



HUMAN RESOURCES, FINANCE, & PROPERTY COMMITTEE MEETING AGENDA

Date & Time of Meeting: **Tuesday October 25, 2022, 4:00 P.M.**

Meeting Location: **WebEx/ Courthouse Assembly Room, 500 Forest Street, Wausau WI**

Committee Members: John Robinson, Alyson Leahy, Kurt Gibbs, Gayle Marshall, Kody Hart, Ann Lemmer, Yee Leng Xiong

Marathon County Mission Statement: *Marathon County Government serves people by leading, coordinating, and providing county, regional, and statewide initiatives. It directly or in cooperation with other public and private partners provides services and creates opportunities that make Marathon County and the surrounding area a preferred place to live, work, visit, and do business. (Last updated: 12-20-05)*

Committee Mission Statement: *Provide leadership for the implementation of the County Strategic Plan, monitoring outcomes, reviewing and recommending to the County Board policies related to the human resources initiatives, finance and property of the County.*

Persons wishing to attend the meeting by phone may call into the **telephone conference beginning five (5) minutes prior to the start time indicated above using the following number:**

Phone #: 1-408-418-9388

Access Code: 146 235 4571

When you enter the telephone conference, **PLEASE PUT YOUR PHONE ON MUTE!**

The meeting will also be broadcast on Public Access or at <https://tinyurl.com/MarathonCountyBoard>

1. **Call Meeting to Order**
2. **Pledge of Allegiance**
3. **Public Comment (15 Minutes)** *(Any person who wishes to address the County Board, or one of its committees, during the "Public Comment" portion of meetings, must provide his or her name, address, and the topic he or she wishes to present to the Marathon County Clerk, or chair of the committee, no later than five minutes before the start of the meeting.)*
4. **Approval of the October 12 and 17, 2022 Human Resources, Finance, & Property Committee meeting minutes.**
5. **Policy Issues Discussion and Potential Committee Determination:** None
6. **Operational Functions required by Statute, Ordinance, or Resolution:**
 - A. **Discussion and Possible Action by HRFC:**
 1. Utility Easement – Curling Way (Parcel ID Number 291-2808-063-0996)
 2. Discussion on [2018-2022 Strategic Plan](#)
 - a. What new strategies need to be added to the existing Objectives in the plan?
 - b. Should any of the strategies under your Objectives be prioritized?
 - c. Are there any Objectives and/or Strategies from the [2016 Comprehensive Plan](#) be added to the Strategic Plan?
 3. Committee Work Plan
 - B. **Discussion and Possible Action by HRFC to Forward to County Board for Consideration**
7. **Educational Presentations and Committee Discussion**
 - A. ARPA Update
 - B. Opioid Settlement
 - C. 2023 Budget Discussion
8. **Next Meeting Time, Location, Announcements and Agenda Items:**
 - A. Committee members are asked to bring ideas for future discussion
 - B. Next Scheduled Meeting November 9, 2022, at 3:00 p.m.
9. **Adjournment**

**Any person planning to attend this meeting who needs some type of special accommodation to participate should call the County Clerk's Office at 261-1500 or e-mail countyclerk@co.marathon.wi.us one business day before the meeting*

SIGNED /s/ John Robinson
Presiding Officer or Designee

EMAILED TO: Wausau Daily Herald, City Pages, and other Media Groups
EMAILED BY: _____
DATE & TIME: _____

NOTICE POSTED AT COURTHOUSE
BY: _____
DATE & TIME: _____



HUMAN RESOURCES, FINANCE, & PROPERTY COMMITTEE MEETING AGENDA WITH MINUTES

Date & Time of Meeting: **Wednesday October 12, 2022, 3:00 P.M.**

Meeting Location: **WebEx/ Courthouse Assembly Room, 500 Forest Street, Wausau, WI**

| | |
|--------------------------|---------|
| John Robinson, Chair | Present |
| Alyson Leahy, Vice-Chair | Present |
| Kurt Gibbs | Present |
| Gayle Marshall | Present |
| Kody Hart | Present |
| Ann Lemmer | Present |
| Yee Leng Xiong | WebEx |

