



Sawyer County

Agenda

Administration Committee Meeting
Thursday, January 11, 2024 @ 10:00 AM
Sawyer County Board Room

Page

1. CALL TO ORDER

- a. The public is **strongly encouraged** to access the public meeting remotely due to public health and safety concerns. To view or participate in the **virtual meeting** from a computer, iPad, or Android device please go to <https://zoom.us/j/92546130740>. You can also use the dial in at 1-312-626-6799 with the Webinar ID: 925 4613 0740. Use *9 to Raise/lower hand and *6 to Unmute/mute. If additional assistance is needed please contact the County Clerk's Office at 715-634-4866 prior to the meeting. If you are on a computer, click the "Raise Hand" button and wait to be recognized. If you are on a telephone, dial *9 and wait to be recognized.

2. ROLL CALL

3. PLEDGE OF ALLEGIANCE

4. CERTIFICATION OF COMPLIANCE WITH THE OPEN MEETINGS LAW

5. MEETING AGENDA

6. PUBLIC COMMENTS

- a. At this time, members of the public will be given the opportunity to address the Committee. Please adhere to the following when addressing the Committee:
 - Comments will be limited to 3 minutes or less per individual.
 - Comments should be directed to the Committee as a whole and not directed to individual Committee members.
 - The Committee cannot respond to your comments during this time.
 - Please sign in and fill out a public comment sheet if you wish to speak on an item.

7. APPROVAL OF MINUTES FROM PREVIOUS MEETING

Committee's response to same

Open Session – Discussion and possible action RE: Closed Session

17. FUTURE AGENDA ITEMS

18. CORRESPONDENCE, REPORTS FROM CONFERENCES AND MEETINGS

19. ADJOURNMENT

DISCLAIMER:

A quorum of the County Board of Supervisors or of any of its committees may be present at this meeting to listen and observe. Neither the Board nor any of the committees have established attendance at this meeting as an official function of the Board or committee(s) or otherwise made a determination that attendance at the meeting is necessary to carry out the Board or committee's function. The only purpose for other supervisors attending the meeting is to listen to the information presented. Neither the Board nor any committee (other than the committee providing this notice and agenda) will take any official action with respect to this noticed meeting.

Copy sent via email to: County Clerk and News Media. Note: Any person wishing to attend whom, because of a disability, requires accommodation should call the Sawyer County Clerk's Office (715.634.4866) at least 24 hours before the scheduled meeting so appropriate arrangements can be made.

**Minutes of the December 14, 2023 meeting of the Sawyer County
Administration Committee
Of the Sawyer County Board of Supervisors
Board Room; Sawyer County**



Voting Committee Members (X) Present:

- ☒ Chair: **Tweed Shuman**
- ☒ Vice Chair: Ron Buckholtz
- ☒ Tom Duffy
- ☒ Ron Kinsley
- ☒ Dale Schleeter

Others Present:

Andy Albarado Linda Zillmer
Lynn Fitch
Gary Elliott
Rose Lillyroot

Call to Order –Chair Shuman called the meeting to order at 10:00 am.

Certification of Compliance with the open meeting law was met. Roll Call taken; quorum was met.

Meeting Agenda –

Public Comments – Nicole Clapero, Linda Zillmer, Stacey Hessel, Carol Martin, Marshal Savitski, Libby Fandry, Ben Drier

Minutes from the previous meeting dated: November 9, 2023

Motion to approve made by: Mr. Duffy Second by: Mr. Buckholtz
Motion carried without negative vote.

Veterans Service Department Report -

A written report was provided and reviewed by Mr. Elliott. Call, contact and pension claims were provided.

Information Technology Department Report –

A written report was provided. Mr. Coleson advised that the Kansas Conference Room is now available for video conference meetings. The IT expansion budget was reviewed.

Human Resources Report -

A written report was provided. Ms. Lillyroot reported that the Highway is fully staffed at this time.

County Clerk Department Report -

A written report was provided. County Board Candidacy papers have been distributed and are due in the County Clerk office by 5 pm on Tuesday, January 2nd. The 2024 dog licenses are now being sold as of December 1st. The public records request report was reviewed. The slate of candidates for the 2024-25 Board of Canvassers was presented for consideration. A motion was made Mr. Buckholtz to approve the BOC slate of candidates and forward to County Board; second by Mr. Duffy. Motion carried without negative vote.

County Board Vacancy -

Mr. Shuman reported that District 10 Supervisor has submitted a letter of resignation effective immediately, and this vacancy is advertised with an application deadline of December 29th.

County Administrator's Report –

Mr. Albarado advised that he's put out requests for staff feedback on the proposed PTO policy which was included in the packet. He reviewed various components of the plan that was provided and an explanation of the conversion process. A motion was made by Mr. Kinsley to postpone this item one month; second by Mr. Duffy. Motion carried without negative vote. Mr. Albarado provided a handout a page of proposed additional employee benefits including

maternity leave, a fitness reimbursement to fitness paid memberships and fitness entry fees. A call with the contractors regarding remaining courthouse expansion projects is pending. Corporate counsel has been spending time with open record requests. CJCC has been active and the recovery court is running. The 2024 cooperative Tribal Law Enforcement agreement has been approved. SCLCO Economic Development Corp. will be seeing a housing study presentation today. RFPs for the radio communications system proposals are under review now. Mr. Shuman left the meeting at 11:11 am.

Future Agenda Items – District 10 Supervisor Appointment, PTO Policy, Out-of-County Vehicle Policy

Correspondence, reports from conferences and meetings

Adjournment – 11:12 am

Next Meeting: January 11, 2024 **Time:** 10:00 am **Location:** Board Room
Minutes recorded by Lynn Fitch, County Clerk

DRAFT

**Minutes of the December 19, 2023 Special meeting of the Sawyer County
Administration Committee
Of the Sawyer County Board of Supervisors
Board Room; Sawyer County**



Voting Committee Members (X) Present:

- ☒ Chair: **Tweed Shuman**
- ☒ Vice Chair: Ron Buckholtz
- ☒ Tom Duffy
- ☒ Ron Kinsley
- ☒ Dale Schleeter

Others Present:

Andy Albarado Linda Zillmer
Lynn Fitch
Tim Hagberg

Call to Order –Chair Shuman called the meeting to order at 11:00 am.

Certification of Compliance with the open meeting law was met. Roll Call taken; quorum was met.

Meeting Agenda –

Public Comments – Tim Hagberg, Linda Zillmer

Vehicle Take-Home Policy -

Mr. Albarado provided some background information on the topic and provided a copy of Statute 66.0502 *Employee residency requirements prohibited* policy, as well as the County current residency 25-mile radius requirement policy. The state statute limiting residency has been rescinded. Administration also talked with our insurance company to determine any potential impact of a policy change. Sheriff Mrotek provided historical background information and comparables. The purpose of the take-home squad started because staff was not staffed 24-hours at that time. Some counties do not have take-home squads and some just recently instituted a take-home squad policy. We have six deputies who live outside of our county at this time. To take vehicles home, there would be an IRS tax that affected officers would need to pay. A motion was made by Mr. Savitski of the Public Safety Committee to change the current policy to allow deputies to take the County squad home if they live within 25 miles of the county line; second by Mr. Peters of Public Safety and forward to the Administration Committee. A roll call vote was taken of the Public Safety Committee meeting and failed 2-3; “yes” votes from Weaver and Savitski of the Public Safety Committee; “no” votes from Buckholtz, Peters, and Helwig. This topic will go to the January Public Safety meeting. Having the motion fail, the Administration Committee did not take this item up for discussion today.

Consideration of Employee PTO Policy -

Mr. Albarado presented the proposed PTO policy that had been addressed at the December Administration policy. Mr. Shuman advised that he has been contacted by several employees in favor of this new policy and thus requested it be brought back to this Committee so that it could be considered for a January implementation. A motion was made by Mr. Buckholtz; second by Mr. Schleeter to approve the new PTO policy and put it into practice as of January 1, 2024, and forward it to full County Board. A roll call vote was taken and carried 5-0.

Future Agenda Items

Correspondence, reports from conferences and meetings

Adjournment – 12:23 pm

Minutes recorded by Lynn Fitch, County Clerk

Chuck Van Etten
16274W Boylan Road
Stone Lake, WI 54876
grantpolicecapt@yahoo.com
715-638-0704
December 11, 2023

Tweed Shuman
Chairman, Sawyer County Board of Supervisors

Subject: Letter of Interest for Appointment to the Sawyer County Board of Supervisors

Dear Mr. Shuman,

I hope this letter finds you well. I am writing to express my sincere interest in being appointed to the Sawyer County Board of Supervisors. Having previously held this esteemed position, I am eager to contribute my skills, experience, and dedication to the continued progress and success of Sawyer County.

During my previous tenure on the Board, I had the privilege of actively participating in decision-making processes, collaborating with fellow board members, and representing the interests of our community. My commitment to effective governance, fiscal responsibility, and community engagement has been unwavering, and I am eager to bring these qualities back to the Sawyer County Board.

As the upcoming spring elections approach, I am also excited to inform you that I plan on running for the same position. My decision to seek election is a testament to my long-standing commitment to serving the residents of Sawyer County and working towards the betterment of our community.

Thank you for considering my appointment. I look forward to the possibility of once again serving the residents of Sawyer County as a member of the Board of Supervisors.

Sincerely,

Chuck Van Etten

Gary Elliott
Veteran Service Officer
OFFICE: (715) 634-2770
FAX: (715) 638-3213

Sawyer County
Veteran Service Office
16096 US Hwy 63
Hayward, WI 54843



Administrative Committee Meeting, January 11, 2024

A. **Budget Performance Report:** Attached.

B. **Office Report:**

Contacts:

December: 450 phone calls, 473 letters/emails/faxes and 181 office visits.

