



**MARATHON COUNTY HUMAN RESOURCES, FINANCE & PROPERTY COMMITTEE MEETING AGENDA**

Date & Time of Meeting: **Tuesday, November 23, 2021 4:00 p.m.** Meeting Location: **Marathon County Courthouse, County Board Assembly Room, 500 Forest Street, Wausau WI 54403**

Members: John Robinson, Chair; Alyson Leahy, Vice-Chair; Craig McEwen, Kurt Gibbs, Yee Leng Xiong, Jonathan Fisher, Jennifer Aarrestad

**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)*

The meeting site identified above will be open to the public. However, due to the COVID-19 pandemic and associated public health directives, Marathon County encourages Public Safety Committee members and the public to attend this meeting remotely. Instead of attendance in person, Committee members and the public may attend this meeting by **telephone conference**. If Committee members or members of the public cannot attend remotely, Marathon County requests that appropriate safety measures, including adequate social distancing, be utilized by all in-person attendees.

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: 146 078 0067** When you enter the phone conference, **PUT YOUR PHONE ON MUTE!**

- 1. Call Meeting to Order**
- 2. Public Comment Period**
- 3. Approval of the Minutes of:**
  - A. The October 26, 2021 Human Resources, Finance and Property Committee Meeting
- 4. Educational Presentations/Outcome Monitoring Reports**
  - A. Update on Neighborhood Investment Grant Submissions
  - B. Draft 2021 County Financial Report -October 31, 2021
  - C. American Rescue Plan Update
    - 1. ARPA process, criteria and timeline
    - 2. Funding and Eligible Expenses Categories
- 5. Operational Functions required by Statute, Ordinance, or Resolution:**
  - A. Discussion and Possible Action by Human Resources and Finance and Property Committee-None
- 6. Discussion and Possible Action by Committee to Forward to the County Board for its consideration**
  - A. Tentative Agreements for Collective Bargaining Between Marathon County Sheriff’s Lieutenants and Deputy Associations
- 7. Policy Issues Discussion and Committee Determination**
  - A. 2018-2022 Strategic Plan
- 8. Announcements:**
  - Next Meeting Date- **December 7, 2021 at 3:30 p.m. WebEx or Assembly Room**
- 9. Adjourn**

*Any person planning to attend this meeting who needs some type of special accommodation in order to participate should call the County Clerk’s Office at 715 261-1500 or e-mail [infomarathon@mail.co.marathon.wi.us](mailto:infomarathon@mail.co.marathon.wi.us) one business day before the meeting.*

FAXED TO:	<u>Wausau Daily Herald, City Pages, and</u>	<u>J Robinson/s/K Palmer</u>
FAXED TO:	<u>Other Media Groups, Record Review</u>	Presiding Officer or Designee
FAXED BY:	<u>K Palmer</u>	NOTICE POSTED AT COURTHOUSE
FAXED DATE:	<u>11/19/2021 12:00 pm</u>	K Palmer
		DATE: 11/19/2021_____
		TIME: 12:00 pm_____

Posted to the County Website: <https://www.co.marathon.wi.us/Home/Calendar.aspx>



**MARATHON COUNTY HUMAN RESOURCES, FINANCE & PROPERTY COMMITTEE MEETING AGENDA**

Date & Time of Meeting: **Tuesday, November 9, 2021; 3:30 p.m.**

Meeting Location: **Marathon County Courthouse, County Board Assembly Room 500 Forest Street, Wausau WI 54403**

Members	Present/Web-Phone	Absent
Chair John Robinson	P	
Vice Chair Alyson Leahy	P	
Craig McEwen	W	
Kurt Gibbs	P	
Yee Leng Xiong	W	
Jonathan Fisher	W	
Jennifer Aarrestad	P	

**Also Present:** Kristi Palmer, Lance Leonhard, Dejan Adzic, Michael Puerner

**VIA Web or Phone:** Molly Adzic, Jean Maskz, Kim Trueblood

1. Call to Order-Please silence your cellphones
2. Public Comment Period
3. Approval of the Minutes of the September 28, 2021 and October 26, 2021 Human Resources, Finance and Property Committee Meeting  
**Motion by Gibbs and seconded by Fisher to approve the minutes; unanimous**
4. Educational Presentations/Outcome Monitoring Reports-None
5. Operational Functions required by Statute, Ordinance, or Resolution:
  - A. Discussion and Possible Action by Human Resources and Finance and Property Committee
    1. Approval of the October 2021 Claims and Questioned Costs  
**Motion by Fisher and seconded by McEwen to approve the October claims; unanimous**
    2. Interdepartmental Budget Transfers  
Supervisor Robinson asked if a new grant is brought forward to the Committee, does it need to have a separate new grant approval form? The Budget Transfer form includes the items that are reviewed for all grants for the County. Does the HRFC need to approve the budget transfer and accept the grant? The Chairman interprets the rule to include the need to approve the grant and approve the budget transfer.  
**Motion by Gibbs and Seconded by Fisher to approve the transfer and accept the Sheriff’s department License plate recognition grant; unanimous**
  3. Tax Deed Properties-None
  4. American Rescue Plan
    - a. ARPA process, criteria and timeline
    - b. Funding and Eligible Expense Categories

The Committee reviewed the minutes from the October 26 meeting and reviewed the process as stated in the minutes. An update from Supervisor Gibbs is that the Infrastructure bill should be sent to the President’s desk. The BBB “Human Infrastructure” bill is the next bill to go to the House and Senate and we should know the outcomes of that bill by Thanksgiving.

The funding budgets will match the ARPA Guidance for overall category as shown by the Appendix 1 Expenditure Categories as this will be the framework for the reporting of the expenditures.

Criteria-These funding criteria will be established based on the funding bucket. This would include evaluation on the service/program or one-time funding.

The County’s lost revenue calculation for 2020 is at \$6.8M and the most flexible way of utilizing the funds is as lost revenue. This gives the county the most flexibility and can be used to fund the other categories as the County sees fit. This does not include the lost revenue to the NCHC side of the equation.

We need to use the lost revenue number of \$6.8 M and start allocating the funding of the buckets. We are very close to December 2021 and can calculate the 2021 revenue loss and add it to the lost revenue budget as it will provide us the most the flexibility. The understanding is that there may be additional federal and state funding and the funding buckets might shift as these additional funding program become available to the County.

November educational meeting, these items will be discussed. We will include the public feedback items that Sarah provided on the public meetings to match the expenditure criteria. In regards to Broadband, will there be capacity to put the fiber in the ground or able to get the supplies to do it in the timeframe available.

- c. Resolution to Use ARPA Funding to Purchase Web Based Application for the Tracking of ARPA funding to Educate, Identify, Prioritize and Communicate the County's Strategic ARPA Funding Plan

In terms of timing of this resolution please review and if you are interested in allocating funds by using this application we can use ARPA ACTION as the tool is geared for the ability for the elected officials to allocate a portion of the ARPA funding to the categories. County Administration would review a demo if this application to see if it meets the needs of the HRFC and County Board.

Gibbs if Chair Robinson sits down with County Administration to understand the tool then we can determine if we should move forward this project. The HRFC would look at allocation to the funding bucket and the HRFC would take a budget transfer to the County Board for those projects. We can always move the funding as project come in. Robinson would like to review the tool and ask if another committee member look at the tool from the public perspective. No formal action taken on the resolution.

B. Discussion and Possible Action by Committee to Forward to the County Board for its consideration

1. Discussion and Possible Action-Review of proposed amendments to the 2022 Annual Budget received from County Board Supervisors to assess whether this committee supports the amendment in light of our financial environment, future priorities, and long-range goals

There have been no budget amendments provided to the committee-No action taken

2. Discussion and Possible Action by the Committee-Resolution Establishing Salaries for County Board Supervisors for 2022 and 2023 term, pursuant to Rule 2.01(19)

Gibbs if you are going to raise the Chair's salary 3% then the Vice-Chair's salary should be increased by 3% as well. If you utilize the 3% on the current salary, this amount would be more than the current \$165. (The 3% would be applied to the full vice chair salary). I would also ask that we look at the salaries of the Standing Committee chairs. These people do a lot of work. We could move the funding from County Board transportation to cover these costs. There would also be a \$200 increase to the Chairs and the vice chairs of the standing committees. Any time a change to the County Board salary and there is a 2/3 requirement along with the change of rules to

Motion would be approve the recommended salaries for the 2022 term which include suspending the current rule.

**Motion by Gibbs and seconded by Xiong 3% increase chair, vice chair and board members and a \$200 increase to the standing committee chair and standing committee vice chair; unanimous Motion by Gibbs and seconded Leahy to change the effective date to be Jan 9, 2023; unanimous**

This is a two step process-The Chair of the Board has a single sum for the salary .The Standing Chair of Committees and Vice Chair has an added dollar amount to the base salary. This is a change to Rule 19. The County Board needs to set the salaries of the Board members and the salaries of the officers by December 1, 2021.

6. Policy Issues Discussion and Committee Determination-None
7. Announcements: Next Meeting Date-November 23, 2021 at 4:00 p.m. ARPA buckets, lost revenue calculation and the ARPA tracking applications and the known Federal legislation(s) will affect the County.
8. Adjourn-Motion by Leahy and seconded by Aarrestad to adjourn at 4:55 pm

# NEIGHBORHOOD INVESTMENT FUND GRANT PROGRAM APPLICATION



The Neighborhood Investment Fund Grant Program is administered by the Wisconsin Department of Administration (DOA) and supported by up to \$200 million in American Rescue Plan Act of 2021 (ARPA) Federal funding. The purpose of this program is to provide funding to Wisconsin tribal and local units of government with funding for transformative community projects designed to offset impacts of COVID 19 for individuals in communities disproportionately impacted by the COVID-19 pandemic and/or qualified census tracts.

Additional details, including the Grant Announcement, a link to this Application, and Application Instructions are available on the program website: [www.doa.wi.gov/pages/NeighborhoodInvestment.aspx](http://www.doa.wi.gov/pages/NeighborhoodInvestment.aspx). Applicants must submit one (1) electronic copy of all required materials no later than November 4, 2021 at 2:00 PM Central Time via the electronic application portal. Please reach out to [NeighborhoodInvestmentFundProgram@wisconsin.gov](mailto:NeighborhoodInvestmentFundProgram@wisconsin.gov) with any questions regarding this form.

## SECTION 1.1. APPLICANT INFORMATION

Organization Legal Name: Marathon County

Doing Business As (Optional): \_\_\_\_\_

Organization Street Address: 500 Forest St

Organization City: Wausau

Organization State: WI Organization Zip code: 54403

Contact Person: Jamie Polley Title: Director of Parks, Recreation & Forestry

Phone: 715-261-1554 Email: jamie.polley@co.marathon.wi.us

Organization Website, if any (URL): www.co.marathon.wi.us

Please list the Wisconsin county(ies) in which the organization operates:

Marathon

Neighborhood Investment Grant Program Application

**SECTION 1.1. APPLICANT INFORMATION** *(continued)*

Remit Contact Person (If different from contact person above): \_\_\_\_\_

Remit Organization Street Address: 212 River Dr S Suite 2

Remit City: Wausau

Remit State: WI

Remit Zip code: 54403

**SECTION 1.2. PROJECT SITE INFORMATION** - Address of Project Location

Project Site Street Address: 3301 Eau Pleine Park Road

Project Site City: Mosinee

Project Site State: WI

Project Site Zip code: 54455

Neighborhood Investment Grant Program Application

**SECTION 2. NARRATIVE**

The purpose of this section is to provide the State with a basis for evaluating the application. This portion of the application will be scored so please answer all questions completely and please be specific when answering. Applicants shall concisely provide responses for EACH question. Applicants shall provide no more than 1750 characters (approximately 300 words) for each response.

**Neighborhood Investment Fund Narrative**

**2.1.1 Project Description.** Describe the issue or need that this project will address. The need must be related in whole or in part to one or more negative economic or health impacts of the COVID-19 pandemic. What population has been most impacted by this issue? Describe the geographic area the issue/need encompasses (local or regional). Provide documentation that identifies the need for this project (including demographic, socio-demographic, and economic evidence that supports your claims). **25 points.** *(1750 characters maximum, approx. 300 words)*

This project will enhance a public County Park through the addition of shower/restroom facilities in the two campgrounds of Big Eau Pleine Park and enhancements to the entrance road. The campgrounds currently have vault toilets and pump wells for potable water. COVID-19 highlighted the importance for increased sanitation, adequate facilities and adequate staffing. Camping provides a cost effective reprieve to the stressful and busy lives of individuals. Those effected by COVID-19 in the area may not have been able to afford traveling too far from home. The campgrounds as well as the parks were an outlet for residents of Marathon County, the State of Wisconsin and surrounding states to social distance, enjoy the fresh air and get out of their homes even if it was only for one night. The increased demand on the park facilities increased the need for staff to clean the facilities and increased the maintenance needed on the vault toilets and park amenities. The addition of a shower/restroom facility allows campers to practice good hygiene and will add a requested amenity from seasoned campers as well as new campers that may have experienced camping for the first time during COVID-19. These facilities will also attract users to stay longer within the campground giving them the fresh air they need to increase their quality of life while also increasing the revenue to the County that can be utilized to offset the cost of the demand for more staff. These additions to the park will serve the resident of Marathon County and surrounding communities as well as those within the Qualified Census Tract.

Neighborhood Investment Grant Program Application

**2.1.2 Project Need.** Project meets an identifiable and quantifiable, community or regional need. Describe how this project will meet the need/issue described in question 2.1.1. **25 Points (1750 characters maximum, approx. 300 words)**

Big Eau Pleine Park is a sizeable park containing 1,450 acres of second-growth mixed hardwoods forming a two-mile peninsula thrust deep into the waters of the Big Eau Pleine Reservoir. The park is a public space that serves the people of Marathon County as well as residents of the State of Wisconsin and residents of surrounding states. The park has twelve miles of developed trails allow hiking, biking (including 10 miles of groomed snow bike trails) and horseback riding. Visitors can also fish at are several fishing points or launch their boat from one of 3 landings throughout the park.