Staff Present – Lance Leonhard, Chris Holman, Mike Puerner, Kim Trueblood, Kristi Palmer

Others Present – David Baker, Gary Gisselman, Jean Maszk (WebEx)

- 1. Call Meeting to Order**
- 2. Pledge of Allegiance**
- 3. Public Comment - None**
- 4. Approval of the September 27, 2022 Human Resources, Finance, & Property Committee meeting minutes**
Motion by Leahy, Second by Lemmer to approve the minutes. Motion carried on a voice vote unanimously.
- 5. Educational Presentations and Committee Discussion**
 - A. Update on 1611 Chellis Street – Corp Counsel Mike Puerner updated the committee on the appraisal and sales process for this parcel.
 - B. Administrator’s Proposed 2023 Annual Budget and 2023 Capital and Special Project Funding Plan
 1. Administrator’s Budget Message – Administrator Leonhard presented the 2023 budget. Full details can be found in the packet and on the [County website](#).
 2. 5-Year Departmental and Support for Other Agency Comparison - Finance Director Kristi Palmer went through the departmental and other agency comparisons.
 3. Resolution 2023 Budget and Property Tax Levy – Chair John Robinson stated the process going forward. The committee will be asked to accept the budget at this meeting, then there will be an additional meeting on October 17 before the finance director needs to publish the budget in the paper per statutory requirements. Discussion was had and questions were asked and answered. Committee members were reminded that if they have amendments, please provide those to staff so they can be formatted appropriately.
- 6. Policy Issues Discussion and Potential Committee Determination: None**
- 7. Operational Functions required by Statute, Ordinance, or Resolution:**
 - A. Discussion and Possible Action by Committee
 1. Approval of October 2022 Claims and Questioned Costs – Motion by Hart, Second by Gibbs to approve the claims and question costs as presented. Motion carried on a voice vote unanimously.
 2. Approval of Tax Deed Parcel Sale to the Village of Edgar – Corp Counsel Mike Puerner presented the proposed sales agreement that is in the packet. Provided the Village Board approves the terms, the sale will be processed. Motion by Leahy, Second by Gibbs to approve the sale of the tax deed parcel to the Village of Edgar. Motion carried on a voice vote unanimously.
 - B. Discussion and Possible Action by HRFC to Forward to County Board for Consideration
 1. 2022 Intergovernmental Budget Transfers – Finance Director Kristi Palmer explained that there are two sets of budget transfers – one for the ADRC and one for the County – Sheriff’s Dept and Social Services. The committee is requested to accept the ADRC transfers and approve the county transfers. Motion by Lemmer, Second by Leahy to accept the ADRC budget transfers. Motion carried on a voice

vote unanimously.

There was a request to divide the question and deal with the departments separately.

Motion by Gibbs, Second by Leahy to approve the Social Services budget transfers. Discussion was had and questions were asked and answered. Motion carried on a voice vote unanimously.

Motion by Gibbs, Second by Leahy to approve the Sheriff's Department budget transfers. Motion carried on a voice vote unanimously.

2. Resolution to Approve and Authorize the Implementation of the Class Compensation Plan Created by McGrath Consulting Group, Inc. – Chair Robinson suggested adding an additional “Whereas” to provide some background as to why the class compensation study was necessary. Administrator Leonhard pointed to the study in the meeting packet and stated that there are two modifications from the original presentation. One modification was a housekeeping error. The other modification was a reclassification of the Justice Services Coordinator in the Administrator's office. Discussion was had and questions were asked and answered.

Motion by Gibbs, Second by Hart to approve the resolution with the addition of the resolution due to changing economic times and to stay competitive for recruitment due to a 17% vacancy in allocated positions. Motion carried on a voice vote unanimously.

3. Acceptance of the County Administrator's Proposed 2023 Annual Budget and 2023 Capital and Special Project Funding Plan – Motion by Gibbs, Second by Leahy to accept the Administrator's Proposed 2023 Annual Budget and 2023 Capital and Special Project Funding Plan. This action transfers the budget from the administrator to the committee. Motion carried on a voice vote unanimously.

