

172<sup>nd</sup> BOARD YEAR  
 LEGISLATIVE ITEMS RECEIVED FOR COMMITTEE REFERRAL

File No.	Rec/Ref	Referred to:	Title
172-O-060	11/28/17 11/30/17	Judiciary Finance	ORD: Modify The 2017 District Attorney's Office Budget To Appropriate Expenditures For Operating And Increase Charges For Services Revenue
172-O-061	11/29/17 11/30/17	Judiciary Finance	ORD: Modify The 2017 Sheriff's Department Budget To Appropriate Expenditure Authority For Personnel And Increase Interdepartmental Revenue, Charges For Services Revenue, And Other Revenue
172-O-062	11/28/17 11/30/17	Judiciary Finance	ORD: Accept Donated Fitness Equipment For The Sheriff's Department Workout Room172-O-053
172-O-063	11/29/17 11/30/17	HHS Finance	ORD: Modify The Department Of Health And Human Services 2017 Budget To Appropriate Expenditures For Clinical Services And Increase Other Revenue
172-O-064	11/29/17 11/30/17	HHS Finance	ORD: Modify The Department Of Health And Human Service 2017 Budget To Appropriate Expenditures For Aging And Disability Resource Center And Increase General Government Revenue
172-O-065	11/28/17 11/30/17	HR Finance	ORD: Approve 2018 Salaries For Seasonal And Temporary Classifications
172-O-066	11/29/17 11/30/17	HR Finance	ORD: Approve 2018 Salary And Benefit Modifications For Non-Represented Employees
172-O-067	11/28/17 11/30/17	County Board	ORD: Approval Of Compromise Settlement Agreement For Worker's Compensation Case Entitled Richard Gillis vs. Waukesha County

172<sup>nd</sup> BOARD YEAR  
LEGISLATIVE ITEMS RECEIVED FOR COMMITTEE REFERRAL

File No.	Rec/Ref	Referred to:	Title
172-O-052	11/07/17 11/09/17	Land Use	ORD: Amend The District Zoning Map Of The Town Of Vernon Zoning Code By Conditionally Rezoning Certain Lands Located In Part Of The NE ¼ Of Section 1, T5N, R19E, Town Of Vernon, Waukesha County, Wisconsin, From The A-5 Mini-Farm District To The B-3 General Business District (ZT-1854)
172-O-053	11/07/17 11/09/17	Land Use	ORD: Amend The District Zoning Map Of The Town Of Lisbon Zoning Code By Rezoning Certain Lands Located In Part Of The W ½ Of The NE ¼ Of Section 29, T8N, R19E, Town Of Lisbon, Waukesha County, Wisconsin, From The A-10 Agricultural District To The R-1 Suburban Single Family Residential District (ZT-1858)
172-O-054	11/07/17 11/09/17	Land Use	ORD: Amend The Text Of The Town Of Brookfield Zoning Code To Create Section 17.02(14)(b)4.I. Relating To Adult Daycare Facilities (ZT-1859)
172-O-055	11/07/17 11/09/17	Land Use	ORD: Amend The Waukesha County Zoning Code To Incorporate Revised Language Related To Citation Forfeitures And Modify The Zoning Code Forfeiture Schedule (CZ-1459Q)
172-O-056	11/08/17 11/09/17	Land Use Finance	ORD: Modify The 2017 Budget Of The Parks And Land Use Department To Appropriate Additional Expenditure Authority For The Land Information System Division
172-A-028	11/07/17 11/09/17	Executive	APPT: Sonia Miranda to the Aging and Disability Resource Center Advisory Board
172-A-029	11/07/17 11/09/17	Executive	APPT: Eric Holmes to the Veterans' Service Commission
172-A-030	11/07/17 11/09/17	Executive	APPT: Amy Reichert to the Bridges Library Board
172-A-031	11/07/17 11/09/17	Executive	APPT: Nancy Wilhelm to the Bridges Library Board
172-A-032	11/07/17 11/09/17	Executive	APPT: Jean Yeomans to the Bridges Library Board
172-R-003	11/08/17 11/09/17	Executive Finance	RES: Authorizing Entry Into An Intergovernmental Cooperation Agreement Relating To The "Wisconsin Investment Series Cooperative" And Authorizing Participation In The Investment Programs Of The Fund
172-O-057	11/07/17 11/09/17	Executive Finance	ORD: Amend Waukesha County Code Of Ordinances To Modify Waukesha County Investment Policy
172-O-058	11/07/17 11/09/17	Judiciary Finance	ORD: Approve Verizon Cell Tower And Ground Lease At The Davidson Road Tower
172-O-059	11/28/17 11/30/17	Executive Land Use	ORD: Order Creating Lake Denoon Lake District
172-A-033	11/28/17 11/30/17	Executive Land Use	APPT: Gerry Klamrowski to the Lake Denoon Lake District
172-A-034	11/28/17 11/30/17	Executive Land Use	APPT: Mike Corcoran to the Lake Denoon Lake District
172-A-035	11/28/17 11/30/17	Executive Land Use	APPT: Kevin Kubacki to the Lake Denoon Lake District
172-A-036	11/28/17 11/30/17	Executive Land Use	APPT: Keith Hammitt to the Lake Denoon Lake District

1 ORDER CREATING LAKE DENOON LAKE DISTRICT

2  
3  
4 WHEREAS, on August 1, 2017, a verified petition was filed with the Waukesha County Clerk  
5 requesting the establishment of a public inland lake protection and rehabilitation district (“lake  
6 district”), to be known as the Lake Denoon Lake District. The petition was accompanied by a  
7 map and a description of the proposed district boundaries; and  
8

9 WHEREAS, pursuant to Section 33.26, Wis. Stats., Waukesha County held a public hearing on  
10 August 31, 2017 in the City of Muskego and received public comments on the proposed lake  
11 district which were recorded and included in a report submitted to the County Board; and  
12

13 WHEREAS, pursuant to Section 33.24(2), Wis. Stats., before a lake district that includes any  
14 portion of a city or village may be formed by the County Board, the city or village board must  
15 have previously approved the inclusion of its territory within the boundaries of the proposed  
16 district; and  
17

18 WHEREAS, on September 26, 2017, the City of Muskego Common Council adopted a  
19 resolution approving the proposed lake district on the condition that all city-owned property be  
20 removed from the proposed district boundaries.  
21

22 THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA, based on  
23 the above-noted public hearing and subsequent report, finds and concludes:  
24

- 25 1. The petition filed August 1, 2017 to establish the Lake Denoon Lake District was  
26 signed by at least 51% of the landowners in the proposed district; and  
27
- 28 2. The proposed lake district is necessary to provide local citizens the institutional and  
29 financial support of a local unit of government designed specifically to protect and  
30 improve the lake through a variety of lake management programs and activities; and  
31
- 32 3. Public health, comfort, convenience, necessity or public welfare will be promoted by  
33 the establishment of the proposed lake district; and  
34
- 35 4. The property included in the district will be benefited by the establishment of the  
36 lake district through improved lake management.  
37

38 THE COUNTY BOARD HEREBY ORDERS, pursuant to Sections 33.24 and 33.26, Wis. Stats.  
39 and the above findings and conclusions, that:  
40

- 41 1. A public inland lake protection and rehabilitation district is hereby established for  
42 Lake Denoon, located in the southwest corner of the City of Muskego in Waukesha  
43 County, and the northwest corner of the Town of Norway in Racine County; and  
44
- 45 2. The lands included in the Lake Denoon Lake District are generally described as all  
46 riparian properties to Lake Denoon except those properties owned by the City of  
47 Muskego. The district boundary shall be as illustrated in Exhibit F of the November  
48 10, 2017 report from Perry Lindquist, Department of Parks and Land Use, entitled

49                    *“Report, Findings and Recommendations for Establishing the Lake Denoon Lake*  
50                    *District Lake”*; and

51  
52                    3. The district shall be known as the Lake Denoon Lake District, and shall be a body  
53                    corporate and shall have all powers authorized by Chapter 33, Wisconsin Statutes;  
54                    and

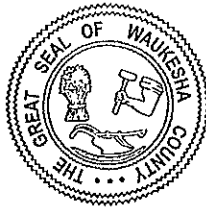
55  
56                    4. Upon execution, the Department of Parks and Land Use shall ensure this order and  
57                    Exhibit F are recorded at the Waukesha County and Racine County Register of  
58                    Deeds Offices, and a copy sent to the lakes program contacts at Racine County, the  
59                    Wisconsin Department of Natural Resources and University of Wisconsin -  
60                    Extension.

61  
62  
63 Dated this \_\_\_\_\_ day of \_\_\_\_\_, 2017.

64  
65  
66  
67 \_\_\_\_\_  
68 Paul L. Decker  
69 Chairman,  
70 Waukesha County Board of Supervisor

\_\_\_\_\_

Kathleen O. Novack  
Waukesha County Clerk



## Waukesha County

### *Department of Parks and Land Use*

Date: November 10, 2017

To: Waukesha County Land Use, Parks and Environment Committee (LUPE)

From: Perry Lindquist, Land Resources Manager (on behalf of the Lake Denoon Ad-hoc Committee)

RE: Report, Findings and Recommendations on Establishing the Lake Denoon Lake District

#### Background:

Chapter 33 of Wisconsin Statutes (Public Inland Waters) describes a process by which a public inland lake protection and rehabilitation district ("lake district"), a local taxing authority, may be formed. Proposed lake districts that include lands from more than one municipal jurisdiction must be formed by the County Board [per secs. 33.23, 33.24 and 33.26, Wis. Stats.]. For proposed lake districts that cross county lines, such as Lake Denoon, the county containing the majority of the equalized valuation must create the district [per sec. 33.37 Wis. Stats.], which in this case is Waukesha County.