The park operates two separate campgrounds with a total of 106 sites. The South Unit Campground has 60 sites; 24 with electricity; 36 without electricity, 2 vault restrooms, dumpster, recycling station, water pump. The West Unit Campground has 46 sites, all 46 sites have electricity; 2 water pumps, 2 vault restrooms, campsites with view of water, self registration station, dumpster, recycling station, picnic area, group campsite.

The park also has a beach with 100 parking spaces (54 beach/46 other), 2 vault restrooms, changing rooms, open grassy area, 3 open shelters, BBQ shelter, 2 water pumps, horseshoe pits, playground equipment, scattered tables & grills.

This park is busy all year long with campers, daily users, fisherman, bikers, hikers, runners and disc golf players. The park serves as a public space for the community to take a break from the stress and negative impacts of COVID-19. Surveys have indicated the need for additional restrooms with running water and shower facilities. Campers and beach goers have requested the shower facilities to enhance their hygiene and their experience using the Big Eau Pleine Park.

Neighborhood Investment Grant Program Application

**2.1.3 Project Readiness.** Is the proposed project “shovel-ready,” meaning will substantial work begin on the project in 2022 and will all work be completed by the end of December 31, 2024? Provide a narrative and timetable that describes the current status of the project, and future steps to implement this project within the timeframe established for this program. If the project involves construction or similar work, specifically identify the status of engineering/ architecture plans. Is the project ready to be bid? Please provide a summary of all permit and municipal approval and the status of those approvals. If applicable, are private developers and their financing secured and ready to proceed? **30 Points.** (3500 characters maximum, approx. 600 words)

Adding a shower facility to the Big Eau Pleine Park has been identified as a need within the County's 2019-2024 Comprehensive Outdoor Recreation Plan. The sites have been identified for these facilities and contacts have been made with local contractors for the construction and installation of the restroom/shower facility. The buildings will be purchases as prefabricated restroom and shower facilities. Our department has experience with these types of facilities having replaced a number of the vault toilets over the last 5 years through the County's Capital Improvement Program. The County is also committed to enhancing the entrance road to the park by allocating Capital Improvement funds. New culvers were installed in 2021. The entrance road allows users to take advantage of the park and open space. If awarded the funding to complete this project, staff will implement the following timeline:

1st quarter of 2022 - the building plan, utility plan will be finalized, bid documents will be prepared.

March - May 2022 - project will be bid

July - October - Permits such as a building permit, POWTS permit and DNR permits (if necessary) will be secured. Site preparation and construction of the facility will commence with completion set for April 1 of 2023 making the facilities available to the campers and park users May 1 of 2023. The entrance road enhancements can be completed also by April 1 of 2023.



Neighborhood Investment Grant Program Application

**2.1.4 Capacity to Deliver.** Describe the staff capacity in place to deliver and complete the project within the identified timeline. Define what entity or organizations will be responsible to oversee all aspects of the project implementation, provide required reporting, and oversee all aspects of the project to completion. Identify organizational staff, consultants or contractors who will be key team members in the successful completion of the project. **10 Points (1750 characters maximum, approx. 300 words)**

The Parks, Recreation and Forestry (PRF) Department staff will be the organization responsible for all aspects of the project implementation, providing the required reporting and overseeing all aspects of the project completion. The Park, Recreation & Forestry Director will work directly with the Assistant Director of Operations and a Senior Manager to finalize the road enhancements, building plans, site grading plan and will review all building codes and state or local laws/restrictions within the project scope. The company in which the building will be purchased from will assist staff in finalizing these plans and ordering the correct facility, coordinating installation and completing the installation of the facility. PRF staff will also work very closely with the staff within Conservation Planning and Zoning to ensure all environmental plans are accurate and being implemented properly. The PRF Department is collaborating with the County Highway Department to complete the pavement enhancement.

Neighborhood Investment Grant Program Application

**2.1.5 Project Location** Projects that are focused on serving demographic or geographic communities disproportionately impacted by the COVID-19 pandemic and/or Qualified Census Tracts will receive **15 points possible**. Applicants should also attach a location map and/or site plan for the proposed project below in Attachment A.

This project is in or serves a Qualified Census Tract.

- The following link shows the Qualified Census Tracts in Wisconsin

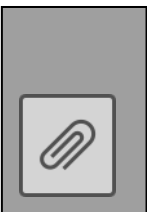
<https://www.huduser.gov/portal/qct/1statetable.html?statefp=55.0&DDAYEAR=2022>

Specify Tract number: Marathon County 1.0, 6.02, 7.0

If the project serves a community outside of a Qualified Census Tract, describe how the community served was disproportionately impacted by the COVID-19 pandemic. (1750 characters maximum, approx. 300 words)

The project does not serve a Qualified Census Tract and does not serve a community disproportionately impacted by the COVID-19 Pandemic.

**Attachment A: Site Plan**



Attach your Site Plan here.

Save and name the file with the following file name:

organization\_legal\_name\_Attachment\_A\_Site\_Plan

Neighborhood Investment Grant Program Application

**SECTION 3. BUDGET**

In Section 3, identify eligible expenses for which grant funding is requested. Provide a detailed budget. Matching funds are not required. If matching funds are a component of your project, provide information on the funding status, source and amount. **15 points possible.** Further details regarding eligible expenses can be found in the Grant Announcement. Applicants will attach the Project Budget Form in section 3.1 Attachment B for all eligible expenses.

Projects that maximize the impact of grant funds through leveraging of additional funding sources shall receive additional points. Projects that result in increased tax base, include private or public investment are encouraged. Please describe and document other sources of investment, both public and private in this project. **5 points possible.** Documentation of the status of these designations must be included, such as award letters, resolution to commit funds, approved municipal budget, developer letter of commitment and private financing confirmation. Applicants will attach all documentation as one attachment in Section 3.3, Attachment C.

**SECTION 3.1 Attachment B: Project Budget**



Attach your Project Budget here.

Please download and fill out the Budget from the Application Instructions at <https://doa.wi.gov/pages/NeighborhoodInvestment.aspx>. Save and name the file with the following file name:

organization\_legal\_name\_Attachment\_B\_Budget

**SECTION 3.2 BUDGET SUMMARY**

Please copy the totals from the Sub-total row of the Project Budget:

	Requested Grant Funds:	1091000
<input type="checkbox"/> Check here if your project has Match Funds	Match Funds:	400000
	Total Costs (auto populated):	1,491,000.00

**SECTION 3.3 Attachment C: Match Funding Source Supporting Documentation**



If required, attach your Match Funding Source Supporting Documentation here.

Please gather all supporting documentation for match funds in one file and save and name the file with the following file name:

organization\_legal\_name\_Attachment\_C\_Funding\_Documentation

Neighborhood Investment Grant Program Application

**SECTION 4. ATTESTATIONS AND REQUIRED SIGNATURE**

**Attestations**

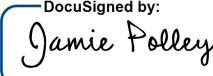
In accordance with applicable provisions of the Federal American Rescue Plan Act of 2021 and Equitable Recovery Grant Announcement provisions, eligible applicants must certify the following:

YES NO

X		1. The applicant is Wisconsin Tribe or local unit of government (City, Town, Village, County).
X		2. The organization will maintain for at least five years records sufficient to demonstrate that the expenses were compliant with applicable American Rescue Plan Act provisions.
X		3. The proposed project is located in or adjacent to a Qualified Census Tract, or will serve residents who live or work in the QCT, or the project community was disproportionately impacted by the COVID 19 pandemic
X		4. Work can begin on the proposed project in 2022 and will be completed by December 31, 2024.
X		5. The organization has exercised reasonable care and made all reasonable efforts to obtain and submit accurate information.

**Applicant Authorized Representative**

The signatory below certifies that, to the best of his/her knowledge and belief, the information contained in the ARPA Neighborhood Investment Fund Grant Program Application, including all attestations and attachments, is true, accurate and complete. The undersigned has authority to make the above attestations and the intent and legal authorization to agree to them on the organization’s behalf.

DocuSigned by:  
  
 Signature: \_\_\_\_\_  
63C33E56C1C74B0...

Date: 11/11/2021 | 10:20 AM CST

Name: Jamie Polley

Title: Director of Parks, Recreation & Forestry

Phone: 715-261-1550

Email: jamie.polley@co.marathon.wi.us

*Note: If more than one authorized representative is required to sign the application, please contact the program at [NeighborhoodInvestmentFundProgram@wisconsin.gov](mailto:NeighborhoodInvestmentFundProgram@wisconsin.gov) to add an additional authorization page.*

# NEIGHBORHOOD INVESTMENT FUND GRANT PROGRAM APPLICATION



The Neighborhood Investment Fund Grant Program is administered by the Wisconsin Department of Administration (DOA) and supported by up to \$200 million in American Rescue Plan Act of 2021 (ARPA) Federal funding. The purpose of this program is to provide funding to Wisconsin tribal and local units of government with funding for transformative community projects designed to offset impacts of COVID 19 for individuals in communities disproportionately impacted by the COVID-19 pandemic and/or qualified census tracts.

Additional details, including the Grant Announcement, a link to this Application, and Application Instructions are available on the program website: [www.doa.wi.gov/pages/NeighborhoodInvestment.aspx](http://www.doa.wi.gov/pages/NeighborhoodInvestment.aspx). Applicants must submit one (1) electronic copy of all required materials no later than November 4, 2021 at 2:00 PM Central Time via the electronic application portal. Please reach out to [NeighborhoodInvestmentFundProgram@wisconsin.gov](mailto:NeighborhoodInvestmentFundProgram@wisconsin.gov) with any questions regarding this form.

## SECTION 1.1. APPLICANT INFORMATION

Organization Legal Name: County of Marathon

Doing Business As (Optional): \_\_\_\_\_

Organization Street Address: 500 Forest Street

Organization City: Wausau

Organization State: WI Organization Zip code: 54403

Contact Person: Jessica Blahnik Title: Medical Examiner

Phone: 715-261-1199 Email: Jessica.Blahnik@co.marathon.wi.us

Organization Website, if any (URL): https://www.co.marathon.wi.us/

Please list the Wisconsin county(ies) in which the organization operates:

Marathon, plus support to at least 28 additional counties in North Central Wisconsin

Neighborhood Investment Grant Program Application

**SECTION 1.1. APPLICANT INFORMATION** *(continued)*

Remit Contact Person (If different from contact person above): Kristi Palmer

Remit Organization Street Address: 500 Forest Street

Remit City: Wausau

Remit State: Wisconsin

Remit Zip code: 54403

**SECTION 1.2. PROJECT SITE INFORMATION** - Address of Project Location

Project Site Street Address: 1212 West Street

Project Site City: Wausau

Project Site State: Wisconsin

Project Site Zip code: 54401

Neighborhood Investment Grant Program Application

**SECTION 2. NARRATIVE**

The purpose of this section is to provide the State with a basis for evaluating the application. This portion of the application will be scored so please answer all questions completely and please be specific when answering. Applicants shall concisely provide responses for EACH question. Applicants shall provide no more than 1750 characters (approximately 300 words) for each response.

**Neighborhood Investment Fund Narrative**

**2.1.1 Project Description.** Describe the issue or need that this project will address. The need must be related in whole or in part to one or more negative economic or health impacts of the COVID-19 pandemic. What population has been most impacted by this issue? Describe the geographic area the issue/need encompasses (local or regional). Provide documentation that identifies the need for this project (including demographic, socio-demographic, and economic evidence that supports your claims). **25 points.** *(1750 characters maximum, approx. 300 words)*

The COVID-19 pandemic has highlighted many shortcomings within the state’s mortuary system, including limited storage for decedents, a pathologist shortage, and the lack of pathologist services in North Central Wisconsin.

Since the start of the pandemic, Marathon County has had over 400 COVID-19 related deaths, which includes non-residents. The local hospitals and nursing homes throughout the county expressed concern with managing the increase in deaths and looked to the Medical Examiner’s Office for assistance and guidance.

At the pandemic’s start, Marathon County secured a refrigerated trailer and a small cooler for decedent storage; however, it is not a long-term solution. It became clear that there is a significant need for regionalized mass fatality decedent storage in North Central Wisconsin.

Another challenge many Coroners and Medical Examiners are facing is the difficulty in scheduling and finding pathologists for autopsies. Many hospitals that once conducted medical autopsies stopped doing so at the beginning of the pandemic and do not plan to resume these services. The decrease in medical autopsy services, combined with the forensic pathologist shortage in the state, has delayed scheduling, increased case report turnaround time, and at times prevented an autopsy from being conducted due to no pathologist being available.

With no forensic pathology services located in the North Central Wisconsin, these challenges are a harsh reality. As a result, significant resources are spent traveling for autopsies, with some counties resorting to utilizing forensic pathology services in Minnesota. The need is further supported by the increased complexity of death investigations and the growing number of scene calls.

Neighborhood Investment Grant Program Application

**2.1.2 Project Need.** Project meets an identifiable and quantifiable, community or regional need. Describe how this project will meet the need/issue described in question 2.1.1. **25 Points (1750 characters maximum, approx. 300 words)**

Marathon County plans to address the pathologist shortage and lack of available services by expanding the Medical Examiner's Office and implementing a Regional Forensic Science Center, serving at least 28 Wisconsin counties.

Forensic pathologists are a vital part of the death investigation team by helping to determine the cause and manner of death, improving the accuracy of death reporting, and potential for preventative measures. Implementing a Regional Forensic Science Center would add 1-3 board-certified forensic pathologists, lessening the burden on current systems and aiding in the retention of pathologists. The pathologist(s) would be able to provide educational opportunities to death investigators, law enforcement agencies, EMS providers, and related agencies to improve death investigation services. Additionally, Marathon County has been working with the Medical College of Wisconsin to identify a partnership to enhance the educational opportunities to medical students within Marathon County, which may increase physician retention within the North Central Region.