8. Next Meeting Time, Location, Announcements and Agenda Items:

- A. Committee members are asked to bring ideas for future discussion
- B. Next Scheduled Meeting October 17, 2022 at 8:00 a.m.

9. **Adjournment** – Motion by Gibbs, Second by Lemmer to adjourn. Motion carried on a voice vote unanimously. Meeting adjourned at 6:08 p.m.

Minutes prepared by Kim Trueblood, Marathon County Clerk



HUMAN RESOURCES, FINANCE, & PROPERTY COMMITTEE MEETING AGENDA WITH MINUTES

Date & Time of Meeting: **Monday, October 17, 2022, 8:00 AM**

Meeting Location: **WebEx/ Courthouse Assembly Room, 500 Forest Street, Wausau WI**

| | |
|--------------------------|---------|
| John Robinson, Chair | Present |
| Alyson Leahy, Vice-Chair | Present |
| Kurt Gibbs | Present |
| Gayle Marshall | WebEx |
| Kody Hart | Present |
| Ann Lemmer | Present |
| Yee Leng Xiong | Present |

Staff Present – Lance Leonhard, Mike Puerner, Kim Trueblood, Kristi Palmer, Gary Olson, Mort McBain, Dejan Adzic

Others Present – David Baker (WebEx)

1. **Call Meeting to Order**
2. **Pledge of Allegiance**
3. **Public Comment** - None
4. **Approval of the October 12, 2022 Human Resources, Finance, & Property Committee meeting minutes** – item skipped, will be added to the October 25 agenda for action, along with the minutes from this meeting.
5. **Policy Issues Discussion and Potential Committee Determination:** None
6. **Operational Functions required by Statute, Ordinance, or Resolution:**
 - A. Discussion and Possible Action by Committee
 - B. Discussion and Possible Action by HRFC to Forward to County Board for Consideration
 1. County Administrator’s 2023 County Budget
 - a. Review and Approve the 2023 Budget Including the 2023 Capital Improvement Program and Property Tax Levy Including Allocation of ARPA Resources – Motion by Gibbs, Second by Xiong to approve the budget as presented. Motion as amended carried on a voice vote unanimously. **Motion by Gibbs, Second by Leahy** to amend the budget to move \$805,007 of the Highway Department Rolling Stock from Highway Fund Balance to CIP Fund Balance, leaving \$152,593 in the Highway Fund Balance for the same total of \$957,600; to move \$950,000 for the Marathon Park Water System Compliance from CIP Fund Balance to ARPA; to move \$79,993 for the Lake View Professional Plaza Parking Lot Replacement (south side) from “Small CIP” funding to CIP Fund Balance for a total of \$91,300; to move \$65,000 for the carpet replacement in Courtrooms 2, 3, & 5 (courtrooms only) from “Small CIP” funding to CIP Fund Balance. Administrator Leonhard and Chair Robinson explained the reasoning for moving the funds. Discussion was had and questions were asked and answered. Motion carried on a voice vote unanimously. Chair Robinson questioned whether departments are able to complete future projects that are on the work plan with the budget as presented. Administrator Leonhard addressed the question. **Motion by Gibbs, Second by Hart** to allocate \$1,850,000 in ARPA funding to North Central Health Care to offset operational losses in outpatient services, Mount View Care Center, and Youth Behavioral Health Hospital as part of the budget. Questions were asked and answered. Representatives from NCHC addressed questions that were asked. Committee was assured that the budget of NCHC will be shared with the board when it is completed. Motion carried on a voice vote unanimously.

7. Educational Presentations and Committee Discussion

A. Overview of the Local Assistance and Tribal Consistency Fund (LATCF) and Approval for Marathon County Staff to Make Formal Request for our Allocation - Chair Robinson explained that this is a \$50,000 yearly grant for qualifying counties. He would like to see these funds earmarked for CART expansion if that is allowable. Discussion was had as to whether there are qualifications attached to the funds. Questions were asked and answered. Administrator Leonhard formally stated that the application for the funds will be made.

