and others documents in developing these outcome measures. Chair Xiong explains that the commission was particularly interested in examining the development of internships with universities and the mechanisms we utilize to recruit for open positions as part of the effort to develop a plan to recruit, retain, and promote a more diverse workforce.

Committee members offer feedback to Chair Xiong on the proposed outcome measures.

#### **Action:**

None taken at this time

**Follow through:**

Diversity Affairs to continue work in light of the feedback provided.

- B. Discussion regarding County Board educational presentation on Implicit/Explicit Bias and institutional/structural discrimination and their impact on Marathon County’s ability to achieve its goals (presentation available here - <https://www.youtube.com/watch?v=k6lxZiSeZJl>)
  - 1. What ideas did each of the other standing committees have to offer?
  - 2. What efforts should be moved forward for consideration in the 2021 Work Plan?

**Discussion:**

Committee members share the discussions had at their respective standing committees. General comments relative to work that should potentially be pursued in the 2021 work plan included the following:

- Review of our recruiting/hiring practices (how and where do we recruit, how do we write job descriptions, how do we assess our applicant pool, how do we determine minimum qualifications, what internships do we offer)
- Evaluation of cash bail in our criminal justice system
- Show the video to department heads
- How can we better leverage the resources of UW extension, the UW Stevens Point and our library system
- Consider what additional board presentations may be helpful
- Examining our workplace demographics in light of our community
- Improve the communication of our job opportunities in diverse communications
- Identify what we are doing *right* and communicate our opportunities and efforts

**Action:**

None taken at this time

**Follow through:**

Administrator to prepare a draft 2021 Work Plan for committee discussion based on the discussion today. At that time, Administration will also provide a 2020 Work Plan update.

- C. Investigation of County Clerk, Kim Trueblood, authorized by Executive Committee on August 3, 2020; finalization of Draft Report by Corporation Counsel and next steps to be taken by county government in light of results.

**MOTION BY ROBINSON; SECOND BY McEWEN TO CONVENE IN CLOSED SESSION, PURSUANT TO WIS. STATS, SEC. 19.85(1)(F), “[C]ONSIDERING FINANCIAL, MEDICAL, SOCIAL OR PERSONAL HISTORIES OR DISCIPLINARY DATA OF SPECIFIC PERSONS, PRELIMINARY CONSIDERATION OF SPECIFIC PERSONNEL PROBLEMS OR THE INVESTIGATION OF CHARGES AGAINST SPECIFIC PERSONS . . . WHICH, IF DISCUSSED IN PUBLIC, WOULD BE LIKELY TO HAVE A SUBSTANTIAL ADVERSE EFFECT UPON THE REPUTATION OF ANY PERSON REFERRED TO IN SUCH HISTORIES OR DATA, OR INVOLVED IN SUCH PROBLEMS OR INVESTIGATIONS.”**

**IN ADDITION, THE EXECUTIVE COMMITTEE MAY, IF APPROPRIATE, CONSIDER A MOTION TO CONVENE IN CLOSED SESSION UNDER ANY OF THE TOPICS LISTED ABOVE, PURSUANT TO WIS. STAT., SEC. 19.85(1)(G), “[C]ONFERRING WITH LEGAL COUNSEL FOR THE GOVERNMENTAL BODY WHO IS RENDERING ORAL OR WRITTEN ADVICE CONCERNING STRATEGY TO BE ADOPTED BY THE BODY WITH RESPECT TO LITIGATION IN WHICH IT IS OR IS LIKELY TO BECOME INVOLVED.”**

**Roll Call Vote:**

Kurt Gibbs, Chair	Y
Craig McEwen, Vice-Chair	Y
Matt Bootz	Y
Tim Buttke	Y

Randy Fifrick	Y
Sara Guild	Y
Jacob Langenhahn	Y
Alyson Leahy	Y
John Robinson	Y
E J Stark	Y