Lastly, the Forensic Science Center (FSC) will play a critical role in mass fatality preparedness and management for Marathon County and the entire North Central Region. At the onset of the pandemic, through collaboration with the HERC North Central Region and local health care systems, Marathon County was identified as an asset for mass fatality preparedness. The FSC would continue to serve in this capacity and increase the ability to provide secure decedent storage. In addition, staff from the facility would be available to assist regional counties through mutual aid agreements, should a large-scale event occur.



## Neighborhood Investment Grant Program Application

**2.1.3 Project Readiness.** Is the proposed project “shovel-ready,” meaning will substantial work begin on the project in 2022 and will all work be completed by the end of December 31, 2024? Provide a narrative and timetable that describes the current status of the project, and future steps to implement this project within the timeframe established for this program. If the project involves construction or similar work, specifically identify the status of engineering/architecture plans. Is the project ready to be bid? Please provide a summary of all permit and municipal approval and the status of those approvals. If applicable, are private developers and their financing secured and ready to proceed? **30 Points.** (3500 characters maximum, approx. 600 words)

Marathon County has been actively working on the Regional Forensic Science Center (RFSC) project since creating the Morgue Task Force in 2017. The Morgue Task Force is comprised of key community partners responsible for overseeing project progress and providing direction. The following organizations are represented on the Task Force: Marathon County Board of Supervisors, Aspirus Health Care System, Medical College of Wisconsin, Portage County Medical Examiner, Langlade County Sheriff's Office, Marathon County Sheriff's Office, Emergency Management, and MCDEVCO.

In 2018, Marathon County hired WIPFLI Consulting Firm to conduct a feasibility study to determine the regional need for forensic pathology services, identify similar county operations in the Midwest, and produce a cash flow statement to ensure the facility's sustainability. Similarly, the study also determined community need and potential partnerships with health care institutions, governmental agencies, educational institutions, and tissue procurement organizations. Ultimately, the study yielded positive results. Furthermore, WIPFLI completed a formal business plan in 2020 to outline all aspects of the operation and updated the plan in 2021 with the new construction figures and location.

In 2021, Somerville Architectural Firm was hired in conjunction with MWL Architectural Firm – a firm specializing in Coroner/Medical Examiner facilities – to complete a space needs analysis and construction budget for the facility. They determined that new construction would best meet the current and future needs. A schematic facility layout and site analysis was completed to ensure the selected site can accommodate the facility. Through this process, an existing county-owned parcel of land at 1212 West Street in Wausau, Wisconsin, was identified as a suitable location. An existing building on the site would need to be demolished before construction.

In order to move the project forward, funding sources need to be identified. The business plan has outlined that the RFSC and the expansion of the Medical Examiner's Office will be operations neutral and not require additional tax levy; however, the cash flow cannot cover the construction costs. Once the facility construction is complete, the cash flow will support all expenses, facility maintenance, and operations. Additionally, there is the potential it would reduce county tax levy to the Medical Examiner's Office.

Once a funding source is identified, Marathon County will release a Request for Proposal (RFP) to complete the engineering/architectural plans for the facility, ideally at the beginning of 2022, which is estimated to take five months. The Marathon County Facilities Department will work with the City of Wausau to obtain necessary permits and approvals. After completing the plans, construction will begin in the summer of 2022, which is estimated to last eight months. All of the identified aspects of the project will be completed well before the December 31, 2024 deadline.

Neighborhood Investment Grant Program Application

**2.1.4 Capacity to Deliver.** Describe the staff capacity in place to deliver and complete the project within the identified timeline. Define what entity or organizations will be responsible to oversee all aspects of the project implementation, provide required reporting, and oversee all aspects of the project to completion. Identify organizational staff, consultants or contractors who will be key team members in the successful completion of the project. **10 Points (1750 characters maximum, approx. 300 words)**

As noted above, Marathon County has put careful thought and consideration into the Regional Forensic Science Center project to ensure a successful and sustainable outcome. The County has demonstrated that it has the staff capacity, community resources, and drive to move the project forward. Throughout the planning process, key County departments and stakeholders have worked together, including representatives from Facilities and Capital Management, County Administration, Medical Examiner's Office, Finance, and the County Board of Supervisors.

Under the direct supervision of County Administration, the Medical Examiner's Office will be responsible for project oversight, reporting, and program implementation. The Medical Examiner's Office will work with other key departments throughout the project as the need arises, each taking the lead when necessary. Additionally, the Medical Examiner's Office has the current staffing structure in place to quickly expand upon completion of the facility to offer the services needed to support the long-term facility operations.

Similar to other projects of this scope, specialized contractors and consultants will be necessary to complete this project successfully. While the individual firms have not been selected, Marathon County has identified that outside resources will be needed for architectural/engineering design services and facility construction. Ultimately, these vendors will be selected through an RFP process. Somerville Architectural firm, which has been involved in the facility planning, preliminary design, and site selection, has expressed interest in continued involvement with the project; however, they would need to be selected through the RFP process.

Neighborhood Investment Grant Program Application

**2.1.5 Project Location** Projects that are focused on serving demographic or geographic communities disproportionately impacted by the COVID-19 pandemic and/or Qualified Census Tracts will receive **15 points possible**. Applicants should also attach a location map and/or site plan for the proposed project below in Attachment A.

This project is in or serves a Qualified Census Tract.

- The following link shows the Qualified Census Tracts in Wisconsin

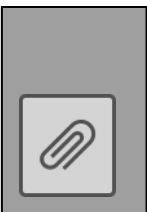
<https://www.huduser.gov/portal/qct/1statetable.html?statefp=55.0&DDAYEAR=2022>

Specify Tract number: 1, 6.02, 7; 55073000700; 55073000100; 55073000602

If the project serves a community outside of a Qualified Census Tract, describe how the community served was disproportionately impacted by the COVID-19 pandemic. (1750 characters maximum, approx. 300 words)

The project does not serve a Qualified Census Tract and does not serve a community disproportionately impacted by the COVID-19 Pandemic.

**Attachment A: Site Plan**



Attach your Site Plan here.

Save and name the file with the following file name:

organization\_legal\_name\_Attachment\_A\_Site\_Plan

Neighborhood Investment Grant Program Application

**SECTION 3. BUDGET**

In Section 3, identify eligible expenses for which grant funding is requested. Provide a detailed budget. Matching funds are not required. If matching funds are a component of your project, provide information on the funding status, source and amount. **15 points possible.** Further details regarding eligible expenses can be found in the Grant Announcement. Applicants will attach the Project Budget Form in section 3.1 Attachment B for all eligible expenses.

Projects that maximize the impact of grant funds through leveraging of additional funding sources shall receive additional points. Projects that result in increased tax base, include private or public investment are encouraged. Please describe and document other sources of investment, both public and private in this project. **5 points possible.** Documentation of the status of these designations must be included, such as award letters, resolution to commit funds, approved municipal budget, developer letter of commitment and private financing confirmation. Applicants will attach all documentation as one attachment in Section 3.3, Attachment C.

**SECTION 3.1 Attachment B: Project Budget**



Attach your Project Budget here.

Please download and fill out the Budget from the Application Instructions at <https://doa.wi.gov/pages/NeighborhoodInvestment.aspx>. Save and name the file with the following file name:

organization\_legal\_name\_Attachment\_B\_Budget

**SECTION 3.2 BUDGET SUMMARY**

Please copy the totals from the Sub-total row of the Project Budget:

	Requested Grant Funds:	9,284,186
<input type="checkbox"/>	Check here if your project has Match Funds	Match Funds: _____
	Total Costs (auto populated):	<u>9,284,186.00</u>

**SECTION 3.3 Attachment C: Match Funding Source Supporting Documentation**



If required, attach your Match Funding Source Supporting Documentation here.

Please gather all supporting documentation for match funds in one file and save and name the file with the following file name:

organization\_legal\_name\_Attachment\_C\_Funding\_Documentation

## Neighborhood Investment Grant Program Application

**SECTION 4. ATTESTATIONS AND REQUIRED SIGNATURE****Attestations**

In accordance with applicable provisions of the Federal American Rescue Plan Act of 2021 and Equitable Recovery Grant Announcement provisions, eligible applicants must certify the following:

YES NO

X		1. The applicant is Wisconsin Tribe or local unit of government (City, Town, Village, County).
X		2. The organization will maintain for at least five years records sufficient to demonstrate that the expenses were compliant with applicable American Rescue Plan Act provisions.
X		3. The proposed project is located in or adjacent to a Qualified Census Tract, or will serve residents who live or work in the QCT, or the project community was disproportionately impacted by the COVID 19 pandemic
X		4. Work can begin on the proposed project in 2022 and will be completed by December 31, 2024.
X		5. The organization has exercised reasonable care and made all reasonable efforts to obtain and submit accurate information.

**Applicant Authorized Representative**

The signatory below certifies that, to the best of his/her knowledge and belief, the information contained in the ARPA Neighborhood Investment Fund Grant Program Application, including all attestations and attachments, is true, accurate and complete. The undersigned has authority to make the above attestations and the intent and legal authorization to agree to them on the organization's behalf.

DocuSigned by:  
  
 Signature: \_\_\_\_\_  
22A3489F0F424E6...

Date: 11/11/2021 | 12:49 PM CSTName: Lance LeonhardTitle: County AdministratorPhone: 715-261-1402Email: Lance.Leonhard@co.marathon.wi.us

*Note: If more than one authorized representative is required to sign the application, please contact the program at [NeighborhoodInvestmentFundProgram@wisconsin.gov](mailto:NeighborhoodInvestmentFundProgram@wisconsin.gov) to add an additional authorization page.*

# NEIGHBORHOOD INVESTMENT FUND GRANT PROGRAM APPLICATION



The Neighborhood Investment Fund Grant Program is administered by the Wisconsin Department of Administration (DOA) and supported by up to \$200 million in American Rescue Plan Act of 2021 (ARPA) Federal funding. The purpose of this program is to provide funding to Wisconsin tribal and local units of government with funding for transformative community projects designed to offset impacts of COVID 19 for individuals in communities disproportionately impacted by the COVID-19 pandemic and/or qualified census tracts.

Additional details, including the Grant Announcement, a link to this Application, and Application Instructions are available on the program website: [www.doa.wi.gov/pages/NeighborhoodInvestment.aspx](http://www.doa.wi.gov/pages/NeighborhoodInvestment.aspx). Applicants must submit one (1) electronic copy of all required materials no later than November 4, 2021 at 2:00 PM Central Time via the electronic application portal. Please reach out to [NeighborhoodInvestmentFundProgram@wisconsin.gov](mailto:NeighborhoodInvestmentFundProgram@wisconsin.gov) with any questions regarding this form.

## SECTION 1.1. APPLICANT INFORMATION

Organization Legal Name: Marathon County

Doing Business As (Optional): \_\_\_\_\_

Organization Street Address: 500 Forest St

Organization City: Wausau

Organization State: WI Organization Zip code: 54403

Contact Person: Jamie Polley Title: Director of Parks, Recreation & Forestry

Phone: 715-261-1550 Email: jamie.polley@co.marathon.wi.us

Organization Website, if any (URL): \_\_\_\_\_

Please list the Wisconsin county(ies) in which the organization operates:

Marathon

Neighborhood Investment Grant Program Application

**SECTION 1.1. APPLICANT INFORMATION** *(continued)*

Remit Contact Person (If different from contact person above): \_\_\_\_\_

Remit Organization Street Address: 212 River Dr S Suite 2

Remit City: Wausau

Remit State: WI

Remit Zip code: 54403

**SECTION 1.2. PROJECT SITE INFORMATION** - Address of Project Location

Project Site Street Address: 221700 Red Bud Rd

Project Site City: Wausau

Project Site State: WI

Project Site Zip code: 54401

Neighborhood Investment Grant Program Application

**SECTION 2. NARRATIVE**

The purpose of this section is to provide the State with a basis for evaluating the application. This portion of the application will be scored so please answer all questions completely and please be specific when answering. Applicants shall concisely provide responses for EACH question. Applicants shall provide no more than 1750 characters (approximately 300 words) for each response.

**Neighborhood Investment Fund Narrative**

**2.1.1 Project Description.** Describe the issue or need that this project will address. The need must be related in whole or in part to one or more negative economic or health impacts of the COVID-19 pandemic. What population has been most impacted by this issue? Describe the geographic area the issue/need encompasses (local or regional). Provide documentation that identifies the need for this project (including demographic, socio-demographic, and economic evidence that supports your claims). **25 points.** (1750 characters maximum, approx. 300 words)

This project proposes to update the water and sewer facilities and renovate the chalet of the Nine Mile Forest and Recreation Area to bring them up to code and provide clean, effective adequate facilities for the users of the recreation area.

Nine Mile Forest and Recreation area is 4,900 acres and offers outdoor recreation opportunities such as hiking, mountain biking, cross country skiing, snowshoeing, hunting, birdwatching, berry picking, etc. Nine Mile is a key economic driver for Marathon County hosting over 100,000 visitors annually. Nine Mile is host to large community events that are attended by local citizens as well as people from outside of the County , region and state. COVID-19 caused many events to cancel and required a reduced usage of the recreation area hurting the county's revenue as well as the local economy. Reducing the usage of the recreation area was required for social distancing and facility space. It was recognized that the Nine Mile Chalet's HVAC system and sewer and water facilities were not adequate for providing clean and current facilities. The demand for outdoor recreation increased during the COVID-19 pandemic when people were stuck in their homes. It is therefore anticipated that the demand for the facility will increase.