VA Disability Compensation/Pension Claims:

The Veteran Service office submitted 209 disability/pension claims to date and received retroactive payment of \$276,669.82 for claims decided in the Veteran's favor.

Training:

Up to date.

Respectfully submitted,

A handwritten signature in dark ink, appearing to read "G. Elliott", written over a circular stamp or seal.

Gary Elliott
CVSO



Budget Performance Report

Fiscal Year to Date 01/02/24

Include Rollup Account and Rollup to Account

Account	Account Description	Adopted Budget	Budget Amendments	Amended Budget	Current Month Transactions	YTD Encumbrances	YTD Transactions	Budget - YTD Transactions	% Used/ Rec'd	Prior Year Total
Fund 100 - General Fund										
REVENUE										
Department 57 - Veteran's Administration										
46250	Veterans' Trans. Fees	1,300.00	.00	1,300.00	.00	.00	.00	1,300.00	0	1,275.00
Department 57 - Veteran's Administration Totals		\$1,300.00	\$0.00	\$1,300.00	\$0.00	\$0.00	\$0.00	\$1,300.00	0%	\$1,275.00
REVENUE TOTALS		\$1,300.00	\$0.00	\$1,300.00	\$0.00	\$0.00	\$0.00	\$1,300.00	0%	\$1,275.00
EXPENSE										
Department 57 - Veteran's Administration										
State Account 54710 - Veteran's Relief										
50322	Veterans' Relief Expenses	5,000.00	.00	5,000.00	.00	.00	.00	5,000.00	0	437.54
State Account 54710 - Veteran's Relief Totals		\$5,000.00	\$0.00	\$5,000.00	\$0.00	\$0.00	\$0.00	\$5,000.00	0%	\$437.54
State Account 54720 - Veteran's Office										
50111	Regular Salaries	132,539.00	.00	132,539.00	.00	.00	.00	132,539.00	0	75,508.34
50112	Salaries Overtime	.00	.00	.00	.00	.00	.00	.00	+++	151.33
50144	Term Life Ins./Employer's Share	53.00	.00	53.00	.00	.00	.00	53.00	0	57.74
50147	Workers Comp	4,034.00	.00	4,034.00	.00	.00	.00	4,034.00	0	1,380.12
50151	FICA-Employer's Share	10,139.00	.00	10,139.00	.00	.00	.00	10,139.00	0	6,308.36
50152	Retirement-Employer's Share	9,104.00	.00	9,104.00	.00	.00	.00	9,104.00	0	5,310.62
50154	Hospital and Health Insurance	.00	.00	.00	.00	.00	.00	.00	+++	1,050.57
50155	Flex Administration Fees	48.00	.00	48.00	.00	.00	.00	48.00	0	68.31
50218										
50218-323	Garbage	50.00	.00	50.00	.00	.00	.00	50.00	0	38.50
50218 - Totals		\$50.00	\$0.00	\$50.00	\$0.00	\$0.00	\$0.00	\$50.00	0%	\$38.50
50220	Contracted Expenses	.00	.00	.00	.00	.00	.00	.00	+++	1,547.80
50221	Water and Sewer	325.00	.00	325.00	.00	.00	.00	325.00	0	206.18
50222	Electric	1,000.00	.00	1,000.00	.00	.00	.00	1,000.00	0	647.89
50224	Heating Fuels	500.00	.00	500.00	.00	.00	.00	500.00	0	231.21
50225	Telephone	750.00	.00	750.00	.00	.00	.00	750.00	0	992.70
50241	Repairs/Maintenance-Vehicles	1,000.00	.00	1,000.00	.00	.00	.00	1,000.00	0	1,275.48
50270	Insurance Claim	5,000.00	.00	5,000.00	.00	.00	.00	5,000.00	0	.00
50311	Postage	100.00	.00	100.00	.00	.00	.00	100.00	0	22.77
50312	Office Supplies	.00	.00	.00	.00	.00	.00	.00	+++	785.16
50313	Printing	3,000.00	.00	3,000.00	.00	.00	.00	3,000.00	0	2,593.79
50329	Subscriptions	700.00	.00	700.00	.00	.00	.00	700.00	0	34.00
50335	Meal Expenses	100.00	.00	100.00	.00	.00	.00	100.00	0	.00
50339	Travel	.00	.00	.00	.00	.00	.00	.00	+++	150.00
50343	Boards & Commissions	150.00	.00	150.00	.00	.00	.00	150.00	0	.00
50349										
50349-342	Flags	1,000.00	.00	1,000.00	.00	.00	.00	1,000.00	0	881.34
50349 - Totals		\$1,000.00	\$0.00	\$1,000.00	\$0.00	\$0.00	\$0.00	\$1,000.00	0%	\$881.34
50351	Vehicle Fuel	2,400.00	.00	2,400.00	.00	.00	.00	2,400.00	0	1,852.13



Budget Performance Report

Fiscal Year to Date 01/02/24

Include Rollup Account and Rollup to Account

Account	Account Description	Adopted Budget	Budget Amendments	Amended Budget	Current Month Transactions	YTD Encumbrances	YTD Transactions	Budget - YTD Transactions	% Used/ Rec'd	Prior Year Total
Fund 100 - General Fund										
EXPENSE										
Department 57 - Veteran's Administration										
State Account 54720 - Veteran's Office										
50515	Indirect Cost	.00	.00	.00	.00	.00	.00	.00	+++	7,194.68
50805	Capital Outlay-Small Equipment (1000 - 5000)	1,000.00	.00	1,000.00	.00	.00	.00	1,000.00	0	.00
State Account 54720 - Veteran's Office Totals		\$172,992.00	\$0.00	\$172,992.00	\$0.00	\$0.00	\$0.00	\$172,992.00	0%	\$108,289.02
State Account 54730 - Care of Veteran's Graves										
50220	Contracted Expenses	7,000.00	.00	7,000.00	.00	.00	.00	7,000.00	0	5,840.00
State Account 54730 - Care of Veteran's Graves Totals		\$7,000.00	\$0.00	\$7,000.00	\$0.00	\$0.00	\$0.00	\$7,000.00	0%	\$5,840.00
Department 57 - Veteran's Administration Totals		\$184,992.00	\$0.00	\$184,992.00	\$0.00	\$0.00	\$0.00	\$184,992.00	0%	\$114,566.56
EXPENSE TOTALS		\$184,992.00	\$0.00	\$184,992.00	\$0.00	\$0.00	\$0.00	\$184,992.00	0%	\$114,566.56
Fund 100 - General Fund Totals										
REVENUE TOTALS		1,300.00	.00	1,300.00	.00	.00	.00	1,300.00	0%	1,275.00
EXPENSE TOTALS		184,992.00	.00	184,992.00	.00	.00	.00	184,992.00	0%	114,566.56
Fund 100 - General Fund Totals		(\$183,692.00)	\$0.00	(\$183,692.00)	\$0.00	\$0.00	\$0.00	(\$183,692.00)		(\$113,291.56)
Fund 213 - Veteran's Service Grant										
REVENUE										
Department 00 - General										
43565										
43565	State Aid/Veteran's Grant	9,350.00	.00	9,350.00	.00	.00	.00	9,350.00	0	9,350.00
43565-001	2023 ARPA CVSO Grant	.00	.00	.00	.00	.00	.00	.00	+++	14,228.00
43565 - Totals		\$9,350.00	\$0.00	\$9,350.00	\$0.00	\$0.00	\$0.00	\$9,350.00	0%	\$23,578.00
Department 00 - General Totals		\$9,350.00	\$0.00	\$9,350.00	\$0.00	\$0.00	\$0.00	\$9,350.00	0%	\$23,578.00
REVENUE TOTALS		\$9,350.00	\$0.00	\$9,350.00	\$0.00	\$0.00	\$0.00	\$9,350.00	0%	\$23,578.00
EXPENSE										
Department 00 - General										
State Account 54700 - Veteran's Grant Expenses										
50111	Regular Salaries	.00	.00	.00	.00	.00	.00	.00	+++	7,941.81
50226	Hardware/Software	1,298.00	.00	1,298.00	.00	.00	.00	1,298.00	0	1,151.41
50313	Printing	500.00	.00	500.00	.00	.00	.00	500.00	0	80.00
50325	Registration Fees	1,200.00	.00	1,200.00	.00	.00	.00	1,200.00	0	457.00
50329	Subscriptions	650.00	.00	650.00	.00	.00	.00	650.00	0	20.00
50335	Meal Expenses	350.00	.00	350.00	.00	.00	.00	350.00	0	.00
50336	Lodging	2,500.00	.00	2,500.00	.00	.00	.00	2,500.00	0	825.00
50339	Travel	1,800.00	.00	1,800.00	.00	.00	.00	1,800.00	0	307.70
50351	Vehicle Fuel	300.00	.00	300.00	.00	.00	.00	300.00	0	75.49
50373										
50373-001	2023 ARPA CVSO Grant Advertising	.00	.00	.00	.00	.00	.00	.00	+++	1,151.50
50373 - Totals		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	+++	\$1,151.50