8. Next Meeting Time, Location, Announcements and Agenda Items:

- A. Committee members are asked to bring ideas for future discussion
- B. Next Scheduled Meeting October 25, 2022 at 4:00 p.m.

9. Adjournment – Motion by Gibbs, Second by Xiong to adjourn. Motion carried on a voice vote unanimously. Meeting adjourned at 8:47 a.m.

Minutes prepared by Kim Trueblood, Marathon County Clerk.

DRAFT

ELECTRIC OVERHEAD AND UNDERGROUND EASEMENT

THIS INDENTURE is made this _____ day of _____, _____, by and between **MARATHON COUNTY**, ("Grantor") and **WISCONSIN PUBLIC SERVICE CORPORATION**, a Wisconsin Corporation, along with its successors and assigns (collectively, "Grantee") for good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, Grantor, owner of land, hereby grants and warrants to, Grantee, a permanent easement upon, within, beneath, over and across a part of Grantor's land hereinafter referred to as "easement area" more particularly described as follows:

Part of Lot 2 of Certified Survey Map No. 17023, Recorded in the Marathon County Register of Deeds as Document 1684241, being part of the Northeast Quarter of the Southeast Quarter (NE1/4-SE1/4) and part of the Southeast Quarter of the Northeast Quarter (SE1/4-NE1/4) of Section 1, Township 28 North, Range 7 East, AND part of the North Half of the Southwest Fractional Quarter (N1/2-SW1/4), part of the South Half of the Northwest Fractional Quarter (S1/2-NW1/4) and part of the Northwest Quarter of the Southeast Quarter (NW1/4-SE1/4) of Section 6, Township 28 North, Range 8 East, All in the **City of Wausau, County of Marathon, State of Wisconsin,**

as shown on the **attached Exhibit "A"**.

Return to:
Wisconsin Public Service Corp.
Real Estate Dept.
P.O. Box 19001
Green Bay, WI 54307-9001
Parcel Identification Number (PIN)
291-2808-063-0996

- 1. Purpose: ELECTRIC OVERHEAD AND UNDERGROUND** - The purpose of this easement is to construct, install, operate, maintain, repair, replace and extend underground utility facilities, conduit and cables, electric pad-mounted transformers, manhole, electric pad-mounted vacuum fault interrupter, concrete slabs, power pedestals, riser equipment, terminals and markers, together with all necessary and appurtenant equipment under and above ground, and to construct, erect, operate, maintain and replace overhead utility facilities, including a line of poles, together with the necessary conductors, anchors, guy wires, underground cable, pedestals, riser equipment and all other appurtenant equipment above ground, as deemed necessary by Grantee, for the transmission and distribution of electric energy, signals, television and telecommunications services, including the customary growth and replacement thereof. Trees, bushes, branches and roots may be trimmed or removed by Grantee whenever it decides it is necessary so as not to interfere with Grantee's use of the easement area.
- 2. Access:** Grantee shall have the right to enter on and across any of the Grantor's property outside of the easement area as may be reasonably necessary to gain access to the easement area and as may be reasonably necessary for the construction, installation, operation, maintenance, inspection, removal or replacement of the Grantee's facilities.
- 3. Buildings or Other Structures:** Grantor agrees that no structures will be erected in the easement area or in such close proximity to Grantee's facilities as to create a violation of all applicable State of Wisconsin electric and gas codes or any amendments thereto.

4. **Elevation:** Grantor agrees that the elevation of the ground surface existing as of the date of the initial installation of Grantee's facilities within the easement area will not be altered by more than 4 inches without the written consent of Grantee.
5. **Restoration:** Grantee agrees to restore or cause to have restored Grantor's land, as nearly as is reasonably possible, to the condition existing prior to such entry by Grantee or its agents. This restoration, however, does not apply to any trees, bushes, branches or roots which may interfere with Grantee's use of the easement area.
6. **Exercise of Rights:** It is agreed that the complete exercise of the rights herein conveyed may be gradual and not fully exercised until sometime in the future, and that none of the rights herein granted shall be lost by non-use.
7. **Binding on Future Parties:** This grant of easement shall be binding upon and inure to the benefit of the heirs, successors and assigns of all parties hereto.
8. **Easement Review:** Grantor acknowledges receipt of materials which describe Grantor's rights and options in the easement negotiation process and furthermore acknowledges that Grantor has had at least 5 days to review this easement document *or* voluntarily waives the five day review period.