This facility serves all of Marathon Co and beyond. Many of the uses are free, providing opportunities for those that cannot afford to pay for other recreational opportunities. Some of the uses are fee based however the County has means to assist citizens that cannot afford the fee programs. Upgrading the chalet will provide users with a facility that has adequate mechanical systems and restroom facility increasing the ability to host community events.



Neighborhood Investment Grant Program Application

**2.1.2 Project Need.** Project meets an identifiable and quantifiable, community or regional need. Describe how this project will meet the need/issue described in question 2.1.1. **25 Points (1750 characters maximum, approx. 300 words)**

The documented increased usage of parks, forests and open space during the COVID-19 pandemic has proven the importance of a community's ability to offer these types of facilities to their community. Outdoor recreation provides community members with physical, social and mental health benefits. The County Forest 15 Year Comprehensive Land Use Plan recognizes Nine Mile Forest and Recreation Area as an important facility that supports the health benefits and the economy of Marathon County and offers many types of outdoor recreation opportunities. The plan maximizes the use of the County Forest. Nine Mile is a facility that the community, service groups, businesses and local school districts depend on to offer activities and events for their members and the community. The nine mile chalet currently does not meet the health and safety standards we have now set with the threat of COVID-19. Upgrading the Chalet's HVAC system and water and sewer infrastructure will provide a safe facility of all the users of the recreation area. These upgrades will also adequately support the current and future uses of the facility allowing for increased capacity and more uses.

Neighborhood Investment Grant Program Application

**2.1.3 Project Readiness.** Is the proposed project “shovel-ready,” meaning will substantial work begin on the project in 2022 and will all work be completed by the end of December 31, 2024? Provide a narrative and timetable that describes the current status of the project, and future steps to implement this project within the timeframe established for this program. If the project involves construction or similar work, specifically identify the status of engineering/ architecture plans. Is the project ready to be bid? Please provide a summary of all permit and municipal approval and the status of those approvals. If applicable, are private developers and their financing secured and ready to proceed? **30 Points.** (3500 characters maximum, approx. 600 words)

The capacity of the current systems within the chalet have been assessed and determined to be inadequate. Discussions have taken place to determine the future of the facility, anticipated uses and the necessity of the facility to the success of the forest and recreation area. If awarded the grant the following timeline can be accomplished:

1st Half of 2022 - Hire a architect for final designs of the facility to be completed including the water and sewer designs and HVAC designs. Final plan will be approved by the County Forestry and Recreation Committee, Environmental Resources Committee, Human Resources and Finance Committee and potentially the County Board.

2nd Half of 2022 - Bid packages will be developed for the project to be bid late fall of 2022 or early winter 2023.

April 2023 - Contract awarded. Construction of the building will begin. Building Permit, POWTS permit and other permits will be secured.

December 2023-March 2024 - Building will be near completion and partially available to winter uses if possible.

July 2024 - Project will be complete.

Neighborhood Investment Grant Program Application

**2.1.4 Capacity to Deliver.** Describe the staff capacity in place to deliver and complete the project within the identified timeline. Define what entity or organizations will be responsible to oversee all aspects of the project implementation, provide required reporting, and oversee all aspects of the project to completion. Identify organizational staff, consultants or contractors who will be key team members in the successful completion of the project. **10 Points (1750 characters maximum, approx. 300 words)**

The Parks, Recreation and Forestry (PRF) Department staff will be the organization responsible for all aspects of the project implementation, providing the required reporting and overseeing all aspects of the project completion. The Park, Recreation & Forestry Director will hire an architect to design the building and the upgrades based on the final needs assessment. A contractor will then be awarded the bid and staff will work directly with the contractor and over see the work. PRF staff will also work very closely with the staff within Conservation Planning and Zoning to ensure all environmental plans are accurate and being implemented properly.

Neighborhood Investment Grant Program Application

**2.1.5 Project Location** Projects that are focused on serving demographic or geographic communities disproportionately impacted by the COVID-19 pandemic and/or Qualified Census Tracts will receive **15 points possible**. Applicants should also attach a location map and/or site plan for the proposed project below in Attachment A.

This project is in or serves a Qualified Census Tract.

- The following link shows the Qualified Census Tracts in Wisconsin

<https://www.huduser.gov/portal/qct/1statetable.html?statefp=55.0&DDAYEAR=2022>

Specify Tract number: Marathon County 1.0, 6.02, 7.0

If the project serves a community outside of a Qualified Census Tract, describe how the community served was disproportionately impacted by the COVID-19 pandemic. (1750 characters maximum, approx. 300 words)

The project does not serve a Qualified Census Tract and does not serve a community disproportionately impacted by the COVID-19 Pandemic.

**Attachment A: Site Plan**



Attach your Site Plan here.

Save and name the file with the following file name:

organization\_legal\_name\_Attachment\_A\_Site\_Plan

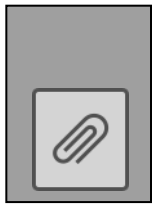
Neighborhood Investment Grant Program Application

**SECTION 3. BUDGET**

In Section 3, identify eligible expenses for which grant funding is requested. Provide a detailed budget. Matching funds are not required. If matching funds are a component of your project, provide information on the funding status, source and amount. **15 points possible.** Further details regarding eligible expenses can be found in the Grant Announcement. Applicants will attach the Project Budget Form in section 3.1 Attachment B for all eligible expenses.

Projects that maximize the impact of grant funds through leveraging of additional funding sources shall receive additional points. Projects that result in increased tax base, include private or public investment are encouraged. Please describe and document other sources of investment, both public and private in this project. **5 points possible.** Documentation of the status of these designations must be included, such as award letters, resolution to commit funds, approved municipal budget, developer letter of commitment and private financing confirmation. Applicants will attach all documentation as one attachment in Section 3.3, Attachment C.

**SECTION 3.1 Attachment B: Project Budget**



Attach your Project Budget here.

Please download and fill out the Budget from the Application Instructions at <https://doa.wi.gov/pages/NeighborhoodInvestment.aspx>. Save and name the file with the following file name:

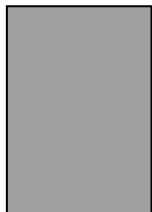
organization\_legal\_name\_Attachment\_B\_Budget

**SECTION 3.2 BUDGET SUMMARY**

Please copy the totals from the Sub-total row of the Project Budget:

	Requested Grant Funds:	1737000
<input type="checkbox"/>	Check here if your project has Match Funds	Match Funds: _____
	Total Costs (auto populated):	<u>1,737,000.00</u>

**SECTION 3.3 Attachment C: Match Funding Source Supporting Documentation**



If required, attach your Match Funding Source Supporting Documentation here.

Please gather all supporting documentation for match funds in one file and save and name the file with the following file name:

organization\_legal\_name\_Attachment\_C\_Funding\_Documentation

Neighborhood Investment Grant Program Application

**SECTION 4. ATTESTATIONS AND REQUIRED SIGNATURE**

**Attestations**

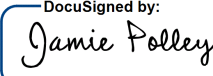
In accordance with applicable provisions of the Federal American Rescue Plan Act of 2021 and Equitable Recovery Grant Announcement provisions, eligible applicants must certify the following:

YES NO

X		1. The applicant is Wisconsin Tribe or local unit of government (City, Town, Village, County).
X		2. The organization will maintain for at least five years records sufficient to demonstrate that the expenses were compliant with applicable American Rescue Plan Act provisions.
X		3. The proposed project is located in or adjacent to a Qualified Census Tract, or will serve residents who live or work in the QCT, or the project community was disproportionately impacted by the COVID 19 pandemic
X		4. Work can begin on the proposed project in 2022 and will be completed by December 31, 2024.
X		5. The organization has exercised reasonable care and made all reasonable efforts to obtain and submit accurate information.

**Applicant Authorized Representative**

The signatory below certifies that, to the best of his/her knowledge and belief, the information contained in the ARPA Neighborhood Investment Fund Grant Program Application, including all attestations and attachments, is true, accurate and complete. The undersigned has authority to make the above attestations and the intent and legal authorization to agree to them on the organization’s behalf.

DocuSigned by:  
  
 Signature: \_\_\_\_\_  
63C33E56C1C74B0...

Date: 11/11/2021 | 1:04 PM CST

Name: Jamie Polley

Title: Director of Park, Recreation & Forestry

Phone: 715-261-1550

Email: jamie.polley@co.marathon.wi.us

*Note: If more than one authorized representative is required to sign the application, please contact the program at [NeighborhoodInvestmentFundProgram@wisconsin.gov](mailto:NeighborhoodInvestmentFundProgram@wisconsin.gov) to add an additional authorization page.*



# AMERICAN RESCUE PLAN ACT CITIZEN FEEDBACK - DRAFT

As of September 3, 2021

*The comments below are a representative sample of feedback received during public engagement efforts related to funding received as part of the American Rescue Plan Act of 2021 (ARPA). Not all of the activities listed below may be eligible for funding. We are awaiting final guidance from the US Treasury. This list will be updated on a periodic basis as additional feedback is received.*



## BROADBAND

- Better broadband would improve the lives of everyone.
- Ability for Marathon County residents to have cheap, reliable broadband internet in their homes. There are some significant gaps across the County.
- We must have robust, reliable, and affordable broadband easily available for every home in Marathon County.
- Upgrading the County's broadband footprint will provide a more equitable environment for every student and worker within rural Marathon County.

- Access to affordable high-quality child care is becoming increasingly difficult for working families. Many child care centers in the area can not open classrooms or enroll any new families because they do not have teachers or teacher assistants to care for the children.
- The existing problem of low pay and benefits for child care staff has escalated due to COVID-19 and a general lack of workforce.
- It is a struggle for families to obtain child care that meets the needs of both the child and family.
- Increase financial investment and community conversations related to positively influencing the lives of young children through quality early care and education.
- Expand child care services to allow women to return to the workforce.



## CHILDCARE



## ECONOMIC DEVELOPMENT

- Support revitalization of Downtown Wausau.
- Support efforts of the Wausau Opportunity Zone.
- Attract innovative companies.
- Support women entrepreneurs through training and education.
- Help provide assistance to low and moderate income businesses.
- Support the strategic plan and placemaking efforts of the Greater Wausau Prosperity Partnership.
- Efforts to be more inclusive and to ensure "a leg up" to those on the margins would help to ensure a safer community.
- Capital spending to support the County vacating the buildings on River Drive to make the area available for economic development.

- Any business with less than 20 employees should be considered for a stimulus payment.
- Support programs to help single adults who are on the verge of homelessness at all times.
- Get businesses up and running and secured.
- Look at potential expansion of PPP to allow payments to business owners.
- Funding homeless programs would help give an equal opportunity to everyone in our city and help keep our beautiful spaces safe for families to enjoy.
- Support Community Partners Campus project.
- Support programs to get people back to work.



## ECONOMIC SUPPORT



## FISCAL IMPACTS

- A tax property refund would benefit the local economy most.
- Incurred costs of rising prices of durable and construction materials - rising gas and food costs, available goods and services at an all-time low.
- Necessary commodities like food have gone up in price partly due to supply line problems. Improved roads and use of local producers could help.
- Pay off debt.
- Improve infrastructure to assist in keeping taxes low and/or reduce taxes for taxpayers who are struggling due to the pandemic.
- Send the money back to the Federal Government.

- Address chemical dependency (illegal drugs, alcohol, opioids)
- Share more information on Ivermectin and America's Frontline Doctors from the Marathon County Health Board.
- Get children and staff fully vaccinated and back in school. Get everyone in Marathon County eligible for COVID vaccination fully vaccinated, making work, school, homes, and public spaces much safer for every resident and visitor.
- Invest in mental health services as the pandemic has impacted access and need for treatment.
- Expand suicide prevention services.
- Support for NAMI (National Alliance on Mental Illness) programming and services.



## HEALTH



## HOUSING

- Help landlords struggling with no rent payments.
- More housing opportunities.
- Landlords are disappearing due to no one paying rent for a long time. There will be so few places for people to rent if they are not supported.



- Business transportation services
- Roadway improvements leading into and within County Parks.
- Bus shelters with benches.
- Electric busses, inter-city bus lines, and light rail to larger cities.
- Improve culverts to allow for improved water flow.
- Provide construction jobs to improve our County's infrastructure.
- Improve roads and light poles.



## INFRASTRUCTURE



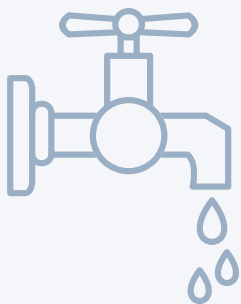
## NATURAL RESOURCES

- Invest in our parks and gardens.
- More staff to keep parks clean.
- Young people are more interested in the environment, parks and bike trails.
- Improvements to the Wausau kayak course.
- Improving walkability on the west side.
- Bridge to Clark Island.
- Community bike paths.
- Assist non-profits in improving playgrounds.
- Climate control could be a primary focus to ensure a safe future for generations to come.

- Increase police budgets to ensure people feel safe again.
- Increase public safety and criminal justice resource to allow trials to take place in a more timely manner.
- Look for strategies to address shortages of emergency medical services (EMS).



## PUBLIC SAFETY



## UTILITIES

- Pay off the new drinking water and extensively updated sewage treatment plants in Wausau.
- Replace or permanently line every lead service line in Marathon County to protect residents, especially children, from lead poisoning in our drinking water.

**Appendix 1: Expenditure Categories**

The Expenditure Categories (EC) listed below must be used to categorize each project as noted in Part 2 above. The term “Expenditure Category” refers to the detailed level (e.g., 1.1 COVID-10 Vaccination). When referred to as a category (e.g., EC 1) it includes all Expenditure Categories within that level.