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Page 2 of 3



Budget Performance Report

Fiscal Year to Date 01/02/24

Include Rollup Account and Rollup to Account

Account	Account Description	Adopted Budget	Budget Amendments	Amended Budget	Current Month Transactions	YTD Encumbrances	YTD Transactions	Budget - YTD Transactions	% Used/ Rec'd	Prior Year Total
Fund 213 - Veteran's Service Grant										
EXPENSE										
Department 00 - General										
State Account 54700 - Veteran's Grant Expenses										
50805 Capital Outlay-Small Equipment (1000 - 5000)		2,000.00	.00	2,000.00	.00	.00	.00	2,000.00	0	.00
State Account 54700 - Veteran's Grant Expenses Totals		\$10,598.00	\$0.00	\$10,598.00	\$0.00	\$0.00	\$0.00	\$10,598.00	0%	\$12,009.91
Department 00 - General Totals		\$10,598.00	\$0.00	\$10,598.00	\$0.00	\$0.00	\$0.00	\$10,598.00	0%	\$12,009.91
EXPENSE TOTALS		\$10,598.00	\$0.00	\$10,598.00	\$0.00	\$0.00	\$0.00	\$10,598.00	0%	\$12,009.91
Fund 213 - Veteran's Service Grant Totals										
REVENUE TOTALS		9,350.00	.00	9,350.00	.00	.00	.00	9,350.00	0%	23,578.00
EXPENSE TOTALS		10,598.00	.00	10,598.00	.00	.00	.00	10,598.00	0%	12,009.91
Fund 213 - Veteran's Service Grant Totals		(\$1,248.00)	\$0.00	(\$1,248.00)	\$0.00	\$0.00	\$0.00	(\$1,248.00)		\$11,568.09
Fund 411 - Veteran's Transportation Grant										
REVENUE										
Department 00 - General										
43566 Veterans' Trans. Grant		5,000.00	.00	5,000.00	.00	.00	.00	5,000.00	0	6,329.95
Department 00 - General Totals		\$5,000.00	\$0.00	\$5,000.00	\$0.00	\$0.00	\$0.00	\$5,000.00	0%	\$6,329.95
REVENUE TOTALS		\$5,000.00	\$0.00	\$5,000.00	\$0.00	\$0.00	\$0.00	\$5,000.00	0%	\$6,329.95
EXPENSE										
Department 00 - General										
State Account 54725 - Capital Outlay/Van Purchase										
59210 Transfer to General Fund		4,000.00	.00	4,000.00	.00	.00	.00	4,000.00	0	.00
State Account 54725 - Capital Outlay/Van Purchase Totals		\$4,000.00	\$0.00	\$4,000.00	\$0.00	\$0.00	\$0.00	\$4,000.00	0%	\$0.00
Department 00 - General Totals		\$4,000.00	\$0.00	\$4,000.00	\$0.00	\$0.00	\$0.00	\$4,000.00	0%	\$0.00
EXPENSE TOTALS		\$4,000.00	\$0.00	\$4,000.00	\$0.00	\$0.00	\$0.00	\$4,000.00	0%	\$0.00
Fund 411 - Veteran's Transportation Grant Totals										
REVENUE TOTALS		5,000.00	.00	5,000.00	.00	.00	.00	5,000.00	0%	6,329.95
EXPENSE TOTALS		4,000.00	.00	4,000.00	.00	.00	.00	4,000.00	0%	.00
Fund 411 - Veteran's Transportation Grant Totals		\$1,000.00	\$0.00	\$1,000.00	\$0.00	\$0.00	\$0.00	\$1,000.00		\$6,329.95
Grand Totals										
REVENUE TOTALS		15,650.00	.00	15,650.00	.00	.00	.00	15,650.00	0%	31,182.95
EXPENSE TOTALS		199,590.00	.00	199,590.00	.00	.00	.00	199,590.00	0%	126,576.47
Grand Totals		(\$183,940.00)	\$0.00	(\$183,940.00)	\$0.00	\$0.00	\$0.00	(\$183,940.00)		(\$95,393.52)

Human Resource Report January 11, 2024

2023 Turnover			
12/1/2023	Lynette Poppe	Sheriff	Retired
12/3/2023	Aubrey Velin	Ambulance	FT to PT
12/4/2023	Desiree Hagberg	Sheriff	Term
12/11/2023	Alexia Chapman	Dog Pound	PT
12/13/2023	Kim Lambert	Human Services	FT
12/18/2023	Chris Rzewnicki	Highway	Rehire
12/18/2023	Clifford Parr	Clerk of Court	PT
12/26/2023	Kelly Schultz	Sheriff	PT
12/27/2023	Rhonda Kleist	Human Services	Term - merge with Polk

Recruiting for PT Register in Probate/Clerk of Court position

Recruiting for EMS positions

Recruiting for Dispatch/Jail/Road positions

Recruiting Mental Health Therapist

On-going personnel issues

Updating personnel manual

**County Clerk Department
Monthly Report
December 29, 2023**



County Clerk Desk Activity/Revenue YTD:

Activity	Number of Licenses/Permits	Total Revenue (including amounts sent to the State of Wisconsin)
Dog Licenses	405 (including 7 multiple dog licenses)	\$4,320.00
Work Permits	18	\$180.00
Marriage Licenses	69 Clerk = \$55/license Mediation = \$20/license State = \$25/license	\$6920.00
Plat Books		\$1787.39
Election MOU Reimbursement	2/21/23 Election Invoice 4/4/23 Election Invoice	\$3,998.39 \$14,870.00

Elections Update:

- Advancements in Artificial intelligence have been in the news recently, with the technological capabilities growing every day. Education programs have started to pop up to discuss AI technology, use cases, and potential risks to election infrastructure as we prepare for the 2024 elections.
- Legislation has been introduced at the State level to abolish the Wisconsin Elections Commission but I don't expect it to get very far.
- The municipal clerk turnover continues; if the vacancy of the Village of Radisson Clerk is not filled, then the County Clerk must step in to perform all the election tasks, including all ballot mailing, recording, etc. The first critical deadline is February 13th when ballots must be in the hands of clerk and absentees must be mailed the following day.
- I have scheduled a phone interview and quick in-person walk-through with David Melby of CISA (Cybersecurity and Infrastructure Security Agency) a subdivision of Homeland Security for election security. The phone interview and walk-through will take place in January; all 21 municipalities were invited to take part in the same and the town of Hunter, Round Lake and Bass Lake have taken up the offer. They believe threat actors are likely to converge on 2024 elections.

Evolving Threat Landscape

2016 Election Cycle

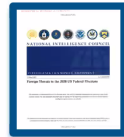
- Russian advanced persistent threat (APT) cyber and influence activity

2020 Election Cycle

- Russian APT cyber and influence activity
- Iranian APT cyber and influence activity
 - Enemies of the People
- Ransomware
- Physical Threats to Election Facilities and Personnel

2022 Election Cycle

- APT and Other Cyber Threat Activity
 - Nation State Scanning
 - DDOS Attacks
- Ransomware
- Physical Threats to Election Facilities and Personnel
- Supply Chain



Intelligence Community Assessment on Foreign Threats to 2020 Elections

- "We have **no indications** that any foreign actor attempted to alter any technical aspect of the voting process in the 2020 U.S. elections [...] Some foreign actors, such as Iran and Russia, spread **false or inflated claims** about alleged compromises of voting systems to undermine public confidence in election processes and results."

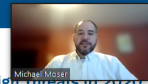


DHS-CISA-DOJ-FBI Report on Impact of Foreign Interference Targeting Election Infrastructure in 2020

- "We [...] have **no evidence** that any foreign government-affiliated actor prevented voting, changed votes, or disrupted the ability to tally votes or to transmit election results in a timely manner; altered any technical aspect of the voting process; or otherwise compromised the integrity of voter registration information of any ballots cast during 2020 federal elections."
- "**Broad Russian and Iranian campaigns** targeting multiple critical infrastructure sectors did compromise the security of several networks that managed some election functions, but they **did not materially affect** the integrity of voter data, the ability to vote, the tabulation of votes, or the timely transmission of election results."

Election Security & Resilience
December 13, 2023

3



Threat Landscape for Election Infrastructure



Potential Adversaries

- Nation-State Actors
- Black Hat Hackers
- Criminals
- Politically Motivated Groups
- Insider Threats
- Terrorists
- Domestic Violent Extremists
- Natural Threats



Possible Motivations

- Undermine Trust in Democracy and/or Election Results
- Foreign Policy Goals
- Sow Social Division
- Financial Gain
- Subvert Political Opposition
- Fame and Reputation
- Foment Chaos/Anarchy
- Retribution for Perceived Grievances

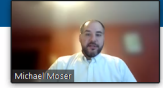


Potential Targets

- Voter Registration Databases
- Voting Systems
- Election Reporting Systems
- Public Information Channels
- Election Facilities
- Polling Places
- People: Election Officials, Vendors, Voters, Political Candidates etc.



What is Artificial Intelligence?



Can it "see"?

And identify what it sees?

→ Then it's computer vision and image processing



© 2019

Can it "hear"?

And respond in a useful, sensible way?

→ Then it's natural language processing

And transcribe what you say?

→ Then it's speech recognition



Can it "read"?

And respond in a useful, sensible way?

→ Then it's natural language processing



Can it "move"?

By itself and based on what it sees and hears?

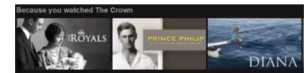
→ Then it's a smart robot



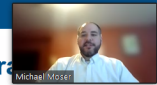
Can it "learn"/"reason"?

By looking at patterns in massive amounts of data and using those patterns to make decisions?

→ Then it's machine learning



Generative AI in the News



Generative AI generates images, music, speech, code, video or text based on the training data that was used to train the algorithm or model.

TECH

Fake videos could be the next big problem in the 2020 elections

Brace Yourself for the 2024 Deepfake Election

No matter what happens with generative AI, its disruptive forces are already beginning to play a role in the fast-approaching US presidential race.

