

**RESOLUTION ADOPTING 2019 BUDGET AND PROPERTY LEVY**

TO THE MANITOWOC COUNTY BOARD OF SUPERVISORS:

1           WHEREAS, a detailed copy of the County Executive's proposed 2019 annual budget has  
2 been made available to each county supervisor and to the general public; and

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4           WHEREAS, the proposed 2019 annual budget was presented to the Manitowoc County  
5 Board of Supervisors at its meeting on October 9, 2018; and

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7           WHEREAS, formal publication of a budget summary and announcement of a public hearing  
8 was made in accordance with Wis. Stat. § 65.90 and Wis. Stat. ch. 985 in the Manitowoc Herald  
9 Times Reporter on October 7, 2018; and

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11           WHEREAS, a public hearing on the proposed 2019 annual budget was held for the purpose  
12 of obtaining public input and the proposed 2019 annual budget was reviewed by the Manitowoc  
13 County Board of Supervisors at its annual meeting on October 29, 2018; and

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15           WHEREAS, the proposed 2019 annual budget includes performance based increases for the  
16 Manitowoc County pay plan pursuant to Manitowoc County Code §§ 5.02(3)(c), (d) and (e); and

17  
18           WHEREAS, Manitowoc County Code § 5.02(4) allows the wage schedule to be adjusted  
19 each year by action of the county board so that it remains competitive with the market; and

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21           WHEREAS, the Wisconsin Department of Revenue has calculated the applicable increase in  
22 the consumer price index as of October 1, 2018 to be 2.05%; and

23  
24           WHEREAS, a 1.0% increase in the wage schedule will assist in maintaining a competitive  
25 wage schedule; and

26  
27           WHEREAS, employees below midpoint who meet or exceed job requirements (i.e. receive a  
28 cumulative score of 1.75 or greater on their employee evaluation) are eligible for a step increase;  
29 and

30  
31           WHEREAS, employees at or above midpoint who exceed job requirements (i.e. receive a  
32 cumulative score of between 2.01 and 2.74 on their employee evaluation) will receive a 1.0%  
33 increase; and

34  
35           WHEREAS, employees at or above midpoint whose performance exceeds the proficient  
36 performance level (i.e. receive a cumulative score of 2.75 or greater on their employee evaluation)  
37 will receive a 2.0% increase; and  
38

39 WHEREAS, employees at or above maximum who exceed job requirements (i.e. receive a  
 40 cumulative score of between 2.01 and 2.74 on their employee evaluation) will receive a 1.0%  
 41 increase, paid to them per pay period for the following year; and

42  
 43 WHEREAS, employees at or above maximum whose performance exceeds the proficient  
 44 performance level (i.e. receive a cumulative score of 2.75 or greater on their employee evaluation)  
 45 will receive a 2.0% increase, paid to them per pay period for the following year; and

46  
 47 WHEREAS, due to the success of the performance management plan that was put into place  
 48 in 2013, an increasing number of employees are reaching the maximum of their wage band; and

49  
 50 WHEREAS, increasing the maximum of each wage band by 10% will allow employees  
 51 reaching maximum of the wage band an opportunity for continued salary progression; and

52  
 53 WHEREAS, a resolution will be presented in 2018 to the County Board to authorize the  
 54 borrowing of approximately \$6,210,000 for road construction, maintenance, and bridge repair and  
 55 \$292,500 for recycling equipment and machinery;

56  
 57 NOW, THEREFORE, BE IT RESOLVED that the Manitowoc County Board of Supervisors  
 58 hereby adopts a Governmental Funds Budget and a service delivery Proprietary Fund Budget for  
 59 the calendar year beginning January 1, 2019 as indicated in the attached 2019 annual budget for  
 60 Manitowoc County and any attachments or addenda thereto; and

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 62 BE IT FURTHER RESOLVED that the Manitowoc County Board of Supervisors hereby  
 63 authorizes that the following sums of money be raised for the ensuing year:

64			
65	State Special Charges - Charitable & Penal	\$	726.63
66	County Aid Bridges (Wis. Stat. § 82.08)	\$	279,428.00
67	Illegal Real Estate Taxes Charged Back (Prior Year)	\$	4,999.45
68	All Other County Taxes	<del>\$ 30,153,091.55</del> <del>\$30,222,941.55</del>	<del>30,213,091.55</del>
69	Gross County Tax Levy	\$	30,498,245.63
70			<u>30,508,095.63</u>
71	and		\$ 30,438,245.63

72  
 73 BE IT FURTHER RESOLVED that Manitowoc County shall apportion the tax for Bridges  
 74 under Wis. Stat. § 82.08 on the taxable property of the participating districts; and

75  
 76 BE IT FURTHER RESOLVED that Manitowoc County shall enter in the Tax  
 77 Apportionment, State Special Charges for Charitable and Penal purposes, as follows:

78		
79	<u>Court Related Proceedings -</u>	\$726.63
80	Total	\$726.63

81  
 82 and

83

84 BE IT FURTHER RESOLVED that Manitowoc County Officials are hereby directed to  
85 reapportion the illegal real estate taxes charged back in the amount of \$4,999.45; and  
86

87 BE IT FURTHER RESOLVED that the 2019 annual budget in detail hereto attached shall be  
88 made a part of the Tax Levy; and  
89

90 BE IT FURTHER RESOLVED that the wage schedule is increased by 1.0% as of December  
91 30, 2018 and all employees at or below maximum receive a 1.0% increase as of December 30,  
92 2018; and  
93