On August 1, 2017, a petition was received by the Waukesha County Clerk's office requesting establishment of what is to be known as the Lake Denoon Lake District ("LDLD"). Pursuant to Chapter 33 Wis. Stats., the County Board shall arrange a public hearing no later than 30 days from the date of receipt of the petition (by August 31, 2017), and appoint a committee to conduct the hearing [per sec. 33.26(1) Wis. Stats.]. On August 18, 2017, County Board Chairman Paul Decker appointed an ad-hoc committee to conduct a public hearing on behalf of the County Board. Members of the ad-hoc committee included the following:

Dave Zimmermann, Chairman, Land Use, Parks and Environment Committee  
Perry Lindquist, Land Resources Manager  
Kim Haines, Principal Assistant Corporation Counsel  
Alan Barrows, Senior Conservation Specialist  
Brad Steckart, AIS Coordinator

Section 33.26(3), Wis. Stats. requires the committee to report to the County Board within 3 months after the date of the public hearing (by November 30, 2017) which is the purpose of this document. The County Board must issue an order regarding establishment of the proposed lake district within 6 months after the date of the public hearing (by February 28, 2018). Further details on the lake and the process of establishing a lake district are provided below.

#### Land Resources Division

515 W Moreland Blvd., AC 260 • Waukesha, Wisconsin 53188-3878 • Phone: (262) 896-8300 • Fax: (262) 896-8298

Land and Water Conservation: [www.waukeshacounty.gov/lwcnews](http://www.waukeshacounty.gov/lwcnews) • Recycling and Solid Waste: [www.waukeshacounty.gov/rsw](http://www.waukeshacounty.gov/rsw)  
Referred on: 11/30/17 File Number: 172-O-059 Referred to: EX - LU 3

**Lake Denoon:**

As shown in Exhibit A, Lake Denoon is located in the SW corner of the City of Muskego, with the southern portion of the lake overlapping the county line into the Town of Norway, Racine County. A more detailed legal description is included in Exhibit A. Lake Denoon is a seepage lake (water level primarily maintained by groundwater) with a surface area of approximately 162 acres. It is part of the Fox River Watershed, which outlets to the Illinois River and ultimately to the Mississippi River. On the northwest corner of the lake there is a park owned and operated by the City of Muskego (Denoon Park) which includes a public boat launch.

**Public Hearing:**

Pursuant to sec. 33.26, Wis. Stats., a public hearing was held August 31, 2017 at the Muskego City Hall. A class 1 legal notice announcing the public hearing date and location appeared in the Waukesha Freeman on August 23, 2017. A copy of the hearing notice is attached as Exhibit B. In accordance with sec. 33.26(2), Wis. Stats., all landowners in the proposed district were notified of the hearing by sending a copy of the hearing notice through US mail, using the latest known addresses recorded through the Register of Deeds office. A total of 117 unique addresses around the lake were mailed the hearing notice. The Wisconsin Department of Natural Resources was also provided notice of the public hearing. During the hearing, all interested persons were provided copies of the proposed LDLD boundaries as submitted in the petition (see Exhibit C). Attendees were given the opportunity to offer objections, criticisms or suggestions as to the necessity of the proposed district, as outlined, and to the question of whether their property would be benefited by the establishment of such district. Prior to the public hearing, a brief informational overview of lake management districts was provided by Dr. Tom Slawski, Chief Biologist, Southeast Wisconsin Regional Planning Commission (SEWRPC). In addition, Brad Steckart, AIS Coordinator, provided information regarding aquatic invasive species and programs available to Lake Districts. Supervisor Zimmerman chaired the public hearing which followed this presentation.

**Public Reaction:**

Thirty-two people attended the public hearing, including 5 representatives of Waukesha County, one representative of the SEWRPC and 26 public attendees. Nine people provided public testimony, of which 5 were in favor of the formation of the lake district, 2 were opposed, and 2 provided information only. Opposition was primarily due to potential future property taxes that may be imposed by the lake district, and some concern regarding the lack of inclusion of certain lands in the proposed district boundary. More detail is contained in the meeting minutes, attached as Exhibit D. No written objections to the formation of the LDLD were filed with the County Clerk's office pursuant to sec. 33.26(1), Wis. Stats.

**Statutory Considerations (summarized):**

Pursuant to **section 33.26(3), Wis. Stats.**, the County Board must, within 6 months after the date of the public hearing (by February 28, 2018), declare its findings and issue its order relative to the formation of the lake district or denial of the petition. If declaring the lake district organized,

the County Board must establish the name of the district and its boundaries and find, after consideration of this report and any other evidence submitted to the Board, the following:

1. The petition is signed by persons constituting 51% of the landowners or the owners of 51% of the lands within the proposed district [sec. 33.25(1) Wis. Stats.];
2. The proposed district is necessary;
3. Public health, comfort, convenience, necessity or public welfare will be promoted by the establishment of the district; and
4. The property to be included in the district will be benefited by the establishment thereof.

Pursuant to **section 33.24(2), Wis. Stats.**, before a lake district that includes any portion of a city or village may be formed by the County Board, the city or village board must have previously approved the inclusion of its territory within the boundaries of the proposed district.

Pursuant to **section 33.26(6), Wis. Stats.**, in establishing a lake district, the County Board may remove lands from those included in the originally proposed district, but may not add any land without holding another public hearing.

Pursuant to **section 33.27, Wis. Stats.**, the County Board must, at the time of making the order to establish a lake district, appoint three owners of property within the district, at least one of whom is a resident of the district, to serve as LDLD commissioners until the first annual meeting of the district.

Pursuant to **section 33.28(2)(a) Wis. Stats.**, the County Board must also appoint one person who is a member of LUPE or who is nominated by LUPE and appointed by the County Board to serve on the LDLD board of commissioners.

**Findings:**

Regarding the above noted statutory considerations, the following findings are provided:

*Lake issues:* Increasing use of lakes and changing land uses within their watersheds have contributed to the decline of water quality and fish populations and the introduction of aquatic invasive species in many lakes, especially in urbanized areas. Addressing these types of issues can be complicated and time consuming, and often requires legal, technical and financial resources. State grants are available to assist in these efforts, which usually require a 25% local financial match. Voluntary lake associations usually lack sufficient resources to undertake many lake management activities or meet state grant matching requirements.

*Other lake districts:* Since lake districts were first authorized by the state legislature in 1974, over 200 districts have been formed across the state, according to the UW-Extension. Eighteen lake districts are currently operating in Waukesha County.

*Sanitary Service:* All properties in the proposed LDLD boundary are currently served by the Town of Norway Sanitary District #1 under contract with the City of Muskego.

***Findings related to criteria under section 33.26(3), Wisconsin Statutes:***

1. *Signatures:* The petition was signed by approximately 73% percent of the landowners within the proposed lake district (131 out of 180 owners), exceeding the 51% statutory minimum; and
2. *Necessity:* The proposed lake district is necessary to provide local citizens the institutional and financial support of a local unit of government designed specifically to protect and improve the lake through a variety of lake management programs and activities; and
3. *Public benefit:* Public health, comfort, convenience, necessity or public welfare will be promoted by the establishment of the district through the pursuit of its mission under Chapter 33, Wisconsin Statutes; and
4. *Landowner benefit:* The property to be included in the district, generally described in the petition as all riparian owners, will be benefited by the establishment of the lake district through improved lake management.

*District boundary:* The Common Council of the City of Muskego, the largest single landowner within the proposed lake district, adopted a resolution on September 26, 2017 (see Exhibit E) approving the proposed district on the condition that all city-owned property be removed from the proposed district boundaries. Through a subsequent conversation with the City's Mayor, Kathy Chiaverotti, it was noted that the City already pays for operation and maintenance of the park and boat launch on the lake, and did not want to incur additional costs for the operation of the lake district. She also noted that a letter received from the current lake association, promising not to levy City property in the future, was not binding.

***Public Hearing Comments:***

*District boundary:* Regarding the suggested inclusion of additional lands in the district, it appears that all properties with lake access are included in the proposed district boundary. Some of the included parcels have multiple owners, representing second tier lots along the lakeshore.

**Section 33.33, Wis. Stats.** provides for the merger, attachment and detachment of lands from a lake district. Therefore, if the LDLD should desire to add or remove lands from the district in the future, there is a mechanism in place to do this subject to a public notice and hearing process.

*Taxes:* Regarding the potential impact on local property taxes, **Chapter 33, Wis. Stats.** includes provisions for annual and special assessments and special charges through a locally led process,



including adoption by district property owners at an annual or special meeting. The County Board has no role in this process.

**Recommendations:**

***Establishment and District Boundary:***

Pursuant to the above and **section 33.26(6) Wis. Stats.**, it is recommended to establish the LDLD, but to remove the city-owned property from the proposed lake district. A recommended revised map for the LDLD boundary is shown in Exhibit F. A draft order to establish the LDLD has been prepared for LUPE consideration.