<b>1: Public Health</b>	
1.1	COVID-19 Vaccination ^
1.2	COVID-19 Testing ^
1.3	COVID-19 Contact Tracing
1.4	Prevention in Congregate Settings (Nursing Homes, Prisons/Jails, Dense Work Sites, Schools, etc.)*
1.5	Personal Protective Equipment
1.6	Medical Expenses (including Alternative Care Facilities)
1.7	Capital Investments or Physical Plant Changes to Public Facilities that respond to the COVID-19 public health emergency
1.8	Other COVID-19 Public Health Expenses (including Communications, Enforcement, Isolation/Quarantine)
1.9	Payroll Costs for Public Health, Safety, and Other Public Sector Staff Responding to COVID-19
1.10	Mental Health Services*
1.11	Substance Use Services*
1.12	Other Public Health Services
<b>2: Negative Economic Impacts</b>	
2.1	Household Assistance: Food Programs* ^
2.2	Household Assistance: Rent, Mortgage, and Utility Aid* ^
2.3	Household Assistance: Cash Transfers* ^
2.4	Household Assistance: Internet Access Programs* ^
2.5	Household Assistance: Eviction Prevention* ^
2.6	Unemployment Benefits or Cash Assistance to Unemployed Workers*
2.7	Job Training Assistance (e.g., Sectoral job-training, Subsidized Employment, Employment Supports or Incentives)* ^
2.8	Contributions to UI Trust Funds
2.9	Small Business Economic Assistance (General)* ^
2.10	Aid to Nonprofit Organizations*
2.11	Aid to Tourism, Travel, or Hospitality
2.12	Aid to Other Impacted Industries
2.13	Other Economic Support* ^
2.14	Rehiring Public Sector Staff
<b>3: Services to Disproportionately Impacted Communities</b>	
3.1	Education Assistance: Early Learning* ^
3.2	Education Assistance: Aid to High-Poverty Districts ^
3.3	Education Assistance: Academic Services* ^
3.4	Education Assistance: Social, Emotional, and Mental Health Services* ^
3.5	Education Assistance: Other* ^
3.6	Healthy Childhood Environments: Child Care* ^
3.7	Healthy Childhood Environments: Home Visiting* ^
3.8	Healthy Childhood Environments: Services to Foster Youth or Families Involved in Child Welfare System* ^



3.9	Healthy Childhood Environments: Other* ^
3.10	Housing Support: Affordable Housing* ^
3.11	Housing Support: Services for Unhoused Persons* ^
3.12	Housing Support: Other Housing Assistance* ^
3.13	Social Determinants of Health: Other* ^
3.14	Social Determinants of Health: Community Health Workers or Benefits Navigators* ^
3.15	Social Determinants of Health: Lead Remediation ^
3.16	Social Determinants of Health: Community Violence Interventions* ^
<b>4: Premium Pay</b>	
4.1	Public Sector Employees
4.2	Private Sector: Grants to Other Employers
<b>5: Infrastructure<sup>27</sup></b>	
5.1	Clean Water: Centralized Wastewater Treatment
5.2	Clean Water: Centralized Wastewater Collection and Conveyance
5.3	Clean Water: Decentralized Wastewater
5.4	Clean Water: Combined Sewer Overflows
5.5	Clean Water: Other Sewer Infrastructure
5.6	Clean Water: Stormwater
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\*Denotes areas where recipients must identify the amount of the total funds that are allocated to evidence-based interventions (see Use of Evidence section above for details)

^Denotes areas where recipients must report on whether projects are primarily serving disadvantaged communities (see Project Demographic Distribution section above for details)

<sup>27</sup> Definitions for water and sewer Expenditure Categories can be found in the EPA’s handbooks. For “clean water” expenditure category definitions, please see: <https://www.epa.gov/sites/production/files/2018-03/documents/cwdefinitions.pdf>. For “drinking water” expenditure category definitions, please see: <https://www.epa.gov/dwsrf/drinking-water-state-revolving-fund-national-information-management-system-reports>.



## **Appendix 2: Evidenced-Based Intervention Additional Information**

### **What is evidence-based?**

For the purposes of the SLFRF, evidence-based refers to interventions with strong or moderate evidence as defined below:

Strong evidence means the evidence base that can support causal conclusions for the specific program proposed by the applicant with the highest level of confidence. This consists of one or more well-designed and well-implemented experimental studies conducted on the proposed program with positive findings on one or more intended outcomes.

Moderate evidence means that there is a reasonably developed evidence base that can support causal conclusions. The evidence base consists of one or more quasi-experimental studies with positive findings on one or more intended outcomes OR two or more non-experimental studies with positive findings on one or more intended outcomes. Examples of research that meet the standards include: well-designed and well-implemented quasi-experimental studies that compare outcomes between the group receiving the intervention and a matched comparison group (i.e., a similar population that does not receive the intervention).

Preliminary evidence means that the evidence base can support conclusions about the program's contribution to observed outcomes. The evidence base consists of at least one non-experimental study. A study that demonstrates improvement in program beneficiaries over time on one or more intended outcomes OR an implementation (process evaluation) study used to learn and improve program operations would constitute preliminary evidence. Examples of research that meet the standards include: (1) outcome studies that track program beneficiaries through a service pipeline and measure beneficiaries' responses at the end of the program; and (2) pre- and post-test research that determines whether beneficiaries have improved on an intended outcome.

**MARATHON COUNTY**

**SALARY AND BENEFIT ORDINANCE**

**FOR**

**SHERIFF'S OFFICE**

**LIEUTENANTS**



**EFFECTIVE**

~~**1/1/2020 TO 12/31/2021**~~

**1/1/2022 to 12/31/2024**

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## RESOLUTION NUMBER R-17-20 (Updated with new resolution #)

The Marathon County Board of Supervisors does hereby ordain as follows:

Section 1: Resolution Number R-17-20 (Update with new resolution #) as it relates to Lieutenants in the Marathon County Sheriff's Office is hereby superseded in its entirety by the following:

### TERMS AND CONDITIONS OF LIEUTENANTS IN THE SHERIFF'S OFFICE

- Article 1 - Compensation and Classification
- Article 2 - Employee Benefits
- Article 3 - Certain Employment Rules
- Article 4 - Association Dues Deductions
- Article 5 - Fair Share

Replace Human Resources Committee with Human Resources, Finance and Property Committee through document

#### Article 1 - Compensation and Classification

The compensation for Lieutenants shall be as follows:

- A. Standard Salary Schedule: The Salary Schedule is attached as Appendix "A".
- B. Position Reclassification: The Employee Resources Director shall recommend changes in classification to the Human Resources, Finance and Property Resources Committee.
- C. Special Activity Pay: Lieutenants will receive a payment of \$425 a year if involved in a minimum of forty (40) hours per year, of one or more of authorized department's special activities (responsibilities assumed in addition to regularly assigned job duties):

Boat Coordinator  
Bomb Team Member\*\*  
CART  
CVSA Examiner  
Clandestine Lab Investigator\*\*  
Community Service Presentations  
Crash Reconstruction Team Member  
Crimestoppers  
Crisis Intervention Team (CIT)  
Crisis Negotiation Team (CNT)  
Dive Team Member\*\*  
Field Training Officer  
Honor Guard  
Mobile Field Force Team  
ICAC  
K-9 Officer\*\*  
Law Enforcement Trainer  
Radar Instructor  
Recreational Safety Coordinator (Boat/Snow/ATV)  
Reserve Deputy Coordinator  
SWAT Team Member\*\*  
Unified Tactics Instructor  
VIPER  
Vehicle Salvage Inspector

Six (6) credit hours (10 CEU) of pre-approved post secondary job related training per year.

Employees assigned Field Training Officer Coordinator responsibility will receive \$1.50 per hour for all hours worked in FTO activities.

\*\*Lieutenants in activities marked with a \*\* will receive an additional \$225.00 a year for Special Activity Pay if involved in a minimum of forty (40) hours per year, in one or more of these activities.

New Special Activity Programs may be added by mutual agreement of the parties.

Requests for special activity pay must be made to the Sheriff prior to December 31 of each year. Payment will be made on the first pay date in February of each year.

Lieutenants who terminate and have met the requirements for Special Activity Pay will be paid the authorized amount on their final payroll, if Lieutenant has voluntarily terminated and provided required notice as provided in Article 2, Section Q - Separation Benefit for PTO, Vacation, Compensatory Time and Perfect Attendance Leave.

## **Article 2 - Employee Benefits**

A. Overtime Payment: Overtime shall be compensated for at time and one-half (1½) the hourly rate of the Lieutenant or compensatory time, at time and one-half (1½). The Lieutenant may request overtime payment or compensatory time and such requests shall be at the discretion of the employee. Compensatory time may accumulate to a maximum of sixty-seven (67) hours for all Lieutenants. Overtime shall be all hours worked in excess of the Lieutenant's regularly scheduled shift and on days off. If a senior employee is not offered overtime according to this paragraph, they will be compensated for the hours missed without being required to work replacement hours. When overtime becomes available, a Lieutenant within that division shall have preference based on shift and seniority. If overtime is still available, Lieutenants from other divisions may bid on the overtime.

B. Call Time/Court Time: When a Lieutenant is called into work outside his/her regular scheduled hours of work the Lieutenant shall receive a minimum of two (2) hours of pay at the applicable hourly rate regardless of the time they were called. If the Lieutenant is called in one (1) hour prior to the regular shift, they will still receive two (2) hours call-in pay.

When a Lieutenant is required to report for court appearance s/he will receive a minimum of three (3) hours of pay at the applicable hourly rate. The call time payment for court appearances (3 hours) shall be paid if the Lieutenant is provided less than twenty-four (24) hours advance notice of cancellation.

C. Shift Differential: Employees assigned to either the second, third or power shift shall be paid a shift differential of forty dollars (\$40.00) per pay period. Leave of absence is not to be included in the differential pay computation; however, such computation shall include PTO, sick days, vacation, off days and holidays. Employees whose shifts overlap the above shifts shall receive a pro-rata differential. This section does not apply to employees when working a day shift.

D. Travel Reimbursement: Reimbursement rates for authorized local and long distance travel shall be as per County policy.

E. Wisconsin Retirement System: All eligible employees shall be included under the Wisconsin Retirement System. Employee contribution shall be equal to but not more than the general municipal employee WRS contribution. The County agrees to pay any remaining portion of the employee's share of his/her Wisconsin Retirement System qualified earnings to the Wisconsin Retirement System in addition to the County's share.



F. Group Insurance: Lieutenants may choose to be included in the insurance programs. All such insurance programs shall be selected by the employer.

1. Life Insurance: Lieutenants may apply for life insurance under the State Group Life Insurance Program. Premiums shall be paid by the Lieutenant.

**Delete the outdated language:**

2. Medical and Hospitalization Benefits: ~~The County will pay Eighty Seven and Four Tenths Percent (87.4%), and the employees will pay Twelve and Six Tenths Percent (12.6%) of the monthly health insurance premium of the preferred plan. Employees may select other plans offered, but the County contribution will not exceed the dollar equivalent to 87.4% of the preferred plan monthly premium. Effective January 1, 2021, the County will pay Eighty Five Percent (85%), and the employee will pay Fifteen Percent (15%) of the monthly health insurance premium of the preferred plan. Employees may select other plans offered, but the County contribution will not exceed the dollar equivalent to 85% of the preferred plan monthly premium. Employees must pay the remainder. Employees shall be eligible for any wellness incentives that Marathon County offers to its employees. Probationary employees must indicate whether or not they desire to be covered by the County's health insurance plan within the first thirty (30) days of employment, with coverage to be effective upon the first (1st) of the month following date of hire. No employee shall make any claim against the County for additional compensation in lieu of or in addition to the County's contribution because the employee does not qualify for the family plan. Consult the summary plan description(s) for details regarding health plan benefit options.~~

3. Dental Insurance Benefits: The County agrees to pay Fifty Percent (50%) of the cost of the dental insurance program. Probationary employees must indicate whether or not they desire to be covered by the County's dental insurance program within the first thirty (30) days of employment, with coverage to be effective upon the first of the month following the date of hire. No employee shall make any claim against the County for additional compensation in lieu of or in addition to the County's contribution because the employee does not qualify for the family plan. Upon receipt of any notices concerning any rate increase or decrease, the County shall provide the Secretary of the Association with a copy of such notice within ten (10) days.

**Delete the outdated language:**

Employees will be offered the ~~2012~~ Delta Dental PPO plan. In the event that the current dental insurance program/plan provider discontinues our program/plan or will not continue to offer the same level of benefits to our group, the parties agree to reopen the dental insurance benefits to negotiations if permitted by law.

4. Income Continuation Insurance: The County agrees to pay the full cost for a 90 day elimination period for basic Income Continuation Insurance. Employees may elect a shorter elimination period by paying the additional premiums.

G. Social Security: Lieutenants covered by the Wisconsin Retirement Fund shall be covered under the Public Employees' Social Security. The Finance Director shall act as agent and deputy agent respectively for the Wisconsin Retirement Fund and Public Employees' Social Security Fund in the Administration of these funds.

H. Holidays: There is no waiting period for new Lieutenants to receive holiday pay.

New Years Day	Labor Day
Martin Luther King Jr.	Thanksgiving Day
Easter	December 24th
Memorial Day	Christmas Day
Independence Day	December 31st

**Eliminate lump sum payment – instead holiday will be paid during the payroll when they occur:**

All Lieutenants shall receive a lump sum payment for ten (10) eight (8) hour holidays paid at their regular hourly rate of pay in effect (10 X 8 = 80 total hours of pay) on the first regular pay date in November each year. If a Lieutenant separates prior to receiving holiday payment, accrued holidays will be added to their last payroll. If a Lieutenant terminates before the end of a calendar year, but after the holiday payment is made, the County will withhold any holiday overpayment on their final payroll.