Jun 4, 2019 - Technology

The 2020 campaigns aren't ready for deepfakes



AI-generated disinformation poses threat of misleading voters in 2024 election

COMMENTARY - TECHTANK

How AI will transform the 2024 elections

AI experts sound alarm on technology going into 2024 election: 'We're not prepared for this'

AI-generated political disinformation already has gone viral online ahead of the 2024 election

Election Security & Resilience
December 13, 2023

8

General:

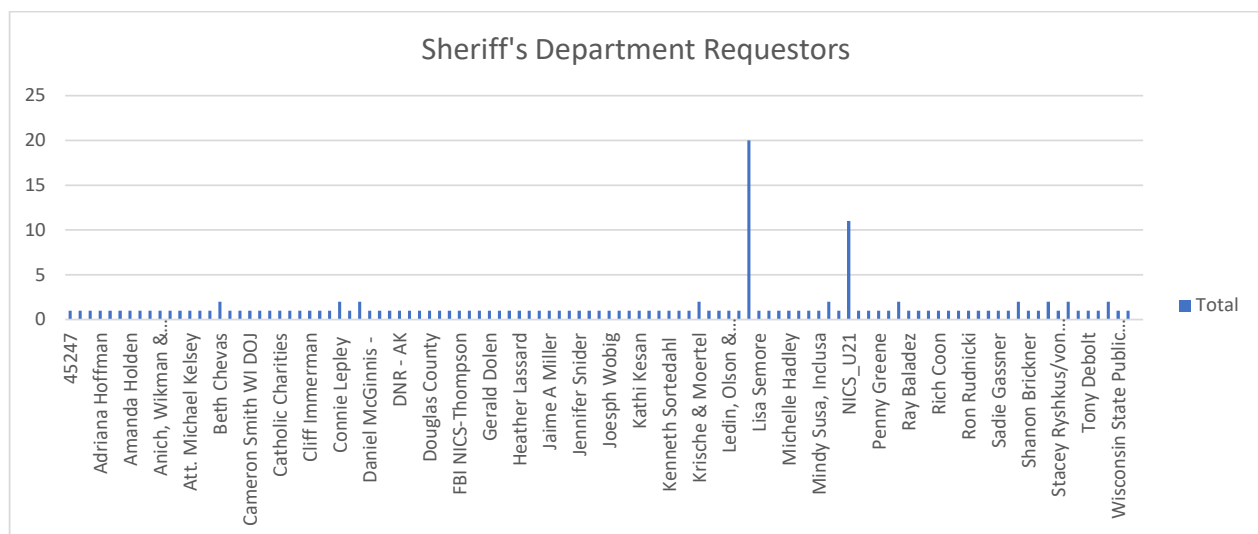
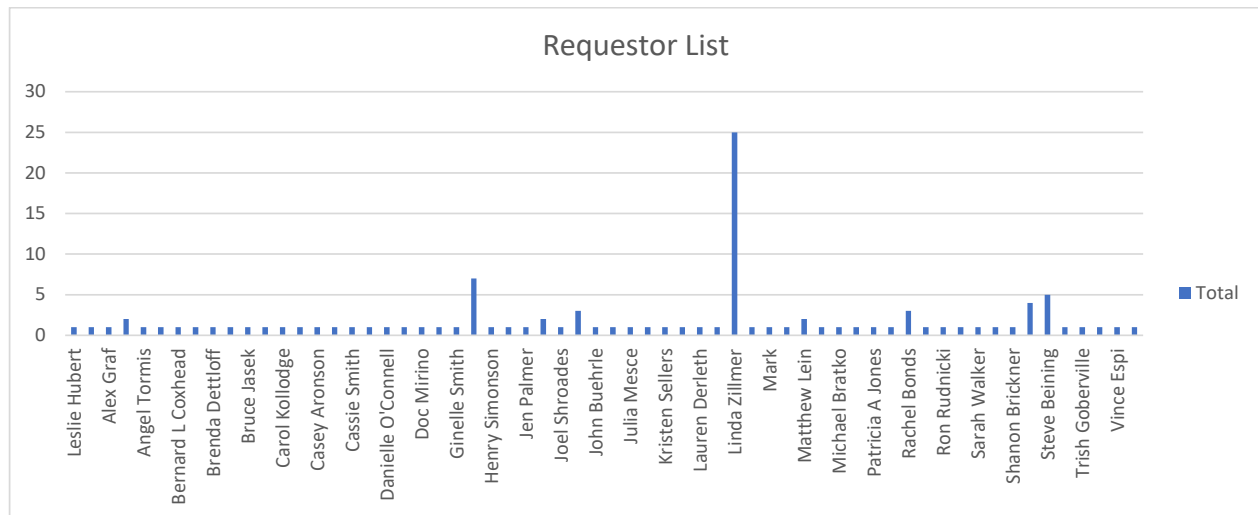
Public Records Request Report: Period 1/1/23 – 12/31/23
As of 9/1/23 – Sheriff's Dept. is separated into own report

County Departments Excluding Sheriff		Sheriff's Department	
# of Requests requiring attorney involvement; attorney fees are non-recoverable	10	# of Requests requiring attorney involvement; attorney fees are non-recoverable	4
# of total hours tracked to fulfill requests YTD	56.27 hrs	# of total hours tracked to fulfill requests YTD	56 hrs
# of requests last month	8	# of requests last month	20
Total # of requests YTD	98	Total # of requests for 9/1/23 to date	141

Department Receiving Request	# of Requests
Administration	2
Ambulance Services	13
Clerk of Court	3
Coroner	1
County Board	1
County Clerk	21
County Clerk/IT	2
DA's office; Admin; Treasurer's office	1
Dog pound/Sheriff's office	1
EMS	1
Finance	5
HHS	2
HR	2
IT	1
Land Records	4
LWFRC	1
Payroll	1
Public Works	1
ROD	2
Sheriff's Dept.	19
Surveyor	1
Treasurer	3
Zoning	10
Grand Total	98

Public Records Request Report: Period 1/1/23 – 12/31/23

As of 9/1/23 – Sheriff's Dept. is separated into own report



Sawyer County Board of Supervisors Candidates – Spring 2024 Election

April 2, 2024

20 Signatures Required

District	Candidate	Campaign Finance Registration Statement	Declaration of Candidacy	Nomination Papers Received	Valid Signatures
1)	Dale Schleeter (filed Notification of Non-Candidacy on 11/16/23) →	n/a	n/a	n/a	n/a
	Steve Kariainen →	12/14/23	12/14/23	12/14/23	yes
2)	Kay Wilson →	12/21/23	12/21/23	12/21/23	yes
	Dan Palmer →	1/2/24	1/2/24	1/2/24	yes
3)	Brenda Dettloff →	12/21/23	12/7/23	12/21/23	yes
	Tweed Shuman →	12/27/23	12/27/23	12/27/23	yes
4)	Stacey Hessel →	12/21/23	12/21/23	12/21/23	yes
5)	Randy Neumann →	12/28/23	12/28/23	12/28/23	yes
6)	Marc Helwig (registered write-in)*				
7)	Thomas W. Duffy →	12/18/23	12/18/23	12/18/23	yes
8)	Marshal Savitski →	12/28/23	12/28/23	12/28/23	yes
9)	Brian Bisonette →	1/2/24	1/2/24	1/2/24	yes
10)	Michael Maestri (filed Notification of Non-Candidacy on 11/28) →	n/a	n/a	n/a	n/a
	Chuck Van Etten →	12/29/23	12/29/23	12/29/23	yes
11)	Christopher C Rusk →	12/28/23	12/28/23	12/28/23	yes
	Jeff Hoehne →	12/28/23	12/28/23	1/2/24	yes
12)	John P. Righeimer →	11/28/23	11/28/23	12/28/23	yes
	Dawn Petit →	12/5/23	12/29/23	12/29/23	yes

Updated: 1/2/24 @ 5:01 PM

District	Candidate		Campaign Finance Registration Statement	Declaration of Candidacy	Nomination Papers Received	Valid Signatures
13)	Ronald Kinsley	→	12/14/23	12/14/23	12/14/23	yes
14)	Ron Buckholtz	→	12/19/23	12/19/23	12/19/23	yes
15)	Ed Peters (filed Notification of Non-Candidacy on 11/14/23)	→	n/a	n/a	n/a	n/a
	John Suralski	→	12/21/23	12/15/23	12/15/23	yes

*Any interested party wishing to be considered as a registered write-in candidate must submit a completed CF-1 Campaign Finance Registration Statement to the County Clerk no later than noon on March 29, 2024.

Updated: 1/2/24 @ 5:01 PM

Elected Official Salary Summary												
County	County Type	County Population	Clerk of Courts (2024)	Percent of Average	Sheriff (2024)	Percent of Average	County Clerk (2024)	Percent of Average	Register of Deeds (2024)	Percent of Average	Treasurer (2024)	Percent of Average
Sawyer County	Rural	18,093	\$ 61,941		\$ 81,780		\$ 59,380		\$ 59,380		\$ 59,380	
All Counties	Mean	60,832	\$ 76,344		\$ 102,362		\$ 73,747		\$ 72,402		\$ 72,268	
All Counties	Median	36,368	\$ 75,173		\$ 102,127		\$ 72,514		\$ 70,738		\$ 71,336	
All Counties	Average	48,600	\$ 75,758	81.76%	\$ 102,244	79.98%	\$ 73,130	81.20%	\$ 71,570	82.97%	\$ 71,802	82.70%
All Rural	Mean	23,069	\$ 70,157		\$ 93,060		\$ 69,166		\$ 67,505		\$ 67,134	
All Rural	Median	19,274	\$ 68,910		\$ 92,615		\$ 68,101		\$ 66,615		\$ 66,615	
All Rural	Average	21,172	\$ 69,533	89.08%	\$ 92,837	88.09%	\$ 68,634	86.52%	\$ 67,060	88.55%	\$ 66,875	88.79%
+/- 30% Population	Mean	17,629	\$ 68,729		\$ 89,563		\$ 68,348		\$ 66,696		\$ 66,874	
+/- 30% Population	Median	16,655	\$ 67,407		\$ 87,555		\$ 67,030		\$ 66,548		\$ 66,548	
+/- 30% Population	Average	17,142	\$ 68,068	91.00%	\$ 88,559	92.35%	\$ 67,689	87.72%	\$ 66,622	89.13%	\$ 66,711	89.01%
Regional	Mean	24,409	\$ 67,591		\$ 89,183		\$ 67,217		\$ 65,936		\$ 66,242	
Regional	Median	16,655	\$ 65,800		\$ 85,154		\$ 64,572		\$ 64,572		\$ 64,572	
Regional	Average	20,532	\$ 66,696	92.87%	\$ 87,168	93.82%	\$ 65,895	90.11%	\$ 65,254	91.00%	\$ 65,407	90.79%
Best Comps	Mean	17,204	\$ 65,204		\$ 87,379		\$ 64,506		\$ 63,430		\$ 63,736	
Best Comps	Median	16,585	\$ 65,032		\$ 85,154		\$ 63,730		\$ 63,730		\$ 63,730	
Best Comps	Average	16,895	\$ 65,118	95.12%	\$ 86,266	94.80%	\$ 64,118	92.61%	\$ 63,580	93.39%	\$ 63,733	93.17%