***County Board Appointments:***

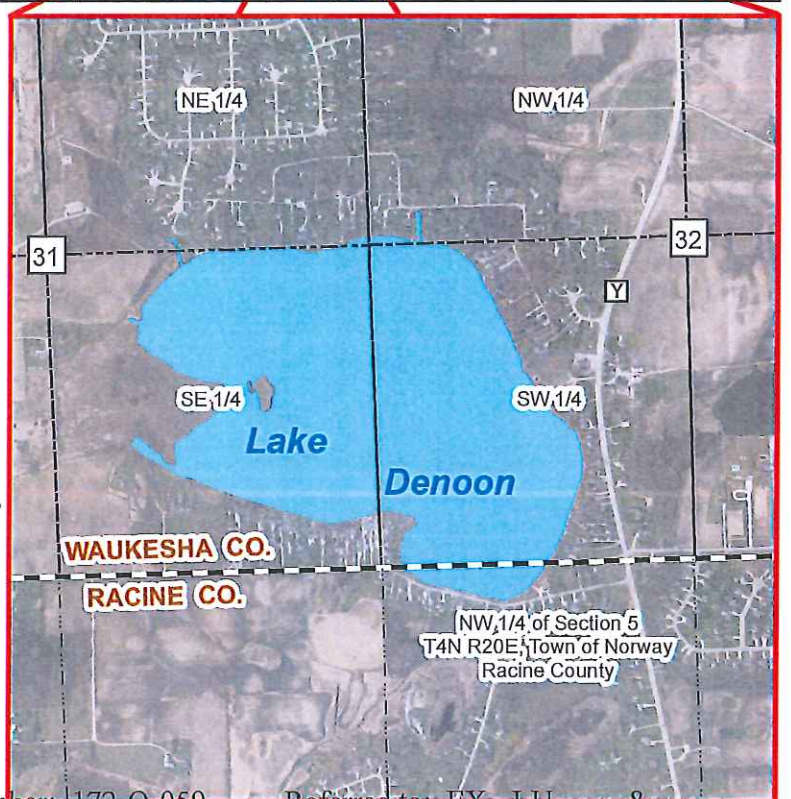
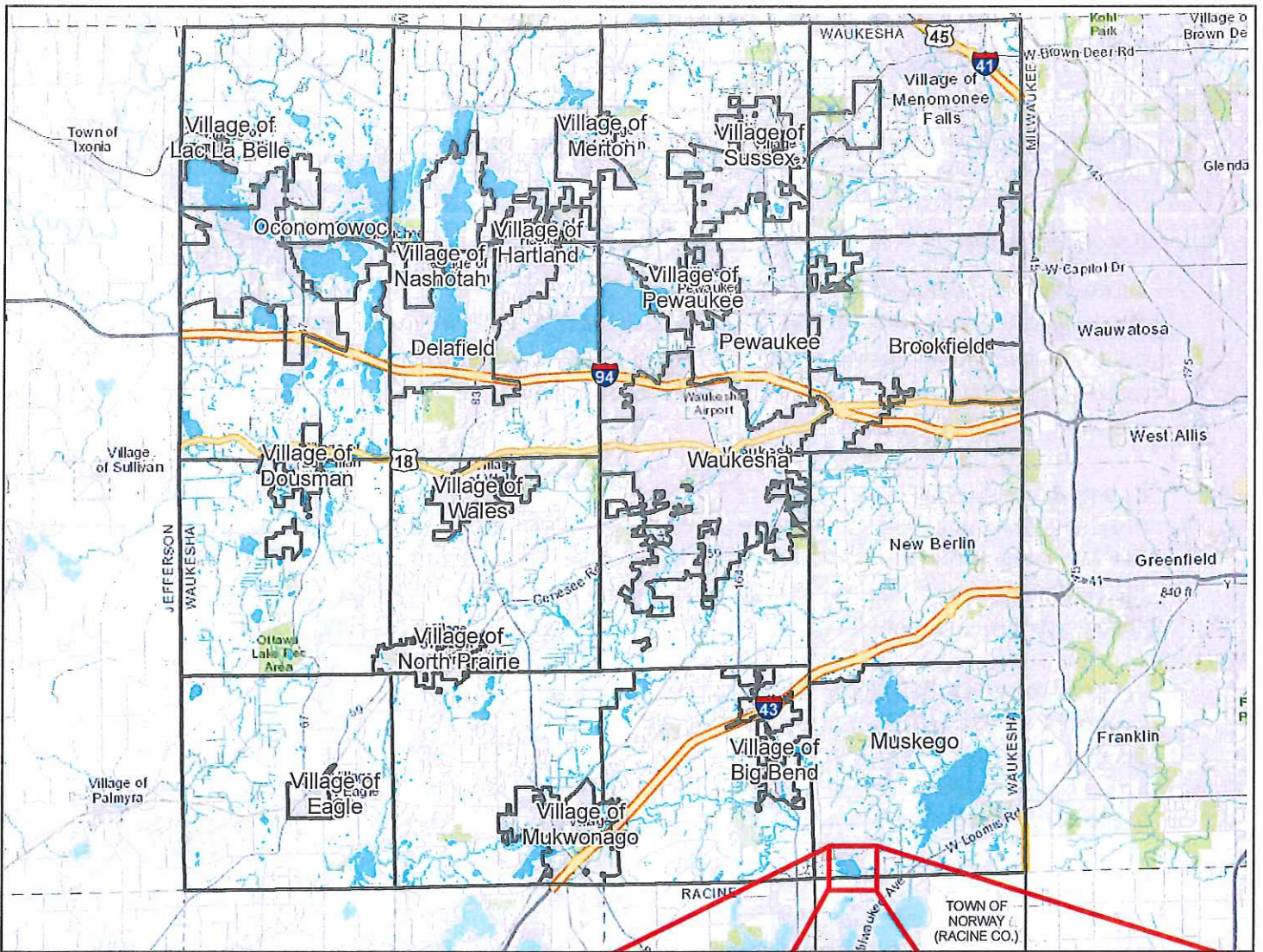
Regarding the appointments the County Board must make at the time of the order establishing a lake district under **section 33.27, Wis. Stats.**, a list of interested individuals was requested from the petitioning group. The names submitted, and their addresses, are included in a separate appointment memo from the County Executive for consideration by the County Board.

Pursuant to **section 33.28(2)(a) Wis. Stats.**, LUPE must also appoint a representative of the County Board to the LDLD. County Board Supervisor Keith Hammitt, who represents the Lake Denoon area, has agreed to serve in that capacity and is recommended for this appointment. Supervisor Hammitt is also included in a separate appointment memo from the County Executive for consideration by the County Board.

**Exhibits (attached)**

- A - Location Map for Lake Denoon
- B - Public Hearing Notice - Affidavit of Publication
- C - Proposed Lake Denoon Lake District (map submitted with the Petition)
- D - Public Hearing Minutes
- E - City of Muskego Resolution #077-2017
- F - Recommended Lake Denoon Lake District (revised map)

# Exhibit A -- Location of Lake Denoon



## Public Land Survey System Description of Lake Denoon

Located in the NE 1/4 and SE 1/4 of Section 31 and the NW 1/4 and SW 1/4 of Section 32, T5 N R20E, City of Muskego, Waukesha County and in the NW 1/4 of Section 5, T 4N R20E, Town of Norway, Racine County.

# AFFIDAVIT OF PUBLICATION

State of Wisconsin Circuit Court Waukesha County

## PROOF OF PUBLICATION

Telephone Number: 262-548-7740  
Account Name: Waukesha Co. Dept of Public  
Address: Admin. Bldg., Room 210  
515 W. Moreland Blvd.  
Waukesha, WI 53188

ACCT Number: 635099

IN THE MATTER OF: Lake Denoon Public Hearing Not

AD Number: 100911006

AD Cost: 39.41

**Notice of Public Hearing**  
NOTICE IS HEREBY GIVEN that a Public Hearing will be held Thursday, August 31, 2017 at 7:00 p.m., at the Muskego City Hall, located at W182S8200 Racine Avenue, Muskego, Wisconsin 53150.  
On August 1, 2017, a petition was filed with the Waukesha County Clerk, requesting the establishment of a public inland lake protection and rehabilitation district, to be known as the Lake Denoon Lake District ("District"), pursuant to Chapter 33 of the Wisconsin Statutes.  
The boundary of the proposed District is generally described to include all lands abutting Lake Denoon, located in both the City of Muskego and the Town of Norway.  
Pursuant to sec. 33.26, Wisconsin Statutes, at the hearing, all interested persons may offer objections, criticisms, or suggestions as to the necessity of the proposed District as outlined and question whether their property will be benefited by the establishment of the District. Any person wishing to object to the organization of the District may, before the date set for the hearing, file objections to the formation of the District with the Waukesha County Clerk in Room AC 120, 515 W. Moreland Blvd., Waukesha, WI 53188. The public hearing will be facilitated by the Waukesha County Department of Parks and Land Use - Land Resources Division on behalf of the Waukesha County Land Use, Parks and Environment Committee. A quorum of the Waukesha County Land Use, Parks and Environment Committee may be present, but no action will be taken by the committee. A brief informational presentation will precede the public hearing.  
For additional information regarding this Public Hearing, please contact the Land Resources Division of the Waukesha County Department of Parks and Land Use at (262) 896-8300.  
All interested parties will be heard.

I, Wendy Witte, being sworn, state:

I am the billing coordinator of the Waukesha Freeman, a public newspaper of general circulation, printed and published in the English language in the City of Waukesha, in Waukesha County, Wisconsin, and fully complying with the laws of Wisconsin relating to the publication of legal notices.

The notice, of which a printed copy attached hereto, is a true copy taken from the newspaper as published on the following dates.

8/23/2017

Signed: \_\_\_\_\_

Wendy Witte, Billing Coordinator

STATE OF WISCONSIN      SS.  
WAUKESHA COUNTY

Personally came before me, this date of August 23, 2017  
the above named Wendy Witte to me known to be the person who executed  
the foregoing instrument and acknowledged the same.