Lieutenants shall receive one day compensation of eight (8) hours at their normal rate of pay for holidays during the payroll when the holiday occurs. In addition to the holiday pay, Lieutenants who work on a listed holiday shall receive time and one half (1½) their regular pay for all regularly scheduled hours. Overtime hours worked on a holiday shall be compensated as double time payment for overtime hours worked on a defined holiday.

I. Paid Time Off (PTO):

1. Purpose: The purpose of the Paid Time Off (PTO) plan is to provide employees the flexible means of accruing and using paid time off. PTO can be utilized for any purpose, subject only to necessary request and approval procedures consistent with County policies, office policies, and this labor agreement.

PTO is a combination of time used for vacation, sickness and other personal time under a single accrual.

2. Accrual Process: Eligible regular employees earn PTO each payroll period. No employee shall earn the biweekly accrual if the employee is paid less than 50% of his/her standard scheduled work hours per pay period.

At time of hire, employees will be credited 80 hours of PTO and must sign the acknowledgement to deduct hours from an employee’s PTO accrual until such time as the total hours of PTO credited to the employee have been reimbursed. The acknowledgement also authorizes the County, upon an employee’s termination, to deduct from the employee’s final paycheck any remaining PTO credit that has not been repaid to the County. If an employee’s paid hours on last check do not cover remaining credited hours, the employee agrees to allow County to deduct outstanding amount from PEHP conversion, if applicable **OR** send payment to the County for outstanding amount within 30 days from invoice date.

**Revise to include “maximum accumulation allowed” and “maximum eligible payout at time of separation”:**

**PTO Accrual Rates for Employees Allocated to Full-Time Position**

Years of Continuous Service	Biweekly Accrual	Annual Accrual Based on Biweekly Accrual	Approximate Annual Accrual		Maximum Accumulation Allowed Hours	Maximum Eligible Payout at Time of Separation
			Hours	Days		
0 thru 8	6.7692	175.9992	176	22	320	216
9 thru 14	8.0000	206.0000	208	26	320	248
15 thru 19	9.8462	256.0012	256	32	320	<del>272</del> 296
20 +	10.7692	279.9992	280	35	320	320

3. Sick Leave Banks Earned Prior to 1/1/15: Employees sick leave banks will be frozen and set aside on 12/31/14. Employees may use accrued sick leave only for conditions that would be qualifying and/or approved Federal/Wisconsin Employee and Family Medical Leave (FMLA). Hours used will be paid at the pay rate in effect at time of use. When an employee retires or dies, a maximum of 50% of the sick leave remaining in the employee’s sick leave bank will be converted to its monetary value (employee’s 12/31/14 hourly rate) and deposited into the employee’s Post Employment Health Plan (PEHP) account.

4. Vacation and Perfect Attendance Leave (PAL) Earned Prior to 1/1/15:

Employees vacation and PAL banks will be frozen on 12/31/14. Employees may request to use and upon supervisor approval use accrued vacation and PAL during their employment at the pay rate in effect at time of use.

At time of voluntary separation (excluding retirement), employees who subsequently leave County employment in good standing and give required notice shall receive payment at their 12/31/14 hourly rate for all remaining accrued vacation and perfect attendance leave.

At time of layoff or death, employees shall receive payment at their 12/31/14 hourly rate for all remaining accrued vacation and perfect attendance leave.

At time of retirement, employees who leave County employment in good standing, give required notice, and who apply for Wisconsin Retirement Fund benefits at least (30) days before the last day of work or who are forced to retire due to medical disability, shall have vacation and perfect attendance leave deposited at their 12/31/14 hourly rate into the employee's Post Employment Health Plan (PEHP) account.

If involuntarily terminated from employment for reason other than layoff, employees will not receive payment for vacation and perfect attendance leave.

5. PTO, Vacation and Other Time Off Scheduling: The number of Lieutenants on vacation or scheduled PTO at any period shall be determined by the Sheriff. The choice of vacation or scheduled PTO time shall be made on the basis of seniority within each division, bureau, detail, work unit, or crew. Bargaining unit seniority shall govern the choice of vacation or scheduled PTO time for employees returning to the patrol division. The selection by any Lieutenant of a vacation or scheduled PTO period of a duration of one full week, two full weeks, etc., shall take precedence over a selection by another Lieutenant of a period of less than one full week.

6. Scheduled Absences: Employees shall be allowed to use PTO, Vacation, Comp Time and PAL as requested with prior approval from supervisor per departmental protocol. Employees shall make every effort to schedule routine medical appointments outside of regular work hours. If this is not possible it should be scheduled in such a way that causes least disruption to the office operations.

One (1) week vacation or scheduled PTO shall consist of the number of days of a scheduled work week. Holidays and off days shall not be considered as part of vacation or scheduled PTO. The Sheriff shall not issue a policy or exercise a practice of routinely denying all PTO requests which fall on a holiday.

7. Unscheduled Absences: When an employee is requesting paid time off for a personal or family illness or injury or an emergency, the employee must report the reason for time off in accordance with office protocol or at least one-half hour before the start of the work day or shift, except in cases of emergency or development of the illness during work hours.

8. Minimum Usage: Paid time off (PTO, vacation, PAL, sick leave and comp time) may be used in no less than 15-minute increments, unless departmental policy requires greater minimum usage.

9. PTO for Extended Family Funeral Leave: In the event of a death of a member of the current extended family of a regular employee, the employee may request and upon request, shall be granted to use one day of paid leave (PTO, vacation, PAL, comp time). Additional time off may be granted by the department. Extended family means the employee's or the employee's spouse's brother-in-law, sister-in-law, uncle, aunt, niece, or nephew and the employee's spouses' grandparent. Employees may be required to furnish proof of death and their relationship to the deceased.

**Revise the language as follows to be consistent with County policy:**

J. General Leaves of Absence: A Lieutenant with at least six (6) months service, giving two (2) weeks prior **written** notice may, at the discretion of the Sheriff ~~department head~~, be granted an unpaid leave of absence not to exceed thirty (30) calendar days ~~upon presenting a written request with copies to the Human Resources Committee and the Employee Resources Director~~. Leaves of absence for longer periods of time and extensions of leaves of absence may be granted upon the approval of the **Sheriff and the Employee Resources Director** ~~Human Resources Committee~~.

In no case shall a leave of absence be granted for the purpose of accepting employment with another employer. During the period of leave of absence, no vacation, sick leave, or other benefits shall accrue to the Lieutenant. Participation in the insurance groups will be permitted if the Lieutenant pays the full cost of such participation.

1. Educational Leave of Absence: Educational leave of absence not to exceed one (1) year may be granted with pay and benefits at the discretion of the Human, **Finance and Property** Resources Committee. The Lieutenant must agree in writing to remain employed for a period of time equivalent to three times the amount paid for such leave of absence. If that amount of service is not rendered the Lieutenant shall be required to make repayment of that expenditure within sixty (60) days of termination.

2. Military Leave:

- a. Reserve Training: Lieutenants who are members of a reserve component of the military forces of the United States or State of Wisconsin shall promptly notify the ~~department head~~ Sheriff and be granted a leave of absence if required to participate in summer training duties. Such Lieutenant shall be paid the difference, if any between their regular pay and their military pay for the training/active duty period involved, but not to exceed fifteen (15) working days (maximum of 150 hours) in the calendar year.
- b. Active Duty: In the event of a national or state emergency, Lieutenants may take an extended military leave of absence without pay if ordered to active duty. Any Lieutenant on a military leave of absence may continue medical, dental, and life insurance coverages; however, the Lieutenant shall pay the premiums.

3. Medical Leave of Absence: In the event of an extended absence due to sickness or temporary disability stemming from such causes as heart attack, stroke, cancer, pregnancy, etc., the Lieutenant may choose to not continue on sick leave but rather take an unpaid medical leave of absence so as to retain a sick leave balance for use after return to work. Such medical leave of absence may be requested as specified in Paragraph J – General Leaves of Absence.

K. Sick Leave:

1. Retirement Benefit - Sick Leave Conversion to Post Employment Health Plan (PEHP): Lieutenants retiring shall have their sick leave, using the conversion formula, deposited into their PEHP account. In order to determine the Lieutenant's sick leave conversion benefit, the following formula would apply:

Years of continued uninterrupted service + age = credits

(EXAMPLE: 20 years of continuous service + 55 = 75 credits)

For credits above 65 but below 75, deduct 5 percent from the standard conversion for each year short of 75.

Examples:

75 credits=	Standard 50 percent conversion of sick leave to dollar credits
74 credits=	45 percent conversion
73 credits=	40 percent conversion
72 credits=	35 percent conversion
71 credits=	30 percent conversion
70 credits=	25 percent conversion
69 credits=	20 percent conversion
68 credits=	15 percent conversion
67 credits=	10 percent conversion
66 credits=	5 percent conversion
65 credits=	0 percent conversion

In order to be eligible for the above-described benefit, the employee must meet all of the following conditions:

- 1) Be Wisconsin Retirement Systems (WRS) eligible and apply for a WRS annuity at least 30 calendar days before last day worked; and
- 2) Provide the required notice as outlined in Article 2 (Q) – Separation Benefit.

2. Disability Retirement and Death Benefit - Sick Leave Conversion to Post Employment Health Plan (PEHP): If an employee is forced to retire due to medical disability or dies, fifty percent (50%) of the sick leave remaining in the employee's accumulated sick leave account may be converted to its monetary value (employee's 12/31/14 hourly rate, exclusive of shift differential) and deposited into the employee's Post Employment Health Plan (PEHP) account.

L. Funeral Leave: In the event of a death in the current immediate family of a regular full-time Lieutenant, the Lieutenant may request funeral leave from the Sheriff and upon such request shall be granted up to but not to exceed three (3) working days with pay. Immediate family, for purposes of this section, shall mean the Lieutenant's spouse, children, daughter-in-law, son-in-law, grandchildren, grandparents, parents, brother, sister, mother-in-law, father-in-law, or any person who has resided with the Lieutenant immediately preceding the person's death. The definition of immediate family includes step-relatives in the categories listed in Paragraph (L).

Lieutenants desiring funeral leave shall, upon knowledge of an eligible death, promptly make application thereafter to the Sheriff so that work schedules can be appropriately adjusted. Lieutenants must use the Funeral leave in consecutive work days which includes the day of the funeral unless an exception is granted by the Sheriff or their designee. Lieutenants may be required to furnish proof of death and their relationship to the deceased.

Funeral leave for extended family is located in Section I. Paid Time Off, Paragraph 10.

M. Defense of Claims: The County shall authorize the District Attorney to defend any Lieutenant for any lawsuit commenced against him for damages commenced as a result of an alleged false arrest or erroneous service of papers. When used herein, damages mean only those damages which are payable because of personal injury which shall include mental anguish, humiliation, loss of reputation and punitive or exemplary damages. Any judgment obtained in any suit against any Lieutenant as provided in this section shall be paid by the County, provided the County defended said action. The County may at its sole discretion, employ private counsel in lieu of the District Attorney.

N. Clothing Allowance:

1. Hardware, Insignia, Firearms: The County agrees that it will provide all hardware, insignia, firearms, handcuffs, etc., to include, but not limited by this enumeration: one (1) pistol, one (1) Sam Browne belt and its accessories with all brass and badges, and such related equipment or replacement or substitutions therefore as the appropriate committee may from time to time determine. The County will maintain the same as its expense.

2. Permanent Lieutenants: All permanent Lieutenants (uniformed or plain clothes) shall receive an annual uniform clothing allowance of seven hundred and fifty dollars (\$750.00) for purchase, replacement and care of uniform items to be paid on the 2nd pay date in January.

3. Damaged Clothing or Equipment: The County agrees that it will replace at its own expense all items of hardware and equipment herein-before stated as all clothing items that are stolen or damaged to the extent which renders them unserviceable while in official use. All items damaged as a result of a Lieutenant's negligence shall be personally replaced by the Lieutenant. It is the sole responsibility of the Sheriff or Chief Deputy to determine whether an item has been stolen or rendered unserviceable during the Lieutenant's official duties or as a result of the Lieutenant's negligence. All such decisions shall be subject to review by the appropriate committee of the County Board.

4. Maintenance: All Lieutenants shall be responsible for maintaining their uniforms and all equipment in good working order and in good condition.

5. Termination: Upon termination of employment, the County may require a Lieutenant to return all items of uniforms in the Lieutenant's possession.

6. Body Armor: The County agrees to provide new (non-refurbished) body armor to Lieutenants. The Sheriff shall determine the specifications of the body armor purchased by the County as long as the specification is not lower than a Threat II level. A Lieutenant who wishes to purchase another brand of body armor at the Threat II level or body armor offering greater protection will be reimbursed for the actual cost up to the cost of the County issued body armor. Replacement by the County shall be made pursuant to manufacturer's specifications.

Lieutenants provided body armor or reimbursed for body armor in accordance with this provision shall wear the body armor at all times while on duty, unless given permission to the contrary by the Chief Deputy or the Sheriff.

O. Worker's Compensation: Employees eligible for worker's compensation benefits shall for the first ninety (90) working days receive their worker's compensation benefit check and through payroll receive the difference between their normal weekly wage and their weekly worker's compensation benefit. After the ninety (90) working days, the employee must exercise one of the following options:

1. Receive the Worker's Compensation benefit with no reduction from accumulated sick leave; or

2. Receive Worker's Compensation benefit and be paid the difference between the regular pay based upon a normal workweek and the Worker's Compensation benefit with the County charging the employee's sick leave account with the number of hours that equal the cash differential between the Worker's Compensation and regular pay.

P. Jury Duty: Lieutenants who are covered by this ordinance who serve on a jury shall be paid the difference between the jury or witness fees and their regular earnings. Lieutenants when

released from jury duty shall immediately return to their job and complete their scheduled work day. Lieutenants shall not be entitled to overtime or shift differential under this provision.