All Counties												
County	County Type	County Population	Clerk of Courts (2024)	Percent of Average	Sheriff (2024)	Percent of Average	County Clerk (2024)	Percent of Average	Register of Deeds (2024)	Percent of Average	Treasurer (2024)	Percent of Average
Adams County	Rural	20,836	\$ 74,084	97.79%	\$ 93,636	91.58%	\$ 74,084	101.30%	\$ 74,084	103.51%	\$ 74,084	103.18%
Ashland	Rural	15,937	\$ 58,827	77.65%	\$ 78,540	76.82%	\$ 58,827	80.44%	\$ 58,827	82.20%	\$ 58,827	81.93%
Barron County	Rural	46,919	\$ 81,052	106.99%	\$ 104,283	101.99%	\$ 81,052	110.83%	\$ 81,052	113.25%	\$ 81,052	112.88%
Bayfield	Rural	16,194	\$ 68,561	90.50%	\$ 82,696	80.88%	\$ 77,248	105.63%	\$ 68,561	95.80%	\$ 68,561	95.49%
Brown County	Metropolitan	273,160	\$ 85,585	112.97%	\$ 122,770	120.08%	\$ 80,333	109.85%	\$ 80,333	112.24%	\$ 80,333	111.88%
Buffalo County	Rural	13,301	\$ 63,346	83.62%	\$ 87,523	85.60%	\$ 63,346	86.62%	\$ 63,346	88.51%	\$ 63,346	88.22%
Burnett County	Rural	16,585	\$ 65,800	86.86%	\$ 82,620	80.81%	\$ 63,730	87.15%	\$ 63,730	89.05%	\$ 63,730	88.76%
Chippewa County	Metropolitan	67,082	\$ 85,822	113.28%	\$ 111,755	109.30%	\$ 77,427	105.87%	\$ 77,427	108.18%	\$ 77,427	107.83%
Clark County	Rural	34,801	\$ 67,500	89.10%	\$ 81,500	79.71%	\$ 68,085	93.10%	\$ 63,454	88.66%	\$ 52,454	73.05%
Columbia County	Metropolitan	58,627	\$ 80,261	105.94%	\$ 115,359	112.83%	\$ 85,592	117.04%	\$ 83,683	116.92%	\$ 83,683	116.55%
Crawford County	Rural	16,129	\$ 75,541	99.71%	\$ 87,588	85.67%	\$ 75,541	103.30%	\$ 75,541	105.55%	\$ 75,541	105.21%
Dodge County	Micropolitan	88,822	\$ 84,387	111.39%	\$ 110,249	107.83%	\$ 78,536	107.39%	\$ 78,536	109.73%	\$ 78,536	109.38%
Door County	Rural	30,328	\$ 75,480	99.63%	\$ 105,060	102.75%	\$ 72,799	99.55%	\$ 72,799	101.72%	\$ 70,025	97.53%
Douglas County	Metropolitan	44,547	\$ 69,715	92.02%	\$ 91,267	89.26%	\$ 75,127	102.73%	\$ 69,715	97.41%	\$ 69,715	97.09%
Dunn County	Micropolitan	45,454	\$ 89,038	117.53%	\$ 125,747	122.99%	\$ 72,442	99.06%	\$ 72,442	101.22%	\$ 72,442	100.89%
Eau Claire County	Metropolitan	108,019	\$ 91,638	120.96%	\$ 122,403	119.72%	\$ 85,273	116.60%	\$ 85,273	119.15%	\$ 85,273	118.76%
Fond du Lac County	Metropolitan	104,162	\$ 83,538	110.27%	\$ 113,815	111.32%	\$ 82,727	113.12%	\$ 82,727	115.59%	\$ 82,727	115.22%
Grant County	Micropolitan	51,171	\$ 74,866	98.82%	\$ 90,558	88.57%	\$ 69,399	94.90%	\$ 69,399	96.97%	\$ 69,399	96.65%
Green Lake County	Rural	19,091	\$ 76,554	101.05%	\$ 102,127	99.89%	\$ 77,223	105.60%	\$ 73,119	102.17%	\$ 73,119	101.84%
Jackson County	Rural	21,118	\$ 67,407	88.98%	\$ 94,501	92.43%	\$ 67,690	92.56%	\$ 64,541	90.18%	\$ 64,541	89.89%
Juneau	Rural	26,848	\$ 64,814	85.55%	\$ 91,492	89.48%	\$ 67,690	92.56%	\$ 64,541	90.18%	\$ 64,541	89.89%
Kewaunee County	Metropolitan	20,621	\$ 80,220	105.89%	\$ 96,166	94.06%	\$ 76,120	104.09%	\$ 76,120	106.36%	\$ 76,120	106.01%
La Crosse County	Metropolitan	122,126	\$ 91,944	121.36%	\$ 127,624	124.82%	\$ 89,405	122.25%	\$ 89,405	124.92%	\$ 89,405	124.52%
Lafayette County	Rural	16,650	\$ 66,548	87.84%	\$ 84,287	82.44%	\$ 66,548	91.00%	\$ 66,548	92.98%	\$ 66,548	92.68%
Langlade County	Rural	19,457	\$ 69,797	92.13%		0.00%	\$ 64,821	88.64%	\$ 64,821	90.57%	\$ 64,821	90.28%
Lincoln County	Micropolitan	28,431	\$ 71,412	94.26%	\$ 91,848	89.83%	\$ 69,680	95.28%	\$ 69,680	97.36%	\$ 69,680	97.05%
Manitowoc	Micropolitan	81,442	\$ 76,263	100.67%	\$ 103,099	100.84%	\$ 69,239	94.68%	\$ 68,239	95.35%	\$ 68,239	95.04%
Marathon County	Metropolitan	139,205	\$ 91,933	121.35%	\$ 118,820	116.21%	\$ 83,422	114.07%	\$ 68,772	96.09%	\$ 73,351	102.16%
Marinette County	Micropolitan	41,912	\$ 71,715	94.66%	\$ 99,860	97.67%	\$ 71,715	98.06%	\$ 71,715	100.20%	\$ 71,715	99.88%
Marquette County	Rural	15,633	\$ 76,600	101.11%	\$ 102,163	99.92%	\$ 72,586	99.26%	\$ 72,586	101.42%	\$ 72,586	101.09%
Monroe	Rural	46,697	\$ 82,400	108.77%	\$ 103,000	100.74%	\$ 69,081	94.46%	\$ 64,246	89.77%	\$ 64,246	89.48%
Oconto County	Metropolitan	39,307	\$ 74,349	98.14%	\$ 104,727	102.43%	\$ 70,296	96.12%	\$ 70,296	98.22%	\$ 70,296	97.90%
Oneida County	Rural	37,935	\$ 73,238	96.67%	\$ 112,228	109.76%	\$ 71,180	97.33%	\$ 71,180	99.46%	\$ 71,180	99.13%
Ozaukee County	Metropolitan	92,623	\$ 89,588	118.25%	\$ 128,391	125.57%	\$ 85,134	116.41%	\$ 85,134	118.95%	\$ 85,134	118.57%
Pepin County	Rural	7,356	\$ 66,107	87.26%	\$ 86,635	84.73%	\$ 62,436	85.38%	\$ 62,436	87.24%	\$ 62,436	86.96%
Polk County	Rural	45,348	\$ 77,825	102.73%	\$ 109,320	106.92%	\$ 71,718	98.07%	\$ 71,718	100.21%	\$ 71,718	99.88%