Signed: \_\_\_\_\_

Deborah Sue Butzlaff

Notary Public, Wisconsin

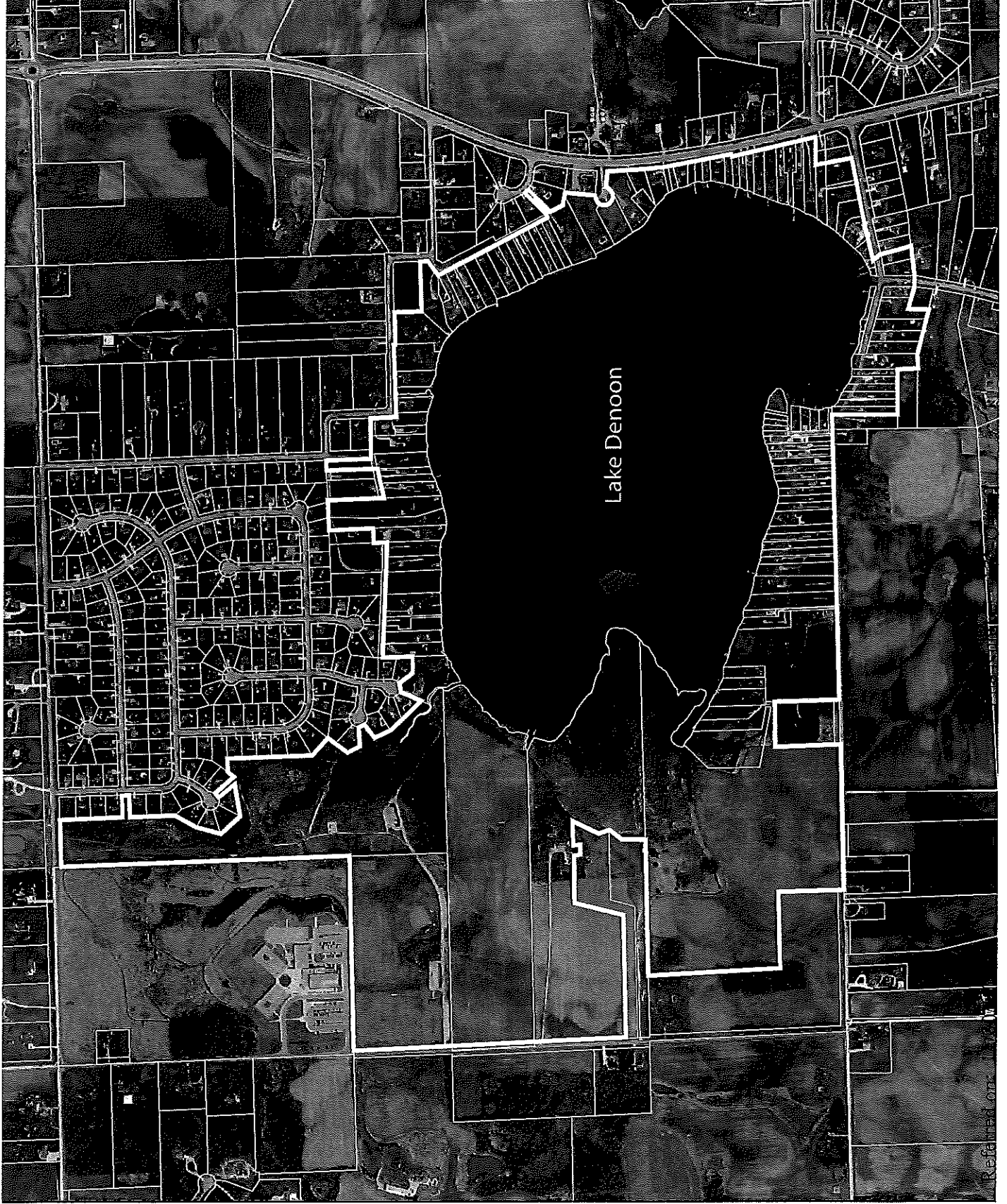
My Commission expires: 11/6/2019

Waukesha County  
Department of Parks  
and Land Use  
Dale R. Shaver, Director  
Room AC 260  
515 W. Moreland Blvd.  
Waukesha, WI 53188  
Publish: August 23  
WNAXLP

DEBORAH SUE BUTZLAFF  
Notary Public  
State of Wisconsin

Exhibit C

**Proposed Boundary of Lake Denoon Lake District**



# Exhibit D

## Meeting Minutes

### **Public Informational Meeting & Hearing on Proposed Lake Denoon Lake Management District**

Thursday, August 31, 2017 – City of Muskego Hall

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#### Staff/Committee Attendance:

Dave Zimmermann, Waukesha County Board Supervisor and Land Use, Parks and Environment (LUPE) Committee Chairman

Kim Haines, Waukesha County Corporation Counsel

Rebecca Mattano, Waukesha County Department of Parks and Land Use

Abbie Repinski, Waukesha County Department of Parks and Land Use

Dr. Tom Slawski, Southeast Wisconsin Regional Planning Commission (SEWRPC)

Bradley Steckart, Waukesha and Washington Counties Aquatic Invasive Species (AIS) Coordinator

*Public Attendees: 26*

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**Rebecca Mattano called the meeting to order at 7:00pm and reviewed the agenda.**

#### **Presentation: Public Inland Lake Protection and Rehabilitation Districts – Creation and Initial Operations**

Dr. Tom Slawski, Chief Biologist SEWRPC

Dr. Slawski explained that a Lake District's purpose is to maintain, protect, and improve the quality of a lake and its watershed for the good of the lake environment. The difference between a lake district and a lake association is that the Lake District is a special unit of government that has the ability to levy taxes and impose special assessments and charges based on management activities throughout the lake or adjacent to the lake, with the sole purpose of protecting lake quality. The Southeast Wisconsin Regional Planning Commission (SEWRPC) has been working to develop a draft lake management plan which includes recommendations for the formation of lake districts based on the quality of the lake and support needs. Dr Slawski explained that once a district is created, all property owners as well as registered voters become eligible to participate in and vote at the annual meetings and that the power of the district is through the lake residents. Dr. Slawski also detailed the timeline for this filed petition and next steps for action including approval by the County Board.

Bradley Steckart, Waukesha and Washington Counties Aquatic Invasive Species Coordinator

Mr. Steckart described how the Aquatic Invasive Species (AIS) position is grant funded by the Wisconsin Department of Natural Resources (WDNR) and shared between Washington and Waukesha Counties. The purpose of the position is to prevent the spread of aquatic invasive species through public education and outreach. Mr. Steckart also explained that the southeast area of Wisconsin is particularly vulnerable to the spread of aquatic invasive species because of the proximity to Lake Michigan, which already has 184 aquatic invasive species. The AIS program provides a variety of services to lake districts including the Clean Boats, Clean Waters program, lake surveys in cooperation with the WDNR, public education and outreach, and citizens lake monitoring program. Waukesha County is in the process of developing an Aquatic

Invasive Species Strategic Plan to be completed by early next year which will include best management practices for aquatic invasive species, and a response protocol for the discovery of new aquatic invasive species.

**Dave Zimmermann opened the Public Hearing**

Rebecca Mattano read the public notice, which was published in the Waukesha Freeman on August 23, 2017.

**Public Comments:**

Mike Cocoran S106 W20623 North Shore Ln.

Member of Board of Directors for Lake Denoon Advancement Association for over 30 years. The Association has been mostly successful in efforts to protect lake, but money has been an issue as not every person has contributed to funding protection efforts. The WDNR has expressed confidence that it is easier to work with lake districts because there is certainty of amount of money available. Mike is in favor of a lake management district.

Holly Kelly S110 W20500 S Denoon Rd

Holly questioned what it means to have powers to exercise as a sanitary district.

SEWRPC representative (Dr. Tom Slawski) indicated that some communities have no sewers or partial sewers; therefore, this is likely not relevant in this situation.

Holly questioned who the lake district would potentially sue.

SEWRPC representative explained that the lake district provides protection to individuals and the lake itself as the district becomes liable to being sued. As an example, management and ownership of dams can become controversial and in some cases this has led to disagreements being resolved in courts.

Holly questioned what comparable lake district members pay.

Dave Zimmermann explained that this can vary substantially as it depends on what the district decides to undertake. However, no budget is passed and no spending is approved without the annual meeting at which every district member can vote on it.

Holly is opposed to the formation of a lake district because she does not have monetary projections and because parcels that should be included in the district are not, including Harts Subdivision, which has access to the lake. Holly also stated that Muskego hasn't done anything to help with invasives and that taxes are already high without the district. Holly concluded with stating that some things are beyond control including the spread of aquatic invasive species by birds.

William Sheers S110W20484 Denoon Rd

William agrees with previous commenter, Holly, that Hart's Subdivision should be included as well as a row of homes that has access but is not included in the district. William then showed the location of homes to Dave Zimmermann on the map. There has not been much of an improvement in removing weeds by the association, fishing has been great, and zebra mussels have not been an issue. William then recommended to the AIS Coordinator to focus efforts on Little Muskego Lake.

Jacob Habrat S106W20213 North Shore Dr.

Jacob agrees with last two commenters but is in favor of a lake district, as something needs to be done to ensure water quality on Lake Denoon. Jacob also questions the boundaries as he lives a few doors down from Lake Denoon Estates Corporation, which provides numerous homes access to the lake. Jacob presumes that they would not be subject to assistance in keeping the lake clean. Jacob showed Dave Zimmermann the area on the lake he is referencing.

Jerry Klamrowski S106W20597 North Shore Ln.

Jerry is the President of the current lake association. Jerry stated that on Denoon Rd, there are seven homes that own a lot on the lake. Those seven homeowners have agreed to pay a larger assessment. Homeowners on North Shore Dr. made a similar agreement. Some have paid an assessment to the lake association which is on a voluntary basis.

SEWRPC Representative (Dr. Tom Slawski) questioned if this was included in the map as currently shown.

Jerry: No.

SEWRPC Representative: This should be resolved, because if they are not mapped, they are not in.

Jerry: The ownership of the parcel is in.

SEWRPC Representative: This may require clarification from a UW-Extension specialist as it may become complicated if ownership changes.

Jerry: This was recommended by a consultant.

Mary Taylor S106W20429 Bosch Dr (legal address North Shore Dr.)

This year marks 100 years that Mary's family has been on the lake, and Mary stated that she has witnessed the lake go through many changes including the arrival of many aquatic invasive species. The lake association has done a great job, but a lake district is necessary in order to protect the lake.

Tony Maressi W200S10721 East Shore Dr.

Tony agrees with Mary and has witnessed many changes. Tony stated that he believes the weed problem has been addressed well but is concerned that we have not had necessary funds for what is needed. Tony questioned if a cap for reserves exists and if that would change the annual assessment.