[REMAINDER OF PAGE LEFT BLANK]

WITNESS the hand and seal of the Grantor the day and year first above written.

MARATHON COUNTY

Corporate Name _____

Sign Name _____

Print name & title _____

Sign Name _____

Print name & title _____

STATE OF _____)

)SS

COUNTY OF _____)

This instrument was acknowledged before me this _____ day of _____, _____, by the above-named _____

MARATHON COUNTY, to me known to be the Grantor(s) who executed the foregoing instrument on behalf of said Grantor(s) and acknowledged the same

Sign Name _____
Print Name _____

Notary Public, State of _____
My Commission expires: _____

This instrument drafted by: Donald Schmoll
Wisconsin Public Service Corporation

| Date | County | Municipality | Site Address | Parcel Identification Number |
|-----------------|---------------|----------------|--------------|------------------------------|
| August 4, 2022 | Marathon | City of Wausau | CURLING WAY | 291-2808-063-0996 |
| Real Estate No. | WPSC District | WR# | WR Type | I/O |
| 3301254 | Wausau-61 | 3326615 | JCA | 6000272 |

TEMPORARY EXHIBIT "A"

NOT TO SCALE
FOR REFERENCE ONLY





8/4/2022

Wisconsin Public Service Corporation
P.O. Box 19001
Green Bay, WI 54307-9001
www.wisconsinpublicservice.com

ROW
MARATHON COUNTY
500 FOREST ST
WAUSAU WI 54403-5554

Dear Customer:

Wisconsin Public Service Corporation recently received a request to upgrade or provide new *electric service* at **1531 CURLING WAY**, in the *City of Wausau, Marathon, Wisconsin*. This request will require new or upgraded facilities to be installed on property that you own at **CURLING WAY in the City of Wausau, Marathon, Wisconsin**, in locations shown on the attached easement which, when executed, would grant us the right to install and maintain the necessary facilities. Also included in this easement is an existing overhead power line from Curling Way over your property.

I have attached a copy of the easement for your review. The exhibit is only temporary until the final one can be completed. When the final exhibit is complete we will send it along with a copy of the easement for your review. After you review the exhibit, the document will be recorded with the Office of the Register of Deeds. Signing this document will allow WPSC to install facilities on your property in the location described in the easement.

Please note that the Public Service Commission entitles you to a minimum of five days to examine the materials provided. However, you have the option to waive the five-day review period and sign and return the easement at any time.

*You will note that the documents **require** you to sign them in the presence of a **Notary Public**.* Please make the necessary arrangements to meet with a Notary Public in your vicinity and have the Notary sign the documents where indicated. All signatures and blanks filled in must be completed in **BLACK INK** to be accepted by the Register of Deeds for recording.

Please return the document to me at your earliest convenience. Installation cannot be scheduled until the completed document has been received.

Please contact me if you have any questions regarding the easement. Please refer to Work Request **3326615**.

Thank you.

Sincerely,

Donald J. Schmoll - Right of Way Agent
Wisconsin Public Service Corporation
(920) 433-1591
Donald.Schmoll@wisconsinpublicservice.com

Enclosure

Suggested Modifications from the Public Safety Committee to the 2018-2022 Strategic Plan

12.3 – Promote cost-effective and high-quality public safety services

A – Continue to support efforts by local municipalities to establish cooperative service and joint facility arrangements.

B – Continue to enhance E-911 dispatch services for all police, fire, and EMS agencies in Marathon County.

C – Work with local municipalities and other government agencies to explore opportunities to share costs and/or consolidate public services.

D – Address solid waste management issues on a regional basis, cooperating with other counties.

E – Implement a plan to increase the number and nature of services accessible to the public online and identify achievable measures to track our progress at engaging the public.