**Revise to delete “for PTO, Vacation, Compensatory Time, and Perfect Attendance Leave” in the Article name, add “maximum eligible payout based on their length of service” to read as follows and deputies who retire include disability retirement will be given their duty handgun:**

Q. Separation Benefit for PTO, Vacation, Compensatory Time and Perfect Attendance Leave: At time of voluntary separation (excluding retirement if the employee applies for Wisconsin Retirement Fund benefits within thirty days of last day of work) Lieutenants with at least eighteen (18) months of service who subsequently leave the employ of the County in good standing, upon giving two (2) weeks written notice shall receive cash payment for all remaining accrued PTO up to the “maximum eligible payout” based on their length of service (see Article 2, Paragraph I,2), vacation time, compensatory time, and perfect attendance leave credits. PTO will be paid out at the employee’s current hourly rate; however, vacation and perfect attendance leave will be paid out at 12/31/14 hourly rate. The Lieutenant’s last day of work will be the last day on the payroll. Lieutenants will not be permitted to utilize PTO, vacation, compensatory time and/or perfect attendance leave and stay on the payroll after the last day at work. This policy may be waived upon recommendation of the Employee Resources Director and only in personal emergency or crisis situations.

At time of retirement, Lieutenants who apply for Wisconsin Retirement Fund benefits within (30) calendar days of the last day of work or who are forced to retire due to medical disability upon giving two (2) weeks written notice, shall receive payment for all remaining accrued compensatory time. The County will deposit the employee’s Sick Leave, Vacation and Perfect Attendance Leave (PAL) to the employee’s Post Employment Health Plan (PEHP) account at the pay rate in effect on December 31, 2014. Sick Leave shall be governed by the formula in Article 2 (K). Paid Time Off (PTO) balances shall be paid out at the time of retirement at the employee’s rate of pay at time of retirement up to the “maximum eligible payout” based on their length of service (see Article 2, Paragraph I,2).

At the time of retirement in good standing, Lieutenants will be awarded with their duty handgun provided the Lieutenant is not bared from ownership by law, and the transfer is in accordance with the Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF) guidelines.

At time of death of an employee, the County shall payout the remaining accrued vacation time, compensatory time, perfect attendance leave credits and PTO up to the “maximum eligible payout” based on their length of service (see Article 2, Paragraph I,2).

R. Post Employment Health Plan: The County shall contribute \$21 per pay period toward the Post Employment Health Plan on behalf of each employee. These contributions shall accumulate in a trust account for the payment of qualified medical expenses incurred after leaving employment. Additionally, the County shall pay the annual administrative fee associated with this program.

### **Article 3 - Certain Employment Rules**

The following personnel rules shall apply to all Lieutenants in addition to these personnel policies, rules of personal conduct, County or department rules adopted by resolution, by-law or practice.

A. Hours of Work: The standard work week shall average forty (40) hours on an average to be determined by the Sheriff. Lieutenants assigned a 5-2 work cycle shall receive six (6) "Kelly" days off per year.

B. Probationary/Trial Period:

1. Length: All Lieutenants shall serve a trial period of one (1) year from date of promotion.

2. Conditions: During the trial period, the Lieutenant shall be subject to discipline for unsatisfactory service. Upon successful completion of the trial period seniority shall accrue to the original date of promotion providing such Lieutenant was continuously employed by the County in this Department.

C. The Employer Rights and Responsibilities: The Sheriff shall have the following rights among other:

1. To direct all operations of the department;
2. To hire, promote, transfer, assign, retain and terminate employees consistent with Civil Service regulations;
3. To establish and enforce work rules and to determine work schedules;
4. To suspend, demote, discharge and take other disciplinary action against Lieutenants;
5. To relieve Lieutenants from their duties because of lack of work or for other reasons;
6. To maintain the efficiency of government operations;
7. To introduce new or improve methods or facilities;
8. To change existing methods or facilities;
9. To contract out for goods or services;
10. To determine the methods, means and personnel by which such operations are to be conducted;
11. To take whatever action must be necessary to carry out the functions of government in situations of emergency; and
12. To take whatever action is necessary to comply with state or federal law.

D. Complaint Procedure:

1. It is our policy to deal promptly and fairly with employee complaints. This complaint procedure is established to provide an effective means for hearing and resolving employee complaints concerning the interpretation or application of the Salary and Benefit Ordinance for Sheriff's Office Lieutenants.

2. Steps of the Complaint Procedure:

Step 1: An employee having a complaint may within ten (10) calendar days of the event causing the complaint, discuss and attempt to resolve the matter with the Chief Deputy. Within ten (10) days of receipt of the complaint the Chief Deputy shall transmit an answer to the employee.

Step 2: If the complaint is not resolved with the Chief Deputy, the employee may send a written appeal to the Sheriff. This written appeal must be submitted within ten (10) days of the Chief Deputy's response. The Sheriff shall review the complaint and shall respond in writing within ten (10) calendar days of receipt of the appeal.



Step 3: If the complaint is not resolved with the Sheriff, the employee may submit a written appeal to the Employee Resources Director. This appeal must be submitted within ten (10) calendar days of the Sheriff's response. The Employee Resources Director shall review the complaint and respond in writing within ten (10) days of receipt of the appeal.

Step 4: If the complaint is not resolved by the Employee Resources Director, an employee can request a final appeal to the Human, Finance and Property Resources Committee within ten (10) calendar days of the receipt of the Employee Resources Director's response. At their next regular meeting, the Human, Finance and Property Resources Committee shall meet and informally review the facts and circumstances giving rise to the complaint and shall issue a written decision which shall be final.

E. Lateral Transfer: Lateral transfer means the filling of an open position where no Civil Service test and no pay increase is necessary. Lateral transfer preference shall be given to the employee with the longer period of tenure in classification, after due consideration is also given to initiative and past performances as demonstrated by the employee's conduct in carrying out the employee's past daily assignments. It is the intention of the parties that tenure, in and of itself, should not be the sole criterion in the determination of the placement of a Lieutenant in a position, whether temporary or permanent, whether with or without a probationary period.

F. Lateral Transfer - Lieutenant:

1. Lateral transfer preference shall be given to the employee with the longer period of tenure in classification, after due consideration is given to the initiative and past performance as demonstrated by the employee's conduct in carrying out the employee's past daily assignments.

It is the intention of the parties that tenure, in and of itself, should not be the sole criterion in the determination of the placement of a Lieutenant in a position, whether temporary or permanent, whether with or without a probationary period.

2. Lieutenants assigned to a particular division can bid for another Lieutenant's position when it becomes vacant.

3. Lieutenants' positions in Communications, SIU and the Detective Bureau are not biddable positions during the yearly shift picks.

**Article 4 - Association Dues Deduction**

A. Dues Deduction Forms: Marathon County (hereinafter County) will deduct monthly dues from the pay of employees who individually sign dues deduction authorization forms supplied by the Marathon County Sheriff's Office Supervisors Association (hereinafter Association).

This authorization shall be valid for the term of this ordinance. This authorization is revocable upon thirty (30) days written notice to the County and the Association.

B. Deductions: The County shall deduct the amount certified by the Association as the monthly dues of the Association from the first paycheck each month of each employee requesting such deduction following receipt of such statement and shall remit the total of such deductions to the Association in one lump sum. The Association agrees to inform the County of any change in the dues amount with a thirty (30) days written notice.

C. Indemnification: The Association will refund to the employee involved any Association dues erroneously collected by the County and paid to the Association. The Association does hereby indemnify and shall save the County harmless against any and all claims, demands, suits, or other forms of liability, including court costs, that shall arise out of or by reason of action taken or not taken by the County, which County action or non-action is in compliance with the provisions of this article, and in reliance on any lists or certificates which have been furnished to the County pursuant to this article; provided that the defense of any such claims, demands, suits, or other forms of liability shall be under the control of the Association and its attorneys. However, nothing in this section shall be interpreted to preclude the County from participating in any legal proceedings challenging the application or interpretation of this article through representations of its own choosing and at its own expense.

**Proposed Change – Eliminate the \$100/year administrative fee**

~~D. Administration Fee: The Association shall pay the County one hundred dollars (\$100.00) per year payable on or before the first of February each year to partially cover administrative expenses of dues deduction as herein provided.~~

SECTION 2: All ordinances, policies, resolutions or parts of ordinances, policies or resolutions in conflict herewith are hereby repealed.

SECTION 3: The Marathon County Clerk is authorized to issue checks pursuant to this ordinance and the Marathon County Treasurer is authorized to honor said checks.

SECTION 4: This ordinance shall be retroactive in force and effect retroactive to January 1, 2020 **2022**.

# Appendix A – Salary Structure

## EFFECTIVE 1/9/2022

### 3% Increase

<b>Classification</b>	<b>Yearly Hourly</b>	
Lieutenant - 60-Month	88,238	42.42
Lieutenant - 30-Month	87,431	42.03
Lieutenant - Starting	86,624	41.65

## EFFECTIVE 1/8/2023

### 2% Increase

<b>Classification</b>	<b>Yearly Hourly</b>	
Lieutenant - 60-Month	90,003	43.27
Lieutenant - 30-Month	89,180	42.88
Lieutenant - Starting	88,356	42.48

## EFFECTIVE 7/9/2023

### 1% Increase

<b>Classification</b>	<b>Yearly Hourly</b>	
Lieutenant - 60-Month	90,903	43.70
Lieutenant - 30-Month	90,072	43.30
Lieutenant - Starting	89,240	42.90

## EFFECTIVE 1/7/2024

### 2% Increase

<b>Classification</b>	<b>Yearly Hourly</b>	
Lieutenant - 60-Month	92,721	44.58
Lieutenant - 30-Month	91,873	44.17
Lieutenant - Starting	91,025	43.76

## EFFECTIVE 7/7/2024

### 1% Increase

<b>Classification</b>	<b>Yearly Hourly</b>	
Lieutenant - 60-Month	93,648	45.02
Lieutenant - 30-Month	92,792	44.61
Lieutenant - Starting	91,935	44.20

**DIRECT DEPOSIT:** Wages shall be paid through direct deposit.

\* Contingent upon successful performance as determined by the Sheriff

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1. **Article 4 Fair Share Agreement, Union Dues Deduction:**

Replace the current language with the following "highlighted" language and re-letter the remaining paragraphs:

~~A. Membership Not Required: Membership in any employee organization is not compulsory. Deputies have the right to join, not join, maintain or drop their membership in an employee organization as they see fit.~~

~~B. Effective Date and Deputies Covered: The County shall, once each month, deduct from the regular earnings of **all deputies** specified herein an amount equal to such deputy's proportionate share of the cost of the collective bargaining process and contract administration as certified by the Association and measured by the amount of local dues uniformly required of all members, and shall pay such amount to the Treasurer of the bargaining representative of such deputy on or before the end of the month following the month in which such deduction was made.~~

~~1. Present Deputies: As to deputies employed on the effective date of this Agreement, such deduction shall be made and forwarded to the Treasurer of the bargaining representative only from the monthly earnings of those deputies who are members of the employee organization on the effective date of this Agreement.~~

~~2. Other Deputies: Deputies on lay off or leave of absence or other status in which they receive no pay are excluded.~~

A. Dues Deduction: The Employer agrees to deduct monthly dues in the amount certified by WPPA/LEER from the pay of employees who individually sign a dues deduction authorization form provided by WPPA/LEER where the Employee is knowingly and affirmatively consenting to the deduction of dues from the employee's paycheck, including any Local Association dues which the employee has authorized to be deducted in conjunction with the WPPA/LEER dues.

It shall be the employee's responsibility to sign the dues deduction authorization form and provide the signed form to the Employer and Association no less than 30 days prior to the date in which dues deductions are to commence.

The Employer shall deduct the combined dues amount each month for each employee requesting such deduction, upon receipt of such form and shall remit the total of such deductions, with a list of employees from whom such sums have been deducted, to the WPPA/LEER or Local Association if applicable, in one lump sum not later than the 1st of the following month.

Authorization of dues deduction by a member may be revoked upon notice in writing to the Employer, WPPA/LEER, or the Local Association and with the understanding that the deduction will cease as reasonably as practical after receipt of written notice of revocation.

No employee shall be required to join the Association, but membership in the Association shall be made available to all employees in the bargaining unit who apply consistently with either the WPPA/LEER or the Local Association Constitution and By-Laws. No employee shall be denied membership because of race, creed, color, sex or other legally protected class status.

It is expressly understood and agreed that WPPA/LEER will refund to the Employer or the employee involved any dues erroneously deducted by the employer and paid to WPPA/LEER and/or the Local Association. WPPA/LEER shall indemnify and hold the Employer harmless against any and all third-party claims, demands, suits, order, judgments or any other forms of liability against or incurred by the Employer, including all costs of defense and attorney's fees, which may arise out of action taken or not taken by the Employer's compliance with this Article.

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**2. Article 4 - Fair Share Agreement, Administrative Fee:  
Delete the \$100/year administrative Fee:**

~~E. Administrative Fee: The Association shall pay the County \$100 per year payable on or before the first of February each year to partially cover administrative expenses of dues deduction as herein provided.~~

**3. Article 9 - Seniority:  
Revise to include the effective date when the changes in shifts will occur:**

B. Shift Preference: Shift means scheduled hours of work. In the Patrol Division seniority shall be used for shift selection. Patrol shift selection shall be made on or before November 15 for the following year and effective the beginning of the first full pay period in January unless mutually agreed upon between the Union and Sheriff Administration.

In the Investigative Division shift selection shall be based on date of promotion, as openings occur in the bureau. However, in the event of transfers (forced or unforced) bumping of another position will not be allowed. The transferred individual must accept the open shift/position regardless of seniority, unless that position is posted for selection within the bureau.