Dave Zimmermann stated that typically a large cash reserve is not built unless earmarked for a specific purpose.

Tony questioned if the amount of assessment would fluctuate.

Dave Zimmermann stated that it is not unlikely for it to fluctuate and is dependent upon the activities that are occurring.

Tony stated that he is in favor of the formation of a Lake District.

Jeff Jones W198S10065 Racine Ave

Jeff has been on the board of the Lake Association for 12 years and living on lake for last 3 years. Jeff stated that when you see the amount of money that fluctuates year to year, it is difficult to accomplish anything and that there is a need for a lake district. Jeff clarified that the assessment for the district would come up on the tax bill, although it's not necessarily a tax being levied by state or county, but it is a fee that is paid. Jeff explained that the tax is determined by the lake district and voted on by everyone.

Dave Zimmermann: Did petitioners bring forward the boundary lines?

Rebecca Mattano: That is correct.

Dennis Young 26819 Denoon Road

Dennis commented that he had paperwork for Wind Lake District showing that lakeside homeowners pay \$220, homeowners by the canal \$130, off lake properties pay \$90. There are over 100 off lake properties paying \$90.

**Dave Zimmermann closed the public comment period.**

**Concluding Remarks and Next Steps**

Rebecca Mattano: The statutory timeline includes three months for the Land Resources Division to report public comments and make recommendations to Land Use, Parks and Environment (LUPE) committee. Subsequently, they will have 3 months to review and take action. (The County cannot take action until the City of Muskego takes action.)

Public Question: What does Muskego have to decide if the County is handling this process?

Rebecca Mattano: The City has property within the proposed Lake District that requires City Council approval prior to County Board action.

Public Question: What is on the City property?

Rebecca Mattano: We do not have the details available but the meeting is being recorded and this information can be provided.

Public Question: Who is going to look at boundaries?

Dave Zimmermann: The Waukesha County Land Use, Parks and Environment committee will look at this following recommendation from staff in the Parks and Land Use Department. Need to check and see authority for adding or removing lands. Can county board add or remove from boundaries?

Kim Haines: County board has authority to remove parcels but not add parcels. The addition of lots must occur with an amendment or withdrawal and refile of the petition.

*(\*Note: Per 33.26, Wis. Stats., lands not originally proposed for inclusion may not be included until a public hearing is held under this section)*

Public Question: Would this create any issue for those homes that fall within Racine County?

Kim Haines: No, because they are part of this petition and since majority of parcels lie in Waukesha County they are responsible for taking action.

**Adjournment by Dave Zimmermann at 8:05pm.**



Exhibit E

COMMON COUNCIL - CITY OF MUSKEGO  
RESOLUTION #077-2017

RESOLUTION TO APPROVE THE  
ESTABLISHMENT OF THE LAKE DENOON LAKE DISTRICT

WHEREAS, Landowners residing on Lake Denoon have petitioned the Board of Supervisors of Waukesha County to establish a Public Inland Protection and Rehabilitation District pursuant to Chapter 33 of the Wisconsin State Statutes; and

WHEREAS, A Public Hearing regarding the formation of the Lake District was held on August 31, 2017 at Muskego City Hall; and

WHEREAS, The District, if established by Order of the Waukesha County Board herein stated, will be known as the Lake Denoon Lake District; and

WHEREAS, The purpose of the District will be to promote public health, comfort, convenience, necessity and public welfare; and

WHEREAS, The boundaries of the proposed District include land that is exclusively owned by the City of Muskego; and

WHEREAS, The City does not want to have any of its owned land included in the District; however, the City does not object to any other lands located in the City of Muskego and contained within the proposed boundaries from forming a Lake District; and

WHEREAS, The City has been advised by the Waukesha County Corporation Counsel that per State Statute all lands contained within the proposed District and located within the City of Muskego must be approved by Resolution of the governing body.

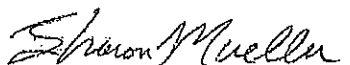
NOW, THEREFORE, BE IT RESOLVED That the Common Council of the City of Muskego approves the formation of the Lake Denoon Lake District subject to the City owned land being excluded from the District.

DATED THIS 26<sup>th</sup> DAY OF SEPTEMBER, 2017.

SPONSORED BY:


COMMITTEE OF THE WHOLE


This is to certify that this is a true and accurate copy of Resolution #077-2017 which was adopted by the Common Council of the City of Muskego.

  
Clerk-Treasurer

9/2017jmb

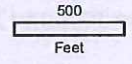
# Exhibit F -- Recommended Lake Denoon Lake District

 Parcel Boundaries

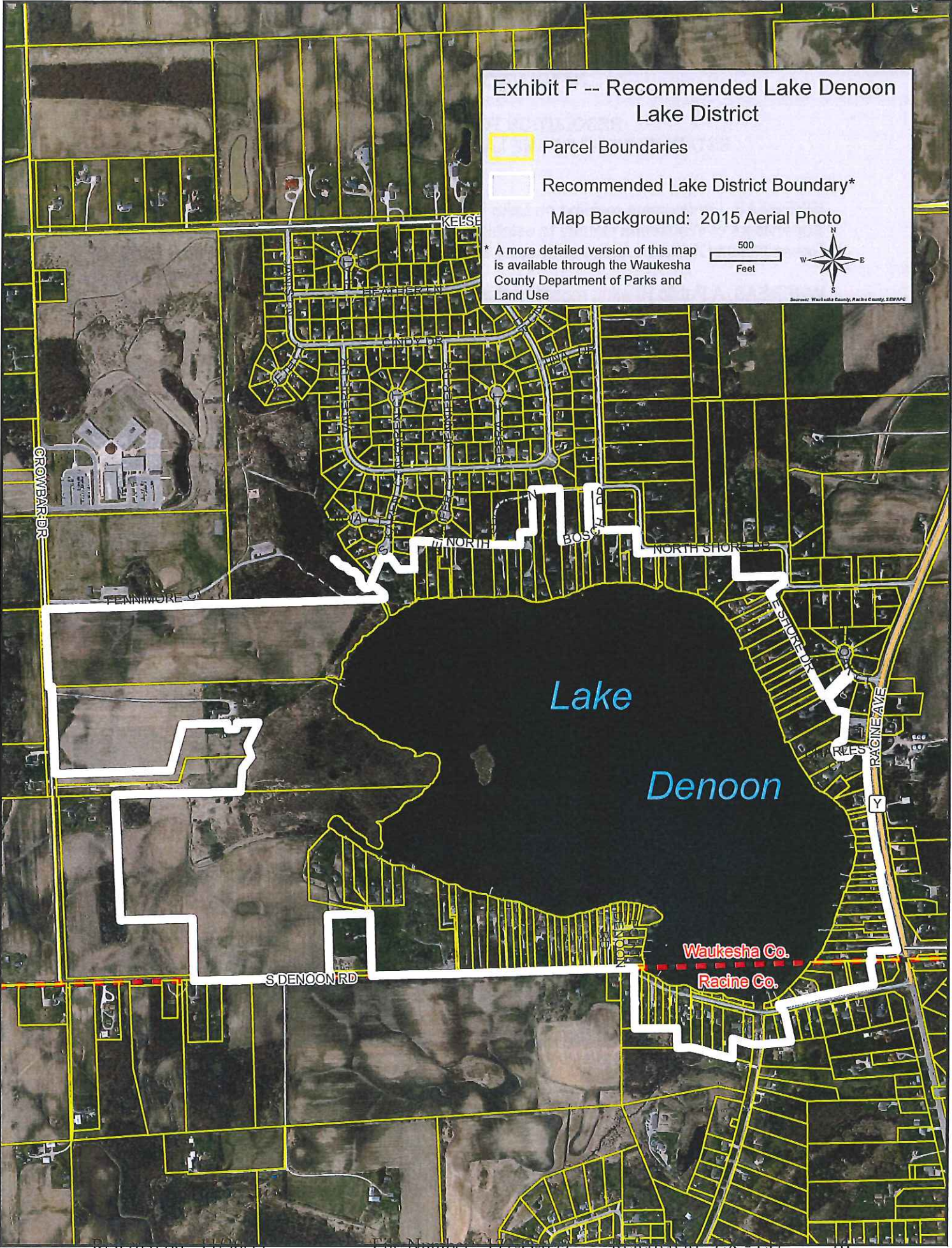
 Recommended Lake District Boundary\*

Map Background: 2015 Aerial Photo

\* A more detailed version of this map is available through the Waukesha County Department of Parks and Land Use



Source: Waukesha County, Racine County, SWAPC





WAUKESHA COUNTY  
OFFICE OF THE COUNTY EXECUTIVE

**MEMO:**

---

DATE: November 28, 2017  
TO: Paul Decker, County Board Chairman  
FROM: Paul Farrow, County Executive  
RE: Appointment of District Commissioners to the Lake Denoon Lake District

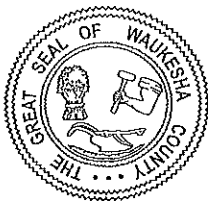
Pursuant to section 33.27 Wis. Stats., I am pleased to submit to the County Board for your consideration the appointment of the following individual to serve on the "initial district board of commissioners" for the Lake Denoon Lake District. By statute, this individual would serve as a commissioner of the newly formed Lake District until elections are held at the first annual meeting of the district. The name and address of this individual is:

**Gerry Klamrowski**  
S106W20597 North Shore  
Muskego, WI 53150

Thank you for your consideration.