ADD F – Seek out funding partners to develop and implement the proposed Marathon County Forensic Science Center. **(Recommendation to add this to Objective 12.3 as well)**

ADD G – County Board adopt, maintain, and fund employee class compensation plans and government policies that prioritize the retention and recruitment of the high-quality, skilled workforce needed to deliver government services. **(Recommendation to add this to Objective 12.3 as well)**

Outcome Measures

#1 – By December 31, 2020, all county departments will have employees with knowledge of continuous improvement and skills for facilitating improvement.

- Completed

#2 – By December 31, 2022, the number of county employees who have completed the Marathon County Leadership Development Program will increase by 25%

- Staff suggest a new measure, as staff turnover can cause dramatic changes in percentage, while the intent of the measure is to ensure new leaders are training promptly.

#3 – By December 31, 2020, a framework will be developed to share services with a local municipality, nearby county, or non-governmental entity to reduce cost and increase effectiveness, and thereafter meet at least once a year to discuss joint ventures.

- The bi-monthly MCDEVCO municipality has served as the forum for these discussions.

Suggested Modifications from the Public Safety Committee to the 2018-2022 Strategic Plan

7.1 – Provide cost-effective and high-quality public safety services

A – Continue to consider the potential to consolidate emergency service agencies

- Continue this strategy as drafted
 - o Committee supports securing a consultant to conduct an evaluation relative to EMS delivery models to improve the timeliness of EMS delivery in Marathon County.

B – Respond to maltreatment allegations and provide protective services for vulnerable populations.

- Committee recommends elimination of this specific strategy, as it is non-strategic, and these activities are mandated by law and largely guided by state and professional policy.
- **NEW Strategy B**
 - o Reduce recidivism by creating a mechanism to respond to “high-utilizers” of our justice, mental health, and social service systems.

C – Report every 2 years on the response time with advice for municipalities (ex: consolidation, realignment, or targeted education)

- Continue this strategy as drafted

ADD D – County Board adopt, maintain, and fund employee class compensation plans and government policies that prioritize the retention and recruitment of the high-quality, skilled workforce needed to deliver government services. **(Recommendation to add this to Objective 12.3 as well)**

ADD E – Seek out funding partners to develop and implement the proposed Marathon County Forensic Science Center. **(Recommendation to add this to Objective 12.3 as well)**

ADD F – Public Safety Committee will consider the reported feedback from municipal leaders (elected or appointed) on safety concerns on county highway and multimodal transportation systems following quarterly safety meetings. **(Similar provision in Objective 10.12 outcome measures)**

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Outcome Measure #1 – By December 31, 2024, emergency response times for public safety (law enforcement, fire, and emergency medical services) will decrease.

Outcome Measure #2 – By December 31, 2023, the Public Safety Committee will issue a whitepaper for consideration by the Marathon County Board of Supervisor that identifies strategies to address the shortage of state public defenders and attorneys accepting public defender appointments in Marathon County.

Recommended Updates to EEED Strategic Plan Objective 10.8

(Approved by EEED on 10/6/22, with changes noted)

Objective 10.8 – Encourage development and redevelopment of key employment centers in areas that possess strong market potential, provide good transportation access for workers, and promote the efficient movement of goods.

Strategy A

Support efforts to engage the public and private sectors to provide leadership for county economic development efforts:

Strategy B

Engage local municipalities on how county infrastructure development can contribute to business and industrial park growth.

Strategy C

Support efforts to develop a Kowalski road I39 interchange to enhance job creation and accelerate housing development.

Outcome Measure 1

~~By December 31, 2022, utilization of available, vacant business and industrial park space will increase by 5%.~~

Maintain a 5-8 year inventory of developable land within the municipal business and industrial parks.

Outcome Measure 2

By December 31, 2024~~22~~, the number of private sector full-time and part-time employee positions in Marathon County will increase or be maintained.

Outcome Measure 3

By December 31, 2024, complete an Interchange Justification Report for the proposed Kowalski Road I39 Interchange.