94 BE IT FURTHER RESOLVED that the maximum of each wage band on the wage schedule  
95 be increased by 10% as of December 30, 2018; and  
96

97 BE IT FURTHER RESOLVED that the performance based increases included in the 2019  
98 annual budget will be granted pursuant to Manitowoc County Code §§ 5.02(3)(c), (d) and (e) as  
99 follows:  
100

- 101 (1) Employees below midpoint who meet or exceed job requirements (i.e. receive a  
102 cumulative score of 1.75 or greater on their employee evaluation) are eligible for a  
103 step increase; and  
104
- 105 (2) Employees at or above midpoint who exceed job requirements (i.e. receive a  
106 cumulative score of between 2.01 and 2.74 on their employee evaluation) will  
107 receive a 1.0% increase; and  
108
- 109 (3) Employees at or above midpoint whose performance exceeds the proficient  
110 performance level (i.e. receive a cumulative score of 2.75 or greater on their  
111 employee evaluation) will receive a 2.0% increase; and  
112
- 113 (4) Employees at or above maximum who exceed job requirements (i.e. receive a  
114 cumulative score of between 2.01 and 2.74 on their employee evaluation) will  
115 receive a 1.0% increase, paid to them per pay period for the following year; and  
116
- 117 (5) Employees at or above maximum whose performance exceeds the proficient  
118 performance level (i.e. receive a cumulative score of 2.75 or greater on their  
119 employee evaluation) will receive a 2.0% increase, paid to them per pay period for  
120 the following year; and  
121

122 BE IT FURTHER RESOLVED that the Comptroller/Auditor is authorized to make any  
123 technical corrections to the budget that are necessary.

Dated this 8th day of November 2018.

Respectfully submitted by the  
Finance Committee

  
Paul Hansen, Chair

FISCAL IMPACT: Requires a composite tax levy and rate, based upon the budget book as printed, as follows:

~~30,508,095.63~~  
Tax Levy of ~~\$30,498,245.63~~ \$30,438,245.63  
Composite Tax Rate of ~~\$5.780234~~ per \$1,000 of equalized value.  
~~5.78210149~~  
5.768863

FISCAL NOTE: Reviewed and approved by Comptroller.



LEGAL NOTE: Reviewed and approved as to form by Corporation Counsel.



APPROVED:

\_\_\_\_\_  
Bob Ziegelbauer, County Executive                      Date



## Office of the County Executive

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*Accountability • Respect • Customer Service*

November 15, 2018

County Board Supervisors,

The 2019 County Budget that you passed last Thursday is a good plan, forward looking, and holds the line on taxes. It keeps our debt at a very low level now and into the future. We have a plan that focuses on big transportation projects in 2019 and keeps our debt to only 10% of our maximum allowable debt. This is considered VERY low.

I would like to express my appreciation, once again, for the willingness of the County Board to join me in making difficult but necessary decisions that have allowed us to smartly balance our property taxes while at the same time providing high quality essential services year after year. We have worked well together to aggressively and continuously restructure county government in a positive way that serves our community well.

Thanks to you, Manitowoc County government is not only more effective, but also more sustainable, nimble, and better able to adjust to change in the future.

There were three amendments to the budget as presented to the Finance Committee passed by the County Board. I have partially vetoed those three amendments. The result of those vetoes will be that the tax levy will be reduced by \$70,272 to \$30,437,823.63.

*I am line item vetoing the following items found on page 5 of your "County Board Adopted Budget Book": "Property Taxes added for membership in Progress Lakeshore of \$60,000", "Property Taxes added for membership in the Chamber of Commerce of \$422", and "Property Taxes added for iPads for County Board members' of \$9850." I am line item vetoing the associated expenses for those items found on page 8; "County Board expenses for Membership Progress Lakeshore of \$60,000"; "County Board expense for Chamber Membership \$422"; and "County Board expense for iPads of \$9850". By this action, we keep within our tax levy limit.*

1. I have vetoed the language to fund \$60,000 to join Progress Lakeshore for the coming year. I strongly urge Progress Lakeshore to follow the "Open Records and Meetings Laws" like the state run WEDC (Wisconsin Economic Development Commission) does easily, without negatively impacting its mission. I urge them to try it for a year, so they can hopefully see the benefit of transparency first-hand. When they do, they will have Manitowoc County's support! Until such time, this will be a void expense and an unnecessary raise in the tax levy. This will reduce the tax levy by \$60,000.

2. I have vetoed the language to raise the tax levy by \$422 to join the Chamber of Commerce next year. The Chamber of Commerce is likely a wonderful organization, but we have no business joining it. There are many organizations that have as their goal the enhancement of our community but governments should not take money from taxpayers to join them. This will reduce the tax levy by \$422.
3. I have vetoed the language to purchase iPads (Apple computers) for the whole County Board for \$9850. All of the County Board Supervisors who want computers already have them. Computers have become common household appliances. It's not necessary for us to supply County Board Supervisors with computers. The County Clerk offers all the pertinent county information through the internet and by mail if necessary. Raising tax money for this special incidental treatment of County Board members is a bad look, and is not justifiable to the public who we serve. This will reduce the tax levy by \$9850.

I would appreciate your support of these three partial vetoes. With these changes, we will have a successful budget for Manitowoc County for 2019.

Thank you very much for your consideration.

As is always the case, please don't hesitate to call on me if I can ever be of assistance to you on this or any other issue of importance to you.

Sincerely,

A handwritten signature in black ink that reads "Bob Ziegelbauer". The signature is written in a cursive style with a large, looped "B" and "Z".

Bob Ziegelbauer  
Manitowoc County Executive