PF:kb

cc: Kathleen Novack, County Clerk  
Dale Shaver, PLU Director



WAUKESHA COUNTY  
OFFICE OF THE COUNTY EXECUTIVE

**MEMO:**

---

DATE: November 28, 2017  
TO: Paul Decker, County Board Chairman  
FROM: Paul Farrow, County Executive  
RE: Appointment of District Commissioners to the Lake Denoon Lake District

Pursuant to section 33.27 Wis. Stats., I am pleased to submit to the County Board for your consideration the appointment of the following individual to serve on the "initial district board of commissioners" for the Lake Denoon Lake District. By statute, this individual would serve as a commissioner of the newly formed Lake District until elections are held at the first annual meeting of the district. The name and address of this individual is:

**Mike Corcoran**  
S106W20623 North Shore  
Muskego, WI 53150

Thank you for your consideration.

PF:kb

cc: Kathleen Novack, County Clerk  
Dale Shaver, PLU Director



WAUKESHA COUNTY  
OFFICE OF THE COUNTY EXECUTIVE

**MEMO:**

---

DATE: November 28, 2017  
TO: Paul Decker, County Board Chairman  
FROM: Paul Farrow, County Executive  
RE: Appointment of District Commissioners to the Lake Denoon Lake District

Pursuant to section 33.27 Wis. Stats., I am pleased to submit to the County Board for your consideration the appointment of the following individual to serve on the "initial district board of commissioners" for the Lake Denoon Lake District. By statute, this individual would serve as a commissioner of the newly formed Lake District until elections are held at the first annual meeting of the district. The name and address of this individual is:

**Kevin Kubacki**  
W203S11072 PT Denoon  
Muskego, WI 53150

Thank you for your consideration.

PF:kb

cc: Kathleen Novack, County Clerk  
Dale Shaver, PLU Director



WAUKESHA COUNTY  
OFFICE OF THE COUNTY EXECUTIVE

**MEMO:**

---

DATE: November 28, 2017  
TO: Paul Decker, County Board Chairman  
FROM: Paul Farrow, County Executive  
RE: Appointment of District Commissioners to the Lake Denoon Lake District

Pursuant to subsection 33.28(2)(a) Wis. Stats., and in consultation with the Land Use, Parks and Environment Committee, I am also pleased to submit for your consideration the appointment of **Keith Hammitt**, S66W15079 Woodland Place, Muskego, WI 53150 to serve as the Waukesha County representative on the Lake Denoon Lake District Board of Commissioners.

Thank you for your consideration.

PF:kb

cc: Kathleen Novack, County Clerk  
Dale Shaver, PLU Director

1                   MODIFY THE 2017 DISTRICT ATTORNEY'S OFFICE BUDGET  
2                   TO APPROPRIATE EXPENDITURES FOR OPERATING AND  
3                   INCREASE CHARGES FOR SERVICES REVENUE  
4  
5

6   WHEREAS, the Waukesha County District Attorney provides copies of discoverable case file  
7   materials to defendants being prosecuted by the State of Wisconsin and the County of Waukesha;  
8   and  
9

10   WHEREAS, the Waukesha County District Attorney bills for production of these case file  
11   materials on a per page and per digital media basis by charging the recipient defendants and/or  
12   their defense counsel representatives; and  
13

14   WHEREAS, based on year to date and projected billing for production of case file materials, the  
15   Waukesha County District Attorney anticipates exceeding the 2017 revenue budget by \$10,000;  
16   and  
17

18   WHEREAS, the Waukesha County District Attorney projects operating expenditures to exceed  
19   the 2017 modified budget due to trial preparation expense related to expert witness services  
20   provided on a number of high profile and complex homicide trials taking place in 2017; and  
21

22   WHEREAS, the Waukesha County District Attorney is requesting to increase greater than  
23   budgeted revenue to appropriate additional expenditure authority for greater than budgeted  
24   operating expenses.  
25

26   THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS  
27   that the Waukesha County District Attorney 2017 budget be modified by appropriating operating  
28   expenditures of \$10,000 for trial preparation costs and increasing charges for services revenue by  
29   \$10,000.

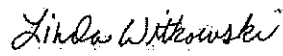
FISCAL NOTE

MODIFY THE 2017 DISTRICT ATTORNEY'S OFFICE BUDGET  
TO APPROPRIATE EXPENDITURES FOR OPERATING AND  
INCREASE CHARGES FOR SERVICES REVENUE

This ordinance modifies the 2017 Waukesha County District Attorney Department budget by appropriating \$10,000 of expenditure authority due to the higher than expected number and complexity of cases requiring additional trial preparation expenditures.

The ordinance also increases charges for service revenue by \$10,000 for higher document duplication fees associated with increased case complexity and digital formats.

This ordinance results in no additional tax levy impact.



Linda Witkowski  
Budget Manager  
11/21/2017

MY JE: 2017 – 00011402



1           MODIFY THE 2017 SHERIFF'S DEPARTMENT BUDGET TO APPROPRIATE  
2           EXPENDITURE AUTHORITY FOR PERSONNEL AND INCREASE  
3           INTERDEPARTMENTAL REVENUE, CHARGES FOR  
4           SERVICES REVENUE, AND OTHER REVENUE  
5  
6

7   WHEREAS, the Waukesha County Sheriff's Department provides bailiff services to Circuit  
8   Court Services and transportation services to Circuit Court Services and Health and Human  
9   Services Departments; and

10  
11   WHEREAS, the Waukesha County Sheriff's Department bills for the services provided based on  
12   actual staff hours required and miles travelled to provide the service by charging the recipient  
13   departments; and

14  
15   WHEREAS, based on year-to-date and projected billing for bailiff and transportation services,  
16   the Sheriff's Department anticipates exceeding the 2017 modified budget by \$75,000; and

17  
18   WHEREAS, the Waukesha County Sheriff's Department provides inmate housing for other law  
19   enforcement agencies such as the Department of Corrections and Probation and Parole; and

20  
21   WHEREAS, based on year-to-date and projected billing for inmate housing, the Sheriff's  
22   Department anticipates exceeding the 2017 modified budget by \$125,000; and

23  
24   WHEREAS, the Waukesha County Sheriff's Department provides commissary to inmates and  
25   based on year-to-date and projected inmate revenue, the Sheriff's Department anticipates  
26   exceeding the 2017 modified budget by \$31,000; and

27  
28   WHEREAS, based on the most recent revenue projections the Waukesha County Sheriff's  
29   Department will exceed the revenue budget by \$231,000; and

30  
31   WHEREAS, the Waukesha County Sheriff's Department projects personnel expenditures to  
32   exceed the 2017 modified budget due to position vacancies and the need to pay overtime for shift  
33   coverage and newly-hired staff working through department training programs requiring the  
34   Department to hire overtime to count toward shift minimums; and

35  
36   WHEREAS, the Waukesha County Sheriff's Department is requesting the appropriate greater  
37   than budgeted revenue to provide additional expenditure authority for greater than budgeted  
38   personnel expenses.

39  
40   THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS  
41   that the Waukesha County Sheriff's Department 2017 budget be modified by appropriating  
42   personnel expenditures of \$231,000 for additional overtime, and increasing charges for services  
43   revenue by \$125,000, interdepartmental revenue by \$75,000, and other revenue by \$31,000.

FISCAL NOTE

MODIFY THE 2017 SHERIFF'S DEPARTMENT BUDGET TO APPROPRIATE  
EXPENDITURE AUTHORITY FOR PERSONNEL AND INCREASE  
INTERDEPARTMENTAL REVENUE, CHARGES FOR  
SERVICES REVENUE, AND OTHER REVENUE

This ordinance modifies the 2017 Waukesha County Sheriff's Department budget by appropriating personnel expenditures of \$231,000 for overtime due to high vacancy and turnover experienced for jail security and general patrol.

The ordinance increases the budget for charges and fees \$125,000 for inmate housing based on higher extended supervision revenues, interdepartmental charges of \$75,000 for increased conveyance and prisoner transport, and other revenue of \$31,000 for increased jail commissary revenue.

This ordinance results in no additional tax levy impact.



Linda Witkowski  
Budget Manager  
11/21/2017

MY: JE# 2017 - 00011388

1 ACCEPT DONATED FITNESS EQUIPMENT FOR THE  
2 SHERIFF'S DEPARTMENT WORKOUT ROOM  
3  
4

5 WHEREAS, Wisconsin Athletic Club expressed an interest in donating used fitness equipment  
6 for the Sheriff's Department workout room; and  
7

8 WHEREAS, the donated equipment includes two treadmills, three stationary bikes, six weight  
9 machines and one leg press machine; and  
10

11 WHEREAS, Waukesha County Code Section 7.91(b)4 requires that in-kind donations with a  
12 replacement value of five thousand dollars (\$5,000) or more, as determined by the recipient  
13 department or those subject to a special condition, must be accepted by the County Board; and  
14

15 WHEREAS, the value of the fitness equipment is approximately \$12,500; and  
16

17 WHEREAS, the fitness equipment will not be included in a replacement plan or replacement will  
18 not be levy funded.  
19

20 THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS  
21 that the Waukesha County Sheriff's Department be allowed to accept the donated fitness  
22 equipment from Wisconsin Athletic Club.

1                   MODIFY THE DEPARTMENT OF HEALTH AND HUMAN SERVICES 2017  
2                   BUDGET TO APPROPRIATE EXPENDITURES FOR CLINICAL  
3                   SERVICES AND INCREASE OTHER REVENUE  
4  
5

6       WHEREAS, the Waukesha County Department of Health and Human Services provides services  
7       consistent with Wisconsin State Statute Chapter 51, including the placement of clients at the  
8       State Mental Health Institutes at Winnebago and Mendota for individuals requiring acute  
9       psychiatric inpatient treatment; and  
10

11       WHEREAS, the Waukesha County Department of Health and Human Services budgeted  
12       approximately \$2.2 million in the 2017 budget for the placement of children and adults at the  
13       State Mental Health Institutes; and  
14

15       WHEREAS, Waukesha County's 28-bed inpatient Mental Health Center is not permitted to  
16       provide services to juveniles, and may not always have available beds, based on facility capacity  
17       and the level of care needed for adult clients; and  
18

19       WHEREAS, costs for the placement and transportation of clients at these state facilities are  
20       projected to exceed the 2017 budget, due to anticipated higher than budgeted costs in the  
21       treatment of children and adults; and  
22

23       WHEREAS, the Department receives partial revenue reimbursement for the cost of services  
24       provided at the State Mental Health Institutes, largely from the collection of third party insurance  
25       and Medicaid, and is projected to exceed the 2017 budget of \$733,500 by \$800,000 due to the  
26       increased treatment of clients at these facilities.  
27

28       THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS  
29       that the 2017 Department of Health and Human Services General Fund Budget be modified by  
30       appropriating expenditures of \$760,000 for Operating Expenses and \$40,000 for  
31       Interdepartmental Expenses to partially cover the above budget treatment costs of clients at the  
32       State Mental Health Institutes and increasing Charges for Services revenues by \$800,000 for  
33       revenue collections for services provided at the institutes.