Recommended Updates to EEED Strategic Plan Objective 10.8

(Approved by EEED on 10/6/22, clean copy)

Objective 10.8 – Encourage development and redevelopment of key employment centers in areas that possess strong market potential, provide good transportation access for workers, and promote the efficient movement of goods.

Strategy A

Support efforts to engage the public and private sectors to provide leadership for county economic development efforts:

Strategy B

Engage local municipalities on how county infrastructure development can contribute to business and industrial park growth.

Strategy C

Support efforts to develop a Kowalski road I39 interchange to enhance job creation and accelerate housing development.

Outcome Measure 1

Maintain a 5-8 year inventory of developable land within the municipal business and industrial parks.

Outcome Measure 2

By December 31, 2024, the number of private sector full-time and part-time employee positions in Marathon County will increase or be maintained.

Outcome Measure 3

By December 31, 2024, complete an Interchange Justification Report for the proposed Kowalski Road I39 Interchange.

Recommended Updates to EEED Strategic Plans Objective 10.6

(Approved by EEED on 10/6/22, with changes noted)

Objective 10.6 : Ensure the future availability of a skilled and flexible workforce prepared to meet the needs of both existing and emerging industries and technologies.

Strategy A

Work with the North Central Wisconsin Workforce Development Board, (NCWWDB) to ensure a well-trained workforce.

Strategy B

Seek out additional opportunities to partner with local education providers (secondary and post-secondary)

Outcome Measure 1

~~By December 31, 2022, the current workforce participation rate will increase by 5%.~~

By December 31, 2024, the number and percentage of self-sufficient households in Marathon County will increase or remain the same.

Outcome Measure 2

By December 31, 20~~22~~²⁴, the number of ~~vacant positions~~ unfilled job openings within Marathon County will be reduced.

Recommended Updates to EEED Strategic Plans Objective 10.6

(Approved by EEED on 10/6/22, clean copy)

Objective 10.6 : Ensure the future availability of a skilled and flexible workforce prepared to meet the needs of both existing and emerging industries and technologies.

Strategy A

Work with the North Central Wisconsin Workforce Development Board, (NCWWDB) to ensure a well-trained workforce.

Strategy B

Seek out additional opportunities to partner with local education providers (secondary and post-secondary)

Outcome Measure 1

By December 31, 2024, the number and percentage of self-sufficient households in Marathon County will increase or remain the same.

Outcome Measure 2

By December 31, 2024, the number of unfilled job openings within Marathon County will be reduced.

Suggested Modifications from the Infrastructure Committee to the 2018-2022 Strategic Plan

8.7 – Strive to provide affordable, reliable, high-speed internet access throughout the county

A – Mark as complete, and modify to add a new strategy

- A(1)
 - o Support the Broadband Task Force in executing continued comprehensive approach to delivering county-wide high-speed internet access, ~~including fiber, copper, powerline, cellular, Wi-Fi, new radio frequencies, satellite, and other emerging technologies~~, with a particular focus on addressing unserved and underserved areas.

B – strike the last two words of the strategy (otherwise leave as is).

- Promote partnerships between carriers/providers and government

C – ~~No Change Suggested~~ Modify as follows:

- Develop ~~financial~~ incentives to encourage carriers/providers to commit to helping accomplish this objective in Marathon County

D – No Change Suggested

- Establish a dig-once policy for county roadway reconstruction and bridge projects that engages providers in a discussion about whether to include conduit for fiber.

E – Modify to provide as follows:

- Assist Marathon County citizens by providing information regarding available carriers within their general areas of the county.

Outcome Measures

- Deem the outcome measure complete as currently drafted.
- Add the following two measures:
 - o By December 31, 202~~2~~4, develop an improved data inventory relative to internet service speeds available through the county.
 - o By December 31, 2023, ensure 85% of households have access to high-speed internet (50 MBPS/10 MBPS)

10.12 – Maintain Infrastructure to support economic growth

A – No Change Suggested

B – Modify to provide as follows:

- Support technology in the workplace and at home, particularly through access to broadband.

C – Eliminate this strategy

- Committee expresses that this is not viewed as a primary function of county government, but rather an obligation of municipalities.