**4. Article 18 - Insurance Benefits  
Delete the outdated language:**

A. Medical and Hospitalization Benefits: ~~The County will pay Eighty Seven and Four Tenths Percent (87.4%), and the employees will pay Twelve and Six Tenths Percent (12.6%) of the monthly health insurance premium of the preferred plan. Employees may select other plans offered, but the County contribution will not exceed the dollar equivalent to 87.4% of the preferred plan monthly premium. **Effective January 1, 2024**, the County will pay Eighty Five Percent (85%), and the employee will pay Fifteen Percent (15%) of the monthly health insurance premium of the preferred plan. Employees may select other plans offered, but the County contribution will not exceed the dollar equivalent to 85% of the preferred plan monthly premium. Employees must pay the remainder. Deputies shall be eligible for any wellness incentives that Marathon County offers to its employees. Probationary employees must indicate whether or not they desire to be covered by the County's health insurance plan within the first thirty (30) days of employment, with coverage to be effective upon the first (1st) of the month following date of hire. No employee shall make any claim against the County for additional compensation in lieu of or in addition to the County's contribution because the employee does not qualify for the family plan. Consult the summary plan description(s) for details regarding health plan benefit options.~~

**5. Article 20 - Holidays  
Eliminate lump sum payment – instead holiday will be paid during the payroll when they occur:**

~~Payment for holidays will be paid on the 1<sup>st</sup> pay date in November. Payment will be for ten (10) eight (8) hour holidays, based on calendar year, paid at the regular hourly rate of pay in effect at the time of payment. This payment will be prorated for new deputies based on holidays remaining for the calendar year after start date. If a Deputy separates prior to receiving holiday payment, accrued holidays will be added to their last payroll. If a Deputy terminates before the end of a calendar year, but after the holiday payment is made, the County will withhold any holiday overpayment on their final payroll. A Deputy hired after this holiday payment is made will be paid for the remaining holidays in the calendar year. The payment will occur on their first payroll.~~

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Deputies shall receive one day compensation of eight (8) hours at their normal rate of pay for holidays during the payroll when the holiday occurs. In addition to the holiday pay, deputies who work on a listed holiday shall receive one and a half times (1 ½X) of their hourly rate for all regularly scheduled hours. Overtime hours worked on a holiday shall be compensated at two times (2X) the hourly rate of the employee. Deputies have the option to be paid for overtime worked on holidays or to have overtime hours banked as compensatory time at two times (2X) the hours worked as stated in Article 14.

**6. Article 21 – Paid Time Off (PTO)**

Revise to include “maximum accumulation allowed” and “maximum eligible payout at time of separation”:

**PTO Accrual Rates for Employees Allocated to Full-Time Position**

Years of Continuous Service	Biweekly Accrual	Annual Accrual Based on Biweekly Accrual	Approximate Annual Accrual		Maximum Accumulation Allowed Hours	Maximum Eligible Payout at Time of Separation
			Hours	Days		
0 thru 8	6.7692	175.9992	176	22	320	216
9 thru 14	8.0000	206.0000	208	26	320	248
15 thru 19	9.8462	256.0012	256	32	320	296
20 +	10.7692	279.9992	280	35	320	320

**7. Article 22 - Leave of Absence**

*Revised to delete the following language:*

Any employee who has used all of their sick leave and vacation time and is still unable to return to work due to sickness shall notify the County and request a leave of absence. A leave of absence without pay shall automatically be granted for a period not to exceed one (1) calendar year or until the employee is physically able to return to work, whichever is sooner. The County may require, at reasonable intervals, a doctor's statement or other evidence of proof of illness. ~~No employee shall be entitled to a second leave of absence for reasons of health during a three (3)-year period subsequent to the last day of the employee's last leave of absence for health purposes.~~ If the employee can not return to normal duties following the completion of the employee's leave of absence for reasons of illness, the employee shall be terminated, unless the County, in its sole discretion, can find another position which the employee can fill. In no case shall a leave of absence be granted for the purpose of accepting other employment or self-employment. During the period of a leave of absence, no vacation, sick leave or other benefits (other than seniority) shall accrue to the employee. The County shall allow any officer on leave of absence to continue their medical, dental and life insurance benefits, however, the officer shall pay the entire cost of such coverages.

**8. Article 32 – Separation Benefit**

Revise to delete “for PTO, Vacation, Compensatory Time, and Perfect Attendance Leave” in the Article name, add “maximum eligible payout based on their length of service” to read as follows and deputies who retire include disability retirement will be given their duty handgun:

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At time of voluntary separation (death or resignation) deputies with at least eighteen (18) months of service who subsequently leave the employ of the County in good standing, upon giving two (2) weeks written notice, shall receive cash payment for all remaining accrued PTO up to the "maximum eligible payout" based on their length of service (see Article 21), vacation time, compensatory time, and perfect attendance leave credits. PTO will be paid out at the employee's current hourly rate; however, vacation and perfect attendance leave will be paid out at 12/31/14 hourly rate.

At time of retirement, deputies who subsequently leave the employ of the County in good standing, upon giving two (2) weeks written notice, shall have their Sick Leave, Vacation and Perfect Attendance Leave (PAL) converted to the Post Employment Health Plan (PEHP) at the rate of pay in effect on December 31, 2014. Sick Leave conversion shall be governed by the formula in Article 23(A). Paid Time Off (PTO) balances shall be paid out at time of retirement at the employee's rate of pay at time of retirement up to the "maximum eligible payout" based on their length of service (see Article 21).

At the time of retirement in good standing deputies will be awarded with their duty handgun provided the deputy is not bared from ownership by law, and the transfer is in accordance with the Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF) guidelines.

The deputy's last day of work will be the last day on the payroll. Deputies will not be permitted to utilize PTO, vacation, compensatory time and/or perfect attendance leave and stay on the payroll after the last day at work. This policy may be waived upon recommendation of the Employee Resources Director and only in personal emergency or crisis situations.

**9. Article 35 - Duration of Agreement**

**Update with new term of the contract – December 31, 2024:**

**A. Term:**

This Agreement shall be effective as of the date of execution by the parties and shall remain in full force and effect through December 31, 2024 ~~2024~~ and shall renew itself for an additional one-year period thereafter, unless either party, pursuant to this Article, has notified the other party in writing it desires to alter or amend this Agreement at the end of the contract period.

**10. Appendix D – Memorandum of Agreement Sheriff's Office Canine Unit**

**Revised the hourly rate in Paragraph 2 from \$73.08 to \$80.04 and incorporate MOA into union contract.**

2. Canine Deputies will be compensated at the rate of ~~\$73.08~~ \$80.04/pay period for the normal day to day care of the assigned canine on regularly scheduled days off. In addition, Canine Deputies will receive three (3) Kelly days as compensation for in home canine care during authorized benefit time absences, i.e. Vacation, Holiday, sick leave etc... These payments are based on ½ hour per day average. (Ref: Article 11 – Work Week and Article 12 – Wages)

**8. Appendix A – Salary Schedule**

- 2022 – 3% increase effective on 1/9/2022
- 2023 – 2% increase effective the first full payroll in January and 1% increase the first full payroll in July

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- 2024 – 2% increase effective the first full payroll in January and 1% increase the first full payroll in July

**9. Appendix B – Effective 1/12/2020 to 7/10/2021  
Delete**



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**Appendix A – Salary Schedule**

**Effective January 9, 2022**

**3% Increase**

<b>Classification</b>	<b>Monthly</b>	<b>Yearly</b>	<b>Hourly</b>
Detective II	6,631	79,574	38.26
Detective I	6,435	77,215	37.13
Deputy Sheriff V	6,376	76,507	36.79
Deputy Sheriff IV	6,105	73,255	35.23
Deputy Sheriff III	5,855	70,260	33.79
Deputy Sheriff II	5,651	67,810	32.61
Deputy Sheriff I	5,115	61,382	29.52
Recruit Deputy	4,348	52,174	25.09



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**Effective January 8, 2023  
2% Increase**

<b>Classification</b>	<b>Monthly</b>	<b>Yearly</b>	<b>Hourly</b>
Detective II	6,764	81,165	39.03
Detective I	6,563	78,759	37.87
Deputy Sheriff V	6,503	78,037	37.52
Deputy Sheriff IV	6,227	74,720	35.93
Deputy Sheriff III	5,972	71,665	34.46
Deputy Sheriff II	5,764	69,166	33.26
Deputy Sheriff I	5,218	62,610	30.11
Recruit Deputy	4,435	53,217	25.59

**Effective July 9, 2023  
1% Increase**

<b>Classification</b>	<b>Monthly</b>	<b>Yearly</b>	<b>Hourly</b>
Detective II	6,831	81,977	39.42
Detective I	6,629	79,547	38.25
Deputy Sheriff V	6,568	78,817	37.90
Deputy Sheriff IV	6,289	75,467	36.29
Deputy Sheriff III	6,032	72,382	34.81
Deputy Sheriff II	5,822	69,858	33.59
Deputy Sheriff I	5,270	63,236	30.41
Recruit Deputy	4,479	53,749	25.85

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**Effective January 7, 2024  
2% Increase**

<b>Classification</b>	<b>Monthly</b>	<b>Yearly</b>	<b>Hourly</b>
Detective II	6,968	83,617	40.21
Detective I	6,762	81,138	39.02
Deputy Sheriff V	6,699	80,393	38.66
Deputy Sheriff IV	6,415	76,976	37.02
Deputy Sheriff III	6,153	73,830	35.50
Deputy Sheriff II	5,938	71,255	34.26
Deputy Sheriff I	5,375	64,501	31.02
Recruit Deputy	4,569	54,824	26.36

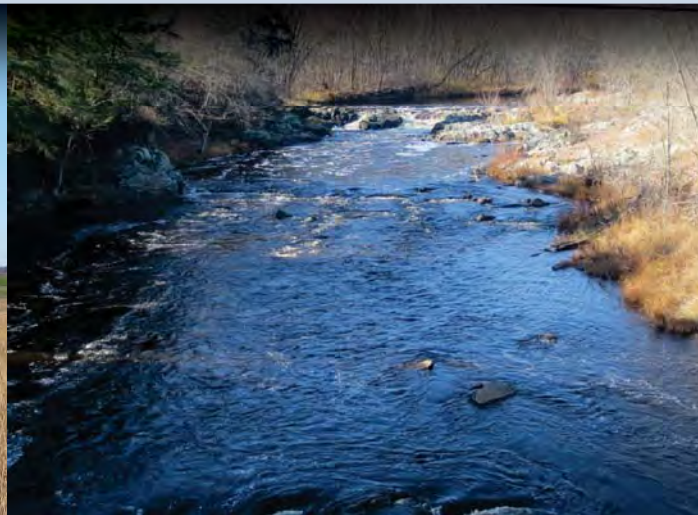
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**Effective July 7, 2024  
1% Increase**

<b>Classification</b>	<b>Monthly</b>	<b>Yearly</b>	<b>Hourly</b>
Detective II	7,038	84,453	40.61
Detective I	6,829	81,949	39.41
Deputy Sheriff V	6,766	81,197	39.04
Deputy Sheriff IV	6,479	77,746	37.39
Deputy Sheriff III	6,214	74,568	35.86
Deputy Sheriff II	5,997	71,968	34.60
Deputy Sheriff I	5,429	65,146	31.33
Recruit Deputy	4,614	55,372	26.62



# Marathon County Strategic Plan 2018–2022



# STRATEGIC PLAN FRAMEWORK

The Strategic Plan Framework in Figure 1 captures how Marathon County's Vision and Mission drive our planning efforts, which then serve to assist our elected officials as they provide policy guidance to County Administration and each of Marathon County's respective operational departments.



Figure 1

**Strategy A**

Consider the potential to consolidate emergency service agencies.

**Strategy B**

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

**Strategy C**

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



**OBJECTIVE 7.1: Provide cost-effective and high quality public safety services.**

By December 31, 2022, emergency response times for public safety services (law enforcement, fire, and emergency medical services) will decrease.

Baseline: To Be Determined  
Source: Emergency Management & Sheriff's Office

**Outcome Measure 1**

**Departments Contributing**

- Central WI Airport
- Corporation Counsel
- County Administration
- Emergency Management
- Finance
- Library
- North Central Health Care
- Sheriff's Office
- Social Services

**Strategy A**

Maintain a safe highway network to provide access to all communities in the County.

**Strategy B**

Support technology in the workplace, particularly through access to broadband.

**Strategy C**

Work with municipalities to maintain a competitive inventory of serviced industrial land and office sites.

**Strategy D**

Provide appropriate access for trucks and employees for all business and industrial park sites.

**Strategy E**

Pursue federal & state funding to develop a county-wide revolving loan fund to assist communities with cleanup of contaminated sites.

**Strategy F**

Secure state and federal funding to maintain infrastructure and support economic growth.



**OBJECTIVE 10.12: Maintain infrastructure to support economic growth.**

Through December 31, 2022, the county highway overall Pavement Surface Evaluation and Rating Score will maintain an average annual rating of 7.0.

Baseline: 7.03 in 2018  
Source: Marathon County Highway Department

**Outcome Measure 1**

By December 31, 2022, the total automobile crash rate will be reduced by 5% in Marathon County to improve traffic flow, efficiency, and safety.

Baseline: New Measure  
Source: Wausau Area Metropolitan Planning Organization

**Outcome Measure 2**

**Departments Contributing**

- Central WI Airport
- City-County IT Commission
- Conservation, Planning & Zoning
- County Administration
- Facilities & Capital Management
- Highway

**Strategy A**

Support efforts by local municipalities to establish cooperative service and joint facility arrangements.

**Strategy B**

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

**Strategy C**

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

**Strategy D**

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

**Strategy 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.



**OBJECTIVE 12.3: Promote cost-effective public services.**

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

Baseline: To Be Determined  
Source: Marathon County Administration

**Outcome Measure 1**

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

Baseline: To Be Determined  
Source: Marathon County Administration

**Outcome Measure 2**

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.

Baseline: To Be Determined  
Source: Marathon County Administration

**Outcome Measure 3**



\* Emergency Medical Services