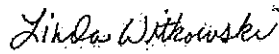
FISCAL NOTE

MODIFY THE DEPARTMENT OF HEALTH AND HUMAN SERVICE 2017  
BUDGET TO APPROPRIATE EXPENDITURES FOR CLINICAL  
SERVICES AND INCREASE OTHER REVENUE

This ordinance modifies the 2017 Waukesha County Department of Health and Human Services (HHS) budget to increase operating expenditures \$760,000 to \$13,014,423. This increase will be used to pay for higher than budgeted contracted inpatient treatment costs for juvenile and adult clients at the State Mental Health Institutes for psychiatric assessment, stabilization, medication management, and treatment. The ordinance also increases interdepartmental charges \$40,000 to \$1,510,773 for transportation services to and from the State Institutes provided by the Sheriff's Department.

This ordinance also increases revenue by \$800,000 of additional collections revenues, mostly from third party insurance and Medicaid, generated from the partial reimbursement of services provided at the State Mental Health Institutes.

This ordinance results in no additional direct tax levy impact.



Linda Witkowski  
Linda Witkowski  
Budget Manager  
11/27/2017

ST – BAJ #2017-00011519

1       MODIFY THE DEPARTMENT OF HEALTH AND HUMAN SERVICE 2017 BUDGET TO  
2                APPROPRIATE EXPENDITURES FOR AGING AND DISABILITY RESOURCE  
3                CENTER AND INCREASE GENERAL GOVERNMENT REVENUE  
4  
5

6       WHEREAS, the Waukesha County Department of Health and Human Services, Aging and  
7       Disability Resource Center (ADRC) provides the public with information related to aging or  
8       living with a disability, including information, referral, assistance, long-term care, financial and  
9       functional eligibility, long-term care options, short-term case management, elderly and disability,  
10      benefits counseling, prevention, early intervention, health promotion, outreach/marketing,  
11      advocacy, and emergency referrals; and  
12

13      WHEREAS, the Waukesha County Department of Health and Human Services budgeted  
14      approximately \$3.2 million in the 2017 budget for ADRC Contract Fund related activities; and  
15

16      WHEREAS, Waukesha received state approval to carryover grant funding from 2016 to 2017 for  
17      the purpose of special projects and to provide additional services; and  
18

19      WHEREAS, costs related to the special projects and expansion of services are projected to  
20      exceed the 2017 budget by \$165,000; and  
21

22      WHEREAS, the Department receives full state and federal revenue reimbursement for the cost of  
23      services provided through the ADRC Contract fund, up to the approved contract limit, and is  
24      projected to exceed the 2017 budget of \$3,192,926 by \$165,000 due to the approved carryover of  
25      the state grant.  
26

27      THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS  
28      that the 2017 Department of Health and Human Services ADRC Contract Fund Budget be  
29      modified by appropriating expenditures of \$165,000 for Operating Expenses and increasing  
30      General Government Revenues by \$165,000 for carryover revenue.

FISCAL NOTE

MODIFY THE DEPARTMENT OF HEALTH AND HUMAN SERVICE 2017 BUDGET TO  
APPROPRIATE EXPENDITURES FOR AGING AND DISABILITY RESOURCE  
CENTER AND INCREASE GENERAL GOVERNMENT REVENUE

This ordinance modifies the 2017 Waukesha County Department of Health and Human Services (HHS) – Aging and Disability Resource Center budget by appropriating \$165,000 of additional operating expenses for special projects and to provide additional services. The funds will be used for ADRC Representative staff services of approximately \$78,000, office equipment and furniture of approximately \$58,000 for reconfiguration and expansion of the ADRC area, computer equipment and training to increase staff efficiency and resources.

The additional budget appropriations will be funded by \$165,000 of additional state and federal ADRC grant funds that were approved by the State to be carried over from 2016 to 2017.

This ordinance results in no additional tax levy impact.



Linda Witkowski  
Budget Manager  
11/27/2017

CD - BAJ# 2017-00011555

1 APPROVE 2018 SALARIES FOR SEASONAL  
2 AND TEMPORARY CLASSIFICATIONS  
3  
4

5 WHEREAS, seasonal and temporary employees are vital components of the County workforce  
6 which enables the County to deliver quality and cost efficient programs and services; and  
7

8 WHEREAS, the ability to recruit and retain qualified employees year after year is critical in  
9 delivering our programs and services.  
10

11 THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS  
12 the changes in rates of pay for seasonal and temporary job classifications outlined in the attached  
13 table be approved effective January 6, 2018.



## 2018 Salaries for Seasonal and Temporary Classifications

		2017 Hourly Rates						2018 Proposed Hourly Rates					
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Civilian Bailiff	Civilian Bailiff	\$11.24	\$12.06	\$12.88	\$13.69	\$14.51		\$11.41	\$12.24	\$13.07	\$13.90	\$14.73	
Graduate Intern	Graduate Intern	\$11.24	\$12.06	\$12.88	\$13.69	\$14.51		\$11.41	\$12.24	\$13.07	\$13.90	\$14.73	
Intern	Intern	\$8.70	\$9.52	\$10.34	\$11.15	\$11.98		\$8.83	\$9.66	\$10.50	\$11.32	\$12.16	
Law Intern	Law Intern	\$11.24	\$12.06	\$12.88	\$13.69	\$14.51		\$11.41	\$12.24	\$13.07	\$13.90	\$14.73	
Semi-Skilled Employee	Semi-Skilled Employee	\$8.70	\$9.52	\$10.34	\$11.15	\$11.98		\$8.83	\$9.66	\$10.50	\$11.32	\$12.16	
Technical Intern	Technical Intern	\$11.24	\$12.06	\$12.88	\$13.69	\$14.51		\$11.41	\$12.24	\$13.07	\$13.90	\$14.73	
Temporary Clerical Help	Temporary Clerical Help	\$11.31	\$12.16	\$13.02	\$13.89	\$14.74		\$11.48	\$12.34	\$13.22	\$14.10	\$14.96	
Unclassified Employee	Unclassified Employee	\$7.60	\$7.66	\$7.95	\$8.26	\$9.00		\$7.71	\$7.77	\$8.07	\$8.38	\$9.14	
Registered Prof Nurse	Registered Prof Nurse	\$23.22	\$23.96	\$24.69	\$25.44	\$26.17		\$23.57	\$24.32	\$25.06	\$25.82	\$26.56	
Weekend Registered Nurse	Weekend Registered Nurse	\$42.59	\$44.53	\$46.69	\$48.82	\$51.06	\$53.49	\$43.23	\$45.20	\$47.39	\$49.55	\$51.83	\$54.29
Aquatic Program Supervisor	Aquatic Program Supervisor	\$15.23	\$15.73	\$16.24	\$16.49	\$17.00		\$15.46	\$15.97	\$16.48	\$16.74	\$17.26	
Head Attendant	Head Attendant	\$11.93	\$12.43	\$12.94	\$13.45	\$13.96		\$12.11	\$12.62	\$13.13	\$13.65	\$14.17	
Head Lifeguard/Swim Instructor	Head Lifeguard/Swim Instructor	\$11.50	\$12.00	\$12.50	\$13.00	\$13.50		\$11.67	\$12.18	\$12.69	\$13.20	\$13.70	
Lead Park Seasonal Lifeguard	Lead Park Seasonal Lifeguard	\$11.50	\$12.00	\$12.50	\$13.00	\$13.50		\$11.67	\$12.18	\$12.69	\$13.20	\$13.70	
Park Program Coordinator	Park Program Coordinator	\$9.65	\$9.85	\$10.05	\$10.25	\$10.40		\$9.79	\$10.00	\$10.20	\$10.40	\$10.56	
Park Ranger	Park Ranger	\$11.65	\$12.04	\$12.40	\$12.83	\$13.25		\$11.82	\$12.22	\$12.59	\$13.02	\$13.45	
Park Ranger Coordinator	Park Ranger Coordinator	\$15.48	\$15.73	\$15.99	\$16.24	\$16.49		\$15.46	\$15.97	\$16.48	\$16.74	\$17.26	
Park Seasonal	Park Seasonal	\$9.20	\$9.50	\$9.80	\$10.10	\$10.40		\$9.34	\$9.64	\$9.95	\$10.25	\$10.56	
Recreational Instructor	Recreational Instructor	\$12.00	\$12.50	\$13.00	\$13.50	\$14.00		\$12.18	\$12.69	\$13.20	\$13.70	\$14.21	
Seasonal Park Naturalist/Biologist	Seasonal Park Naturalist/Biologist	\$12.43	\$12.69	\$13.20	\$13.70	\$14.21		\$12.62	\$12.88	\$13.40	\$13.91	\$14.42	

FISCAL NOTE

APPROVE 2018 SALARIES FOR SEASONAL  
AND TEMPORARY CLASSIFICATIONS

This ordinance approves new wage schedules for seasonal and temporary classifications effective January 6, 2018. The 2018 estimated County-wide impact of the changes (including benefit costs) is approximately \$62,000, or about a 1.5% increase.