Non-Committee members were asked to leave the meeting

D. Motion to return to Open Session

**MOTION BY ROBINSON; SECOND BY McEWEN TO RETURN TO OPEN SESSION. MOTION CARRIED.**

E. Possible Announcements or Action Resulting from Closed Session

**MOTION BY MCEWEN, SECOND BY ROBINSON, TO ACCEPT THE JOINT STATEMENT OF THE MARATHON COUNTY EXECUTIVE COMMITTEE AND MARATHON COUNTY CLERK, AS DESCRIBED AND MODIFIED. MOTION CARRIED UNANIMOUSLY.**

**MOTION BY ROBINSON, SECOND BY STARK, TO ACCEPT THE INVESTIGATION REPORT AND ATTACHMENTS AS COMPLETE. MOTION CARRIED UNANIMOUSLY.**

F. Possible Recommendation on Filling the County Treasurer Vacancy

**Discussion:**

Chair Gibbs explains that County Treasurer Audrey Jensen has submitted a letter, indicating that she will be resigning her position effective October 23, 2020. Chair Gibbs reads the letter from Treasurer Jensen.

The Committee discusses whether to appoint Connie Beyersdorff to fill the un-expired term of Audrey Jensen. Chair Gibbs indicates that he had reached out to Beyersdorff regarding her willingness to accept such an appointment and he understands she is willing to do so, effective November 2, 2020. Consensus emerges to appoint Beyersdorff to fill the unexpired term of Audrey Jensen.

**Action:**

**No formal action taken**

**Follow through:**

Chair Gibbs will bring a resolution appointing Connie Beyersdorff to fill the unexpired term of Audrey Jensen to the upcoming board meeting.

G. Resolution Commemorating the 100<sup>th</sup> Anniversary of the 19<sup>th</sup> Amendment

**Discussion:**

Chair Gibbs introduces the topic.

**Action:**

**MOTION BY ROBINSON, SECOND BY MCEWEN, TO APPROVE THE RESOLUTION AS PROVIDED. MOTION CARRIED UNANIMOUSLY.**

**Follow through:**

Resolution to be provided to the board for consideration.

**5. Operational Functions Required by Statute, Ordinance, or Resolution – None**

**6. Educational Presentations/Outcome Monitoring Reports**

A. Update on Strategic Plan

**Discussion:**

Vice-Chair McEwen explains the form in the packet as a potential tool to assist committees in tracking their progress on Strategic Plan Objectives for which they have been identified as leads. Consensus emerges that the form would be an effective tool in standardizing committee discussions

and tracking.

**Follow through:**

Administrator Leonhard offers to work to develop specific documents for each committee by their December meetings.

B. Update on the 2021 Budget

**Discussion:**

HR, Finance & Property Committee Chair and Administrator Leonhard explain the process that will be utilized for upcoming budget discussions, indicating that the Administrator's budget has been accepted by the HR, Finance & Property Committee and will be discussed on October 13. It is envisioned that the full board will receive a presentation on the budget on October 15, which will be recorded and included in the notice for the public hearing on November 5. Ultimately, the Board will adopt a budget on November 10. This new process is designed to allow for board members to have additional time to consider the budget and provide thoughts on potential amendments to the HR, Finance & Property Committee for its consideration.

**Follow through:**

None needed at this time.

**7. Next Meeting Time, Location, Agenda Items and Reports to the County Board**

- Committee members are asked to bring ideas for future discussion and educational presentations for the County Board – email agenda items to Chair Gibbs
- Next regular meeting: Friday, November 6, 2020 at 4:00 p.m. in the Courthouse and Webex/Phone

**8. Announcements:** None

**9. Adjournment**

There being no further business to discuss, **MOTION BY McEWEN; SECOND BY FIFRICK TO ADJOURN THE MEETING.** Meeting adjourned at 5:45 pm

Respectfully submitted by,  
Lance Leonhard, October 9, 2020.