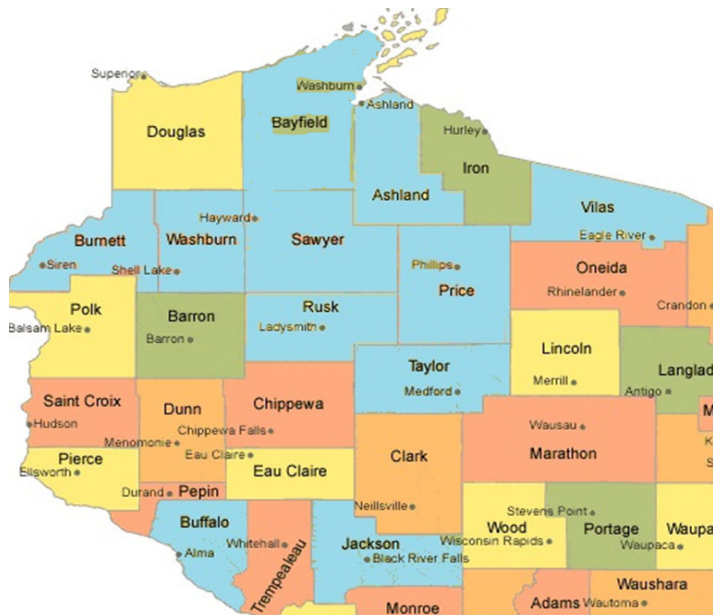
Price County	Rural	14,026	\$ 64,572	85.23%	\$ 92,615	90.58%	\$ 64,572	88.30%	\$ 64,572	90.22%	\$ 64,572	89.93%
Richland County	Rural	17,282	\$ 69,258	91.42%	\$ 84,998	83.13%	\$ 82,126	112.30%	\$ 66,683	93.17%	\$ 66,683	92.87%
Rock County	Metropolitan	164,959	\$ 86,967	114.80%	\$ 133,761	130.82%	\$ 88,590	121.14%	\$ 86,967	121.51%	\$ 86,967	121.12%
Rusk	Rural	14,223	\$ 66,023	87.15%	\$ 78,305	76.59%	\$ 61,308	83.83%	\$ 61,308	85.66%	\$ 61,308	85.39%
Saint Croix	Metropolitan	96,269	\$ 86,250	113.85%	\$ 114,750	112.23%	\$ 82,254	112.48%	\$ 82,254	114.93%	\$ 82,254	114.56%
Sawyer County	Rural	18,093	\$ 61,941	81.76%	\$ 81,780	79.98%	\$ 59,380	81.20%	\$ 59,380	82.97%	\$ 59,380	82.70%
Shawano	Micropolitan	41,190	\$ 67,110	88.58%	\$ 90,461	88.48%	\$ 68,778	94.05%	\$ 68,778	96.10%	\$ 68,778	95.79%
Sheboygan County	Metropolitan	118,776	\$ 84,831	111.98%	\$ 115,769	113.23%	\$ 79,945	109.32%	\$ 79,945	111.70%	\$ 79,945	111.34%
Taylor County	Rural	19,976	\$ 64,155	84.68%	\$ 94,432	92.36%	\$ 58,313	79.74%	\$ 58,313	81.48%	\$ 58,313	81.21%
Trempealeau County	Rural	30,884	\$ 72,560	95.78%	\$ 101,089	98.87%	\$ 80,935	110.67%	\$ 78,425	109.58%	\$ 78,425	109.22%
Vilas County	Rural	23,140	\$ 71,585	94.49%	\$ 103,000	100.74%	\$ 67,030	91.66%	\$ 67,030	93.66%	\$ 67,030	93.35%
Walworth	Micropolitan	106,129	\$ 93,461	123.37%	\$ 127,132	124.34%	\$ 85,995	117.59%	\$ 85,995	120.16%	\$ 85,995	119.77%
Washburn County	Rural	16,655	\$ 65,032	85.84%	\$ 85,154	83.28%	\$ 68,117	93.14%	\$ 68,117	95.18%	\$ 71,491	99.57%
Waukesha County	Metropolitan	410,769	\$ 101,507	133.99%	\$ 130,937	128.06%	\$ 85,137	116.42%	\$ 86,284	120.56%	\$ 85,137	118.57%
Waushara County	Rural	24,492	\$ 77,802	102.70%	\$ 102,038	99.80%	\$ 69,184	94.60%	\$ 69,184	96.67%	\$ 69,184	96.35%
Winnebago County	Metropolitan	172,542	\$ 93,074	122.86%	\$ 120,573	117.93%	\$ 85,621	117.08%	\$ 85,621	119.63%	\$ 85,621	119.25%
Mean		60,832	\$ 76,344		\$ 102,362		\$ 73,747		\$ 72,402		\$ 72,268	
Median		36,368	\$ 75,173		\$ 102,127		\$ 72,514		\$ 70,738		\$ 71,336	
Average		48,600	\$ 75,758		\$ 102,244		\$ 73,130		\$ 71,570		\$ 71,802	

Rural												
County	County Type	County Population	Clerk of Courts (2024)	Percent of Average	Sheriff (2024)	Percent of Average	County Clerk (2024)	Percent of Average	Register of Deeds (2024)	Percent of Average	Treasurer (2024)	Percent of Average
Adams County	Rural	20,836	\$ 74,084	106.54%	\$ 93,636	100.86%	\$ 74,084	107.94%	\$ 74,084	110.47%	\$ 74,084	110.78%
Ashland	Rural	15,937	\$ 58,827	84.60%	\$ 78,540	84.60%	\$ 58,827	85.71%	\$ 58,827	87.72%	\$ 58,827	87.97%
Barron County	Rural	46,919	\$ 81,052	116.57%	\$ 104,283	112.33%	\$ 81,052	118.09%	\$ 81,052	120.86%	\$ 81,052	121.20%
Bayfield	Rural	16,194	\$ 68,561	98.60%	\$ 82,696	89.08%	\$ 77,248	112.55%	\$ 68,561	102.24%	\$ 68,561	102.52%
Buffalo County	Rural	13,301	\$ 63,346	91.10%	\$ 87,523	94.28%	\$ 63,346	92.30%	\$ 63,346	94.46%	\$ 63,346	94.72%
Burnett County	Rural	16,585	\$ 65,800	94.63%	\$ 82,620	88.99%	\$ 63,730	92.86%	\$ 63,730	95.03%	\$ 63,730	95.30%
Clark County	Rural	34,801	\$ 67,500	97.08%	\$ 81,500	87.79%	\$ 68,085	99.20%	\$ 63,454	94.62%	\$ 52,454	78.44%
Crawford County	Rural	16,129	\$ 75,541	108.64%	\$ 87,588	94.35%	\$ 75,541	110.06%	\$ 75,541	112.65%	\$ 75,541	112.96%
Door County	Rural	30,328	\$ 75,480	108.55%	\$ 105,060	113.17%	\$ 72,799	106.07%	\$ 72,799	108.56%	\$ 70,025	104.71%
Green Lake County	Rural	19,091	\$ 76,554	110.10%	\$ 102,127	110.01%	\$ 77,223	112.51%	\$ 73,119	109.04%	\$ 73,119	109.34%
Jackson County	Rural	21,118	\$ 67,407	96.94%	\$ 94,501	101.79%	\$ 67,690	98.63%	\$ 64,541	96.24%	\$ 64,541	96.51%
Juneau	Rural	26,848	\$ 64,814	93.21%	\$ 91,492	98.55%	\$ 67,690	98.63%	\$ 64,541	96.24%	\$ 64,541	96.51%
Lafayette County	Rural	16,650	\$ 66,548	95.71%	\$ 84,287	90.79%	\$ 66,548	96.96%	\$ 66,548	99.24%	\$ 66,548	99.51%
Langlade County	Rural	19,457	\$ 69,797	100.38%		0.00%	\$ 64,821	94.45%	\$ 64,821	96.66%	\$ 64,821	96.93%
Marquette County	Rural	15,633	\$ 76,600	110.16%	\$ 102,163	110.05%	\$ 72,586	105.76%	\$ 72,586	108.24%	\$ 72,586	108.54%
Monroe	Rural	46,697	\$ 82,400	118.50%	\$ 103,000	110.95%	\$ 69,081	100.65%	\$ 64,246	95.80%	\$ 64,246	96.07%
Oneida County	Rural	37,935	\$ 73,238	105.33%	\$ 112,228	120.89%	\$ 71,180	103.71%	\$ 71,180	106.14%	\$ 71,180	106.44%
Pepin County	Rural	7,356	\$ 66,107	95.07%	\$ 86,635	93.32%	\$ 62,436	90.97%	\$ 62,436	93.10%	\$ 62,436	93.36%
Polk County	Rural	45,348	\$ 77,825	111.92%	\$ 109,320	117.75%	\$ 71,718	104.49%	\$ 71,718	106.95%	\$ 71,718	107.24%
Price County	Rural	14,026	\$ 64,572	92.86%	\$ 92,615	99.76%	\$ 64,572	94.08%	\$ 64,572	96.29%	\$ 64,572	96.56%
Richland County	Rural	17,282	\$ 69,258	99.60%	\$ 84,998	91.56%	\$ 82,126	119.66%	\$ 66,683	99.44%	\$ 66,683	99.71%
Rusk	Rural	14,223	\$ 66,023	94.95%	\$ 78,305	84.35%	\$ 61,308	89.33%	\$ 61,308	91.42%	\$ 61,308	91.68%
Sawyer County	Rural	18,093	\$ 61,941	89.08%	\$ 81,780	88.09%	\$ 59,380	86.52%	\$ 59,380	88.55%	\$ 59,380	88.79%
Taylor County	Rural	19,976	\$ 64,155	92.26%	\$ 94,432	101.72%	\$ 58,313	84.96%	\$ 58,313	86.96%	\$ 58,313	87.20%
Trempealeau County	Rural	30,884	\$ 72,560	104.35%	\$ 101,089	108.89%	\$ 80,935	117.92%	\$ 78,425	116.95%	\$ 78,425	117.27%
Vilas County	Rural	23,140	\$ 71,585	102.95%	\$ 103,000	110.95%	\$ 67,030	97.66%	\$ 67,030	99.95%	\$ 67,030	100.23%
Washburn County	Rural	16,655	\$ 65,032	93.53%	\$ 85,154	91.72%	\$ 68,117	99.25%	\$ 68,117	101.58%	\$ 71,491	106.90%
Waushara County	Rural	24,492	\$ 77,802	111.89%	\$ 102,038	109.91%	\$ 69,184	100.80%	\$ 69,184	103.17%	\$ 69,184	103.45%
Mean		23,069	\$ 70,157		\$ 93,060		\$ 69,166		\$ 67,505		\$ 67,134	
Median		19,274	\$ 68,910		\$ 92,615		\$ 68,101		\$ 66,615		\$ 66,615	
Average		21,172	\$ 69,533		\$ 92,837		\$ 68,634		\$ 67,060		\$ 66,875	