The impact of these changes was been included in the 2018 Adopted Budget.

*Lawrence M. Dahl*  
Lawrence M. Dahl  
Accounting Services Manager

1 APPROVE 2018 SALARY AND BENEFIT MODIFICATIONS  
2 FOR NON-REPRESENTED EMPLOYEES  
3  
4

5 WHEREAS, it is necessary to maintain competitive salary and benefits systems and structures to  
6 attract and retain a qualified work force; and  
7

8 WHEREAS, it is appropriate to adjust the salary ranges to reflect the changes in the labor  
9 market; and  
10

11 WHEREAS, federal regulations have required the County to modify the health plan cost sharing  
12 formula and the contribution levels toward the health savings account plan in order to comply  
13 with federal nondiscrimination regulations; and  
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15 WHEREAS, the County compensation philosophy is to continue to reassign job classifications  
16 from the step plan salary structure to the pay for performance open salary ranges; and  
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18 WHEREAS, it is beneficial to establish flexibility in being able to authorize a limited vacation and  
19 sick leave benefit upon hire for difficult to recruit positions; and  
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21 WHEREAS, the County has provided for the fiscal impact of this ordinance in the County  
22 budget for 2018.  
23

24 THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS  
25 that effective January 6, 2018, a salary range adjustment of one and one-half percent (1.5 %) will  
26 be applied to the non-represented 2017 salary ranges.  
27

28 BE IT FURTHER ORDAINED that, effective January 1, 2018, the following modifications are  
29 made to the health insurance plans:  
30

31 A. Choice Plus Health Insurance Plan Establish a third cost sharing tier, so that regular full-  
32 time employees who are enrolled in a family plan and only partially comply with the  
33 health risk assessment policy, will pay twenty-three percent (23%) of the premium if  
34 either the employee or spouse fully complete the health risk assessment program.  
35

36 B. HSA Health Plan Establish a third health savings account contribution tier, so that  
37 regular full-time employees who are enrolled in a family plan and only partially comply  
38 with the health risk assessment policy, will receive one thousand five hundred dollars  
39 (\$1,500) if only the employee or spouse fully complete the health risk assessment  
40 program. Decrease the County contribution from one thousand dollars (\$1,000) to five  
41 hundred dollars (\$500) if neither the employee nor spouse complete the health risk  
42 assessment program.  
43

44 BE IT FURTHER ORDAINED that, effective January 1, 2018, the following salary policy be  
45 established:  
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47 Employees in the Step Salary classifications who have been at the maximum of the range  
48 for a minimum of one (1) year will be eligible for the non-base performance award.

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BE IF FURTHER ORDAINED that, effective July 1, 2018, that the following salary policies are established:

- A. Employees in non-exempt classifications will be eligible to accrue and use sick leave during their first six months of employment.
- B. Regular full-time and regular part-time employees who are in job classifications that were previously covered by the AFSCME Master Unit and Association of Professional Correctional Officers and Telecommunicators labor contracts will be eligible to participate in the current non-represented sick leave enhancement credit policy.
- C. Authorize Human Resources to approve up to ten (10) days of vacation in the first and second years of employment and five (5) days of sick leave for newly hired non-exempt employees in positions, which have proven difficult to recruit and retain qualified candidates.

BE IT FURTHER ORDAINED that, effective January 6, 2018, the following classifications will be moved from the Step Salary Ranges to the pay for performance Open Salary Ranges:

Classification	Current		New	
	Step	2017 Annual Salary	Open	2017 Annual Salary
Senior Administrative Specialist	S-07	\$35,547 - \$46,010	O-02	\$36,421 - \$48,173
Victim Witness Specialist	S-07	\$35,547 - \$46,010	O-02	\$36,421 - \$48,173
Registered Dietetic Technician	S-08	\$37,357 - \$49,296	O-03	\$38,230 - \$50,586
Veteran's Services Aide	S-08	\$37,357 - \$49,296	O-03	\$38,230 - \$50,586
Volunteer Program Specialist	S-08	\$37,357 - \$49,296	O-03	\$38,230 - \$50,586
Commitment Hearings Coordinator	S-09	\$39,229 - \$50,752	O-04	\$40,165 - \$53,102
Departmental Secretary	S-09	\$39,229 - \$50,752	O-04	\$40,165 - \$53,102
Payroll Coordinator	S-09	\$39,229 - \$50,752	O-04	\$40,165 - \$53,102
Senior Fiscal Specialist	S-09	\$39,229 - \$50,752	O-04	\$40,165 - \$53,102
Economic Support Specialist	S-10	\$41,163 - \$54,350	O-05	\$42,162 - \$55,765
Human Resources Assistant	S-10	\$41,163 - \$54,350	O-05	\$42,162 - \$55,765
Maintenance Mechanic I	S-10	\$41,163 - \$54,350	O-05	\$42,162 - \$55,765
Child Support Specialist	S-11	\$43,243 - \$57,054	O-06	\$44,262 - \$58,573
Court Reporter	S-11	\$43,243 - \$57,054	O-06	\$44,262 - \$58,573
Fraud Investigator	S-11	\$43,243 - \$57,054	O-06	\$44,262 - \$58,573
Maintenance Mechanic II	S-11	\$43,243 - \$57,054	O-06	\$44,262 - \$58,573
Paralegal	S-11	\$43,243 - \$57,054	O-06	\$44,262 - \$58,573
Records Management Analyst	S-11	\$43,243 - \$57,054	O-06	\$44,262 - \$58,573
Telecommunicator	S-11	\$43,243 - \$57,054	O-06	\$44,262 - \$58,573
Benefits Specialist	S-12	\$45,365 - \$59,925	O-07	\$46,488 - \$61,485
Crew Leader	S-12	\$45,365 - \$59,925	O-07	\$46,488 - \$61,485
Sign & Signal Maintenance Worker	S-12	\$45,365 - \$59,925	O-07	\$46,488 - \$61,485
Deputy Medical Examiner	S-13	\$47,674 - \$62,878	O-08	\$48,797 - \$64,563
Radio Systems Technician	S-15	\$52,562 - \$69,326	O-10	\$53,810 - \$71,178
Radio Systems Specialist	S-20	\$67,080 - \$88,504	O-15	\$68,702 - \$90,834

## FISCAL NOTE

### APPROVE 2018 SALARY AND BENEFIT MODIFICATIONS FOR NON-REPRESENTED EMPLOYEES

Sections of the Ordinance with fiscal implications include the following:

#### Across-the-Board Increase

This ordinance authorizes a 1.5% across-the-board wage increase for all non-represented County employees, effective January 6, 2018. This would include all employees except elected officials, certain temporary and seasonal categories covered by a separate ordinance and those represented by the Wisconsin Professional Police Association.

The fiscal impact of these changes is illustrated below:

	2017 Wages & Benefits Base	2018 ATB Changes	2018 Wages & Benefits	%
Salaries	\$72,687,074	\$1,090,360	\$73,777,434	1.50%
Retirement	\$4,946,385	\$74,199	\$5,020,584	1.50%
Social Security	\$5,560,561	\$83,413	\$5,643,974	1.50%
Total	\$83,194,020	\$1,247,972	\$84,441,992	1.50%

#### Health Plan Changes

This ordinance authorizes changes in the cost sharing and contribution formulas for the health plans offered by the County. A third cost sharing tier will be added to both the Choice Plus Plan and the Health Savings Account Plan for cases where there is partial compliance with the annual Health Risk Assessment. The Choice Plus Plan will add a 23% for partially compliant family plans (versus 20% for full compliance and 25% for non-compliance). The Health Savings Account Plan will add a County contribution of \$1,500 for partially compliant family plan participants and decrease the contribution for non-compliant participants from \$1,000 to \$500. The impact of these changes is estimated to be minimal.

#### Other Salary Policies

This ordinance also authorizes non-exempt employees to accrue and use sick leave during the first six months of employment. Classifications previously covered by the AFSCME Master Unit, Association of Professional Correctional Officers and Telecommunicators labor contracts will be allowed to participate in the County sick leave enhancement credit policy. Human Resources will be allowed to approve up to ten days of vacation in the first and second year of employment, and up to five days of sick leave for newly hired non-exempt employees. The changes are estimated to have minimal fiscal impact.

#### Reassignment of Certain Classifications into New Salary Ranges

The ordinance lists twenty-five positions to be moved into new ranges. In some cases, the new range minimum is higher than the employee's current salary and their Salary will need to be adjusted accordingly. The impact of these adjustments is estimated at \$35,002.

The annual net impact of all the provisions of the ordinance is estimated at \$1,282,974. The 2018 Adopted Budget includes sufficient funding for these changes.



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Lawrence M. Dahl  
Accounting Services Manager

1 APPROVAL OF COMPROMISE SETTLEMENT AGREEMENT FOR WORKER'S  
2 COMPENSATION CASE ENTITLED RICHARD GILLIS VS. WAUKESHA COUNTY  
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5 WHEREAS, an employee of Waukesha County Department of Public Works has filed a  
6 Worker's Compensation claim against Waukesha County for injuries allegedly occurred while  
7 employed with Waukesha County; and  
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9 WHEREAS, the continuation of the litigation possesses substantial risk to both sides of the  
10 litigation and both sides will continue to incur significant additional expenses without a  
11 settlement; and  
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13 WHEREAS, the employee has expressed a willingness to enter into a settlement agreement  
14 which is on file in the Corporation Counsel's office pending approval by the County Board and  
15 which has been shared in closed session with the County Board; and  
16

17 WHEREAS, it has been determined that settlement of these issues at this time is in the best  
18 interest of Waukesha County.  
19

20 THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS  
21 THAT the settlement agreement on file with the Corporation Counsel and previously shared with  
22 the Board entitled Full and Final Compromise Agreement in the Workers' Compensation case  
23 entitled Richard Gillis vs. Waukesha County is hereby approved.