D – No Change Suggested

E – Eliminate this Strategy

- Committee views this as a primary function of municipalities, as opposed to county government

F – Modify to provide as follows:

- Secure state and federal funding to maintain and/or develop infrastructure—including multimodal transportation features—and support economic growth.

ADD strategy G

- Maintain an updated County Highway Safety Plan

ADD strategy H (See Objective 10.13 from Comprehensive Plan)

- Maintain the partnership between Portage and Marathon Counties to support and strengthen Central Wisconsin Airport as a regional airport.

Outcome Measures

- 1 – No Change Suggested
- 2 – Eliminate as drafted and replace with the two following measures:
 - o Implement at least three Federal Highway Administration Safety Countermeasures based on information from the 2021 Marathon County Roadway Safety Plan, or its successor, on an annual basis.
 - o Staff report to Infrastructure Committee relative to Convene a meeting of local to feedback from municipal leaders (elected or appointed) ~~to gather feedback~~ on safety concerns on the county highway and multimodal transportation systems following quarterly safety meetings.

2022-2023 PROPOSED HRFPC WORK PLAN

| PROJECT NAME | Outcome |
|---|---|
| Priority Based Budgeting | Educate County Board & HRFPC Committee on PPB, Identify how County Board wants to be engaged what are their expectations scoring updates |
| Performance standards for programs | Establish policies and commit resources to develop and implement a dashboard for county programs/departments. Utilize Strategic Plan measurements where appropriate |
| Long term facilities plan | Establish goals for long term facility and property management |
| Tax Delinquent Property Process - policy setting | Review recent legislation and establish guidelines, policies and expectations relating to tax deed foreclosure and sale/transfer of property |
| New Position Request Process and Ranking | Review existing ordinance and policies. Work with Administrator position prioritization process. |
| Evaluation of Health Insurance options (self-funded, plan design, etc.) | Clarify role of committee is evaluating health insurance plan design options. |
| Policy on sale/disposition of excess county property | Tied into Long Term Facilities Plan, develop a process for disposition of surplus property. |
| Strategic Plan | Periodically review status evaluate resource commitment to implement goals |
| Promote cultural competence in County employment policies and in the design and delivery of County programs and services. | Develop plan and monitor implementation of plan to address cultural competencies. |
| Customer Service Expectations - policy setting | Determine committee role in development of customer service expectations |
| Tax Increment Financing - pursue legislative recommendation and criteria for guiding representative on local committee | Evaluate impacts that TIDs are having on county and develop recommendations on changes to state laws. Evaluate County participation on Joint Review Committees, what criteria should be used to evaluate TIF plans? |
| Property Insurance Evaluation (RFP) | Clarify role of committee is evaluating property insurance options. |
| Renewable energy policy | Determine committee role in developing policies aimed at the County becoming more environmentally and fiscally sustainable |
| American Rescue Plan Act (ARPA) and other Federal Grants | Establish criteria for the review and ranking of projects |

2022 HRFPC Committee Work Plan

Proposed

At the August 23rd HRFPC Meeting the Committee Identified four priority work items

ARPA,

American Rescue Plan Act (ARPA)
and other Federal Grants

Establish criteria for the review and ranking of projects

Property Management,

Policy on sale/disposition of
excess county property

Tied into Long Term Facilities Plan, develop a process for
disposition of surplus property.

Tax Delinquent Property Process -
policy setting

Review recent legislation and establish guidelines,
policies and expectations relating to tax deed foreclosure
and sale/transfer of property

Long term facilities plan

Establish goals for long term facility and property
management

TIF

Tax Increment Financing - pursue
legislative recommendation and
criteria for guiding representative
on local committee

Evaluate impacts that TIDs are having on county and
develop recommendations on changes to state laws.
Evaluate County participation on Joint Review
Committees, what criteria should be used to evaluate TIF
plans?

Cultural Competence

Promote cultural competence in
County employment policies and
in the design and delivery of
County programs and services.

Develop plan and monitor implementation of plan to
address cultural competencies.