+/- 30% Populaton												
County	County Type	County Population	Clerk of Courts (2024)	Percent of Average	Sheriff (2024)	Percent of Average	County Clerk (2024)	Percent of Average	Register of Deeds (2024)	Percent of Average	Treasurer (2024)	Percent of Average
Ashland	Rural	15,937	\$ 58,827	86.42%	\$ 78,540	88.69%	\$ 58,827	86.91%	\$ 58,827	88.30%	\$ 58,827	88.18%
Buffalo County	Rural	13,301	\$ 63,346	93.06%	\$ 87,523	98.83%	\$ 63,346	93.58%	\$ 63,346	95.08%	\$ 63,346	94.96%
Price County	Rural	14,026	\$ 64,572	94.86%	\$ 92,615	104.58%	\$ 64,572	95.40%	\$ 64,572	96.92%	\$ 64,572	96.79%
Marquette County	Rural	15,633	\$ 76,600	112.53%	\$ 102,163	115.36%	\$ 72,586	107.23%	\$ 72,586	108.95%	\$ 72,586	108.81%
Crawford County	Rural	16,129	\$ 75,541	110.98%	\$ 87,588	98.90%	\$ 75,541	111.60%	\$ 75,541	113.39%	\$ 75,541	113.24%
Bayfield	Rural	16,194	\$ 68,561	100.72%	\$ 82,696	93.38%	\$ 77,248	114.12%	\$ 68,561	102.91%	\$ 68,561	102.77%
Burnett County	Rural	16,585	\$ 65,800	96.67%	\$ 82,620	93.29%	\$ 63,730	94.15%	\$ 63,730	95.66%	\$ 63,730	95.53%
Lafayette County	Rural	16,650	\$ 66,548	97.77%	\$ 84,287	95.18%	\$ 66,548	98.31%	\$ 66,548	99.89%	\$ 66,548	99.76%
Washburn County	Rural	16,655	\$ 65,032	95.54%	\$ 85,154	96.15%	\$ 68,117	100.63%	\$ 68,117	102.24%	\$ 71,491	107.17%
Rusk	Rural	14,223	\$ 66,023	97.00%	\$ 78,305	88.42%	\$ 61,308	90.57%	\$ 61,308	92.02%	\$ 61,308	91.90%
Richland County	Rural	17,282	\$ 69,258	101.75%	\$ 84,998	95.98%	\$ 82,126	121.33%	\$ 66,683	100.09%	\$ 66,683	99.96%
Sawyer County	Rural	18,093	\$ 61,941	91.00%	\$ 81,780	92.35%	\$ 59,380	87.72%	\$ 59,380	89.13%	\$ 59,380	89.01%
Green Lake County	Rural	19,091	\$ 76,554	112.47%	\$ 102,127	115.32%	\$ 77,223	114.08%	\$ 73,119	109.75%	\$ 73,119	109.61%
Langlade County	Rural	19,457	\$ 69,797	102.54%		0.00%	\$ 64,821	95.76%	\$ 64,821	97.30%	\$ 64,821	97.17%
Taylor County	Rural	19,976	\$ 64,155	94.25%	\$ 94,432	106.63%	\$ 58,313	86.15%	\$ 58,313	87.53%	\$ 58,313	87.41%
Kewaunee County	Metropolitan	20,621	\$ 80,220	117.85%	\$ 96,166	108.59%	\$ 76,120	112.46%	\$ 76,120	114.26%	\$ 76,120	114.10%
Adams County	Rural	20,836	\$ 74,084	108.84%	\$ 93,636	105.73%	\$ 74,084	109.45%	\$ 74,084	111.20%	\$ 74,084	111.05%
Jackson County	Rural	21,118	\$ 67,407	99.03%	\$ 94,501	106.71%	\$ 67,690	100.00%	\$ 64,541	96.88%	\$ 64,541	96.75%
Vilas County	Rural	23,140	\$ 71,585	105.17%	\$ 103,000	116.31%	\$ 67,030	99.03%	\$ 67,030	100.61%	\$ 67,030	100.48%
Mean		17,629	\$ 68,729		\$ 89,563		\$ 68,348		\$ 66,696		\$ 66,874	
Median		16,655	\$ 67,407		\$ 87,555		\$ 67,030		\$ 66,548		\$ 66,548	
Average		17,142	\$ 68,068		\$ 88,559		\$ 67,689		\$ 66,622		\$ 66,711	

Regional												
County	County Type	County Population	Clerk of Courts (2024)	Percent of Average	Sheriff (2024)	Percent of Average	County Clerk (2024)	Percent of Average	Register of Deeds (2024)	Percent of Average	Treasurer (2024)	Percent of Average
Ashland	Rural	15,937	\$ 58,827	88.20%	\$ 78,540	90.10%	\$ 58,827	89.27%	\$ 58,827	90.15%	\$ 58,827	89.94%
Barron County	Rural	46,919	\$ 81,052	121.53%	\$ 104,283	119.63%	\$ 81,052	123.00%	\$ 81,052	124.21%	\$ 81,052	123.92%
Bayfield	Rural	16,194	\$ 68,561	102.80%	\$ 82,696	94.87%	\$ 77,248	117.23%	\$ 68,561	105.07%	\$ 68,561	104.82%
Burnett County	Rural	16,585	\$ 65,800	98.66%	\$ 82,620	94.78%	\$ 63,730	96.71%	\$ 63,730	97.66%	\$ 63,730	97.44%
Douglas County	Metropolitan	44,547	\$ 69,715	104.53%	\$ 91,267	104.70%	\$ 75,127	114.01%	\$ 69,715	106.84%	\$ 69,715	106.59%
Polk County	Rural	45,348	\$ 77,825	116.69%	\$ 109,320	125.41%	\$ 71,718	108.84%	\$ 71,718	109.91%	\$ 71,718	109.65%
Price County	Rural	14,026	\$ 64,572	96.82%	\$ 92,615	106.25%	\$ 64,572	97.99%	\$ 64,572	98.96%	\$ 64,572	98.72%
Rusk	Rural	14,223	\$ 66,023	98.99%	\$ 78,305	89.83%	\$ 61,308	93.04%	\$ 61,308	93.95%	\$ 61,308	93.73%
Sawyer County	Rural	18,093	\$ 61,941	92.87%	\$ 81,780	93.82%	\$ 59,380	90.11%	\$ 59,380	91.00%	\$ 59,380	90.79%
Taylor County	Rural	19,976	\$ 64,155	96.19%	\$ 94,432	108.33%	\$ 58,313	88.49%	\$ 58,313	89.36%	\$ 58,313	89.15%
Washburn County	Rural	16,655	\$ 65,032	97.51%	\$ 85,154	97.69%	\$ 68,117	103.37%	\$ 68,117	104.39%	\$ 71,491	109.30%
Mean		24,409	\$ 67,591		\$ 89,183		\$ 67,217		\$ 65,936		\$ 66,242	
Median		16,655	\$ 65,800		\$ 85,154		\$ 64,572		\$ 64,572		\$ 64,572	
Average		20,532	\$ 66,696		\$ 87,168		\$ 65,895		\$ 65,254		\$ 65,407	

Best Comps - Rual, +-30% Population, Northern												
		County Populati on	Clerk of Courts (2024)	Percent of Average	Sheriff (2024)	Percent of Average	County Clerk (2024)	Percent of Average	Register of Deeds (2024)	Percent of Average	Treasure r (2024)	Percent of Average
County	County Type											
Buffalo County	Rural	13,301	\$ 63,346	97.28%	\$ 87,523	101.46%	\$ 63,346	98.80%	\$ 63,346	99.63%	\$ 63,346	99.39%
Price County	Rural	14,026	\$ 64,572	99.16%	\$ 92,615	107.36%	\$ 64,572	100.71%	\$ 64,572	101.56%	\$ 64,572	101.32%
Rusk	Rural	14,223	\$ 66,023	101.39%	\$ 78,305	90.77%	\$ 61,308	95.62%	\$ 61,308	96.43%	\$ 61,308	96.19%
Ashland	Rural	15,937	\$ 58,827	90.34%	\$ 78,540	91.04%	\$ 58,827	91.75%	\$ 58,827	92.52%	\$ 58,827	92.30%
Bayfield	Rural	16,194	\$ 68,561	105.29%	\$ 82,696	95.86%	\$ 77,248	120.48%	\$ 68,561	107.83%	\$ 68,561	107.58%
Burnett County	Rural	16,585	\$ 65,800	101.05%	\$ 82,620	95.77%	\$ 63,730	99.40%	\$ 63,730	100.24%	\$ 63,730	100.00%
Washburn County	Rural	16,655	\$ 65,032	99.87%	\$ 85,154	98.71%	\$ 68,117	106.24%	\$ 68,117	107.14%	\$ 71,491	112.17%
Sawyer County	Rural	18,093	\$ 61,941	95.12%	\$ 81,780	94.80%	\$ 59,380	92.61%	\$ 59,380	93.39%	\$ 59,380	93.17%
Taylor County	Rural	19,976	\$ 64,155	98.52%	\$ 94,432	109.47%	\$ 58,313	90.95%	\$ 58,313	91.72%	\$ 58,313	91.50%
Jackson County	Rural	21,118	\$ 67,407	103.51%	\$ 94,501	109.55%	\$ 67,690	105.57%	\$ 64,541	101.51%	\$ 64,541	101.27%
Vilas County	Rural	23,140	\$ 71,585	109.93%	\$ 103,000	119.40%	\$ 67,030	104.54%	\$ 67,030	105.43%	\$ 67,030	105.17%
Mean		17,204	\$ 65,204		\$ 87,379		\$ 64,506		\$ 63,430		\$ 63,736	
Median		16,585	\$ 65,032		\$ 85,154		\$ 63,730		\$ 63,730		\$ 63,730	
Average		16,895	\$ 65,118		\$ 86,266		\$ 64,118		\$ 63,580		\$ 63,733	



REVISED – December 10, 2023

2024 Conversion to PTO

We are proposing a change in the Vacation and Sick Leave benefits to a Paid Time Off (PTO) benefit starting January 1, 2024. Employees would start to accrue PTO January 1, but the actual conversion will take a year to complete.

What is PTO? Paid time off, also called PTO or personal time off, is an employer-provided benefit in which the employer compensates employees during their absence from work. Employees can use PTO for a variety of reasons, such as sick time, vacations and personal appointments. It will replace the current benefits of Vacation and Sick Time. It will not include Bereavement Leave, which will remain unchanged.

The conversion to PTO is applicable to all eligible employees who are not covered by terms of an employment contract, bargaining agreement, or who work in a county department staffed 24-hours a day service (EMS, Sheriff Dept - Dispatch, Jail, Patrol).

In addition to PTO time, employees will also be eligible for 2 days of paid Community Service/Wellness time. Community Service/Wellness time can be used- not working for the County, but volunteering with a community organization, activity, or event or participating in a wellness/health activity or appointment.

- Starting 1/1/2024 employees will start accruing PTO on a new schedule corresponding with their hours worked in a week (35/37.5/40), and length of service to the County.

CURRENT SICK LEAVE

- Effective 1/1/2024 an employee's existing Sick Leave balance will be frozen, and no more accruals will occur. This will be referred to as the Sick Leave Bank.

-From 1/1/2024 – 12/31/2024 Sick Leave Banks can be used for sick time as they it normally has been.

-During 2024 routine sick leave time can be taken from PTO or Sick Bank. After January 1, 2025 routine sick leave will be taken from PTO. Sick Bank Leave will be available for an FMLA qualifying event, for sick time with approval if PTO has been exhausted, or by County Administrator approval.

-Starting 1/1/2025 and thereafter the employee's PTO balance shall be used first for regular sick time.

-Sick Leave banks will remain in existence until they are exhausted or the employee separates from the County.

-Sick Leave Payout ability – see **PAYOUTS**

VACATION CONVERSION TO PTO

- On 1/1/24 an employee's Vacation account (accrued vacation time) will be renamed PTO.

PTO

- Starting 1/1/2024 employees will start accruing PTO on a new schedule corresponding with their hours worked in a week (35/37.5/40), and length of service to the County. Part-time employees shall accrue PTO on a pro-rated basis of bi- weekly hours worked to full time.

Length of Service	Days of PTO Accrued During the Year	Per payroll Accrual Rate for 40 hour week employee
Years 0 to 5	20	6.15
After 5 years	22	6.77
After 8 years	25	7.69
After 10 years	28	8.62
After 15 years	31	9.54
After 20 years	32	9.85
After 25 years	33	10.15

Above chart shows total days that could be accrued in a year. Accrual rates will be determined based on work schedule and divided amongst 26 payroll periods

7 tiers of length of service will be retained, but current tier After 11 years will change to 10 years.

-An employee can accrue PTO up to an equivalent of 80 days according to their weekly hours worked (7/35 hours week, 7.5/37.5 hours a week, 8/40 hours a week). So, a 40 hour per week employee can accrue up to 640 hours in their PTO account.

- Department heads shall schedule time off for the most efficient operation of the department, and, if necessary, seniority shall be used in scheduling.

- Four (4) weeks notice shall be given for leaves of two (2) weeks or more; two (2) weeks notice shall be given for leaves of one (1) week. Any PTO leave of more than 15 consecutive work days requires the approval of the County Administrator.

Individual department heads reserve the right to have additional restrictions for this rule only.

- An employee who moves from one position to another in the County by transfer, promotion, or reassignment shall not lose their accrued leave and will remain under the same years of service schedule.

- Employees who choose to use PTO for an unplanned absence, must contact their direct supervisor prior to the start of their scheduled shift. Three or more consecutive days of unplanned absence may require a written note by a healthcare provider.

- No credits for PTO shall be granted for time worked in excess of the normal workweek. When absent from work for a full scheduled work day, employees must use a full day's PTO, sick leave or comp time earned. On days for which some work is performed, employees may use a partial day of paid leave time. Under no circumstances should a day on which paid leave time is used exceed the normal schedule number of hours of work.

-Except in cases of disciplinary action, Time Without Pay will not be granted until all appropriate available leave banks are exhausted.

Community Service/Wellness Days

	Days Annually
All years of service	2

- Intended to incentivize and encourage employees to participate in activities that offer a change of pace or break from their job while also benefiting the community and employee.
- Community Service/Wellness Time – when claimed, the employee will attest to organization/event/activity that time was provided and what the employee did or what wellness appointment or activity was done.
- Community Service – is to be unpaid by another party – essentially volunteering
- Community Service/Wellness Time – does not roll over year to year, and cannot be banked. It would be separate from PTO.

SEPARATION PAYOUTS (amendment of current handbook language) Payment upon Separation. Employees who voluntarily resign with proper notice as outlined above as well as employees separated by the county for reasons other than disciplinary or performance reasons (i.e. “in good standing”), and who have at least one-year full time of continuous employment, will receive payment for unused PTO and sick leave as outlined below.

Sick-Leave payouts remain unchanged from current policy

Regular employees hired before January 1, 2015 who leave their position in good standing will be eligible for Sick Leave and PTO separation pay as follows:

Less than 10 years of employment - For an employee with less than 10 years of creditable employment in a regular position – No Sick Leave Bank Payout.
The employee’s unused PTO balance or 1-years accrual of PTO (whichever is less) at the current pay rate will be paid out.

Ten (10) or more years of employment - For an employee with 10 or more years of creditable employment in a regular position the employee should receive one-half (1/2) of the unused Sick Leave Bank remaining in the employee’s account, not to exceed fifty-five (55) days, to be paid at the average hourly rate of pay on December 31st of the prior 3 years.
The employee’s current unused PTO balance up to 40 days of PTO - at the current pay rate will be paid out. Employees who retire (including disability retirement), shall be paid a maximum of 60 days of their accumulated PTO

Regular employees hired after January 1, 2015 who leave their position in good standing will be eligible for unused PTO and Sick Leave Bank separation pay as follows:

Less than 15 years of employment - For an employee with less than 15 years of creditable employment in a regular position – No Sick Leave Bank Payout.
The employee's unused PTO balance or 1-years accrual of PTO (whichever is less) at the current pay rate will be paid out.

Fifteen (15) or more years of employment - For an employee with 15 years or more years of creditable employment in a regular position the employee should receive one/half (1/2) of the unused sick leave remaining in the employee's account not to exceed forty-five (45) days, to be paid at the average hourly rate of pay on December 31st of the prior 3 years.
The employee's unused PTO balance - up to 40 days of PTO at the current pay rate will be paid out.
Employees who retire (including disability retirement), shall be paid a maximum of 60 days of their accumulated PTO

In the event an employee leaves a position with the County that is entitled to a PTO and/or sick leave payout and accepts an elected position with the County (Sheriff, County Clerk, Clerk of Circuit Court, Register of Deeds, County Treasurer, County Coroner), his/her sick leave balance shall be paid out according to the policy providing the employee meets all the defined eligibility criteria.

Non-payment upon Separation. Employees separated for disciplinary or performance reasons and employees who fail to provide proper notice will receive no payment of accrued but unused vacation or sick time. All employees will receive payment of their accrued but unused compensation time regardless of the reason for separation or notice provided.

FLOATING HOLIDAY changed to Permanent or Flexible Holiday.

-The current floating holiday will be eliminated and a permanent/flexible holiday established .
Potential days - New Year's Eve Day, Presidents Day every year or , or another day to be determined – that could be reviewed annually

The purpose would be to find a date every year to apply what is currently a floating to a day that would work with an existing holiday to provide an extended period for employees to be off a work and courthouse operations to be closed.

As an example, in 2023, July 4 was on a Tuesday, and the permanent/flexible holiday could have been held on Monday, July 3rd.

In 2024, July 5 falls on a Friday – this would make a good holiday to follow the July 4th Holiday.
Courthouse operations would be able to be closed.

In 2025, December 26 falls on a Friday, and it could be decided to make this date the permanent/flexible holiday.

Would establish an employee committee to review this permanent/flexible holiday in the upcoming year?

FAQ's

- PTO is intended to be flexible allowing employees to have more control over their paid-time-off.
- Those employees who already have a sick bank – will retain that bank. The benefit to employees with a full sick bank in the conversion to PTO will be having greater flexibility and access to paid personal time.
- Current payout eligibility and formulas remain as is and will be applicable to the Extended (Sick) Leave Bank
- Approvals for planned PTO time will be similar to current vacation requests.
- During 2024 routine sick leave time can be taken from PTO or Sick Bank. After January 1, 2025 routine sick leave will be taken from PTO. Sick Bank Leave will be available for an FMLA qualifying event, for sick time with approval if PTO has been exhausted, or by County Administrator approval.
- Community Service/Wellness Time – when claimed, the employee will attest to organization/event/activity that time was provided and what the employee did or what wellness appointment or activity was done.
- Community Service – is to be unpaid by another party – essentially volunteering
- Wellness – paid time to address physical, mental, and social well-being through the active pursuit of activities, choices and lifestyles that lead to a state of holistic health.
- Community Service/Wellness Time – does not roll over year to year, and cannot be banked. It would be separate from PTO.
- On an employee's anniversary date the PTO time accrued to date cannot exceed 80 days. Any amount over 80 days would be forfeited.