



MINUTES

Administrative

Thursday, July 18, 2019
Annex Conference Room
Marinette County Courthouse Annex

MEMBERS PRESENT: Supervisors Mark Anderson, Tricia Grebin, John Guarisco, Don Pazynski, Rick Polzin, and Vilas Schroeder

MEMBERS EXCUSED:

OTHERS PRESENT: Deputy County Clerk Bobbie Borkowski, County Administrator John Lefebvre, Corporation Counsel Gale Mattison, HHSD Director Robin Elsner, Finance Director Laura Mans, Assistant Finance Director Hollie Viestenz, Treasurer Bev Noffke, Eagle Herald and Peshtigo Times

1. Call to Order

Chair Schroeder called the meeting to order at 9:00 am.

2. Agenda

Motion (Guarisco/Grebin) to approve agenda. Motion carried. No negative vote.

3. Minutes

Motion (Polzin/Guarisco) to approve Administrative minutes of June 13, 2019. Motion carried. No negative vote.

4. Public Comment

5. Correspondence – None

6. Reports of Outside Agencies and Others

7. IT Report – Exhibit A

8. Finance Director's Report

- Monthly Investment Report - May \$45,525,819.23 and June \$42,105,525.25
- Quarterly Report – Exhibit B
- TRR Report CDs – Exhibit C
- TRR Report MM and LGIP – Exhibit D
- TRR Report US Agencies – Exhibit E
- Collections Report – Exhibit F

9. Appropriation Entries

Motion (Anderson/Polzin) to approve Schedule of Appropriation Entries and recommend to the County Board approval of those indicated. Motion carried. No negative vote. Exhibit G

10. Schedule of Paid Invoices

Committee reviewed June Schedule of Paid Invoices totaling \$589,110.29.

11. 2020 User Fees

Motion (Guarisco/Grebin) to recommend to County Board approval of 2020 User Fees for County Clerk and Treasurer as well as Copy Policy, Non-Sufficient Fund Check Policy, Over/Under Payment Policy and Stop-Payment Fee Policy. Motion carried. No negative vote. Exhibit H

12. Group Flexible Purchase Payment Deferred Variable Annuity

Motion (Anderson/Guarisco) to recommend to County Board approval of Fixed Account Amendment to Group Flexible Purchase Payment Deferred Variable Annuity Contract. Motion carried. No negative vote. Exhibit I

13. Amendment 105 to Personnel Policies and Procedures

Motion (Guarisco/Grebin) to recommend to County Board approval of Amendment 105 to the Personnel Policies and Procedures Manual Section 1.105 Compensation Plan (K) Travel Per Diem. Motion carried. Voting no – Supervisor Polzin Exhibit J

14. Appointment to Amberg Historical Society

Motion (Guarisco/Anderson) to recommend to County Board discontinuance of appointment and per diem to a county board member to serve on the Amberg Historical Society effective immediately. Motion carried. No negative vote.

15. AODA Counselor Position

Motion (Pazynski/Polzin) to recommend to County Board approval to create an AODA Counselor position and eliminate a Mental Health Therapist position in the Health and Human Services Department effective immediately. Motion carried. No negative vote. Exhibit K

16. Human Resources Director's Report - None

17. Future Agenda Items - None

18. Adjournment

Motion (Grebin/Guarisco) to adjourn 9:58 a.m. Motion carried. No negative vote.

Next meeting date – Thursday, August 15, 2019 – 9:00 a.m.

Bobbie Borkowski
Deputy County Clerk

Date approved/corrected:



MARINETTE COUNTY INFORMATION SERVICES

Summary Monthly Report July 2019

In addition to the daily operational and support tasks, the following activities are notable:

New: Reviewing options for upgrade to imaging system in conjunction with LIO records project and other department considerations.

Updated: IP Telephony and video system upgrade: New server blade installed – will begin video configuration week of July 29. eFAX project started – estimated completion by 08/30/19.

Updated: Peshtigo Highway upgrade –awaiting circuit upgrade – underway at vendor – 60 days or less. Information Services portion completed.

Updated: Public Safety Software – systemwide configurations completed, department specific configuration underway. Conversion review on 07/22/19 (1st of 3). On schedule.

Updated: Redundant Fiber Circuits: Bid/RFP documents being finalized – should be out within 1 week. Completion due 12/31/19 or sooner. qw

No Change: TCM browser based migration setup and startup – installed latest update into test environment – HHSD currently testing and working with portions of the browser based software.

Ongoing: Server upgrades – approximately ~~50~~ 20 servers to upgrade to new operating system. Data migrations underway – several hurdles to resolve.

Ongoing: Data center relocation – infrastructure design being developed for entire project.

No change: Migrated two additional department data sets to newly built server cluster for added security and performance. Several moves still to be completed as time allows.

Completed: Data Center UPS replacement.

Completed approximately 72 hours of staff training this month on new public safety software.

Upcoming Projects of Significance

Syslog Server

County Boardroom technology cleanup and refresh

Annex UPS replacement and rewiring to generator

Windows 10 upgrades to approximately 100 desktops

Access point site review and mapping

MARINETTE COUNTY
Accounts Over Budget
Period Ending June 30, 2019

By Activity Total

		Activity	Budget	Actual	Variance	% Spent	Comments
Fund 100							
Finance	51510000-50114	Salaries - overtime	-	3,344	(3,344)	100.00%	
	51510000-52410	Office supplies	700	842	(142)	120.30%	Budget transfer pending - overall budget is at 35.3%
	51510000-52980	Equipment and material acquisition	-	1,005	(1,005)	100.00%	
Circuit Court	51210000-52219	Physician fees	3,000	2,711	289	90.40%	
	51210000-52361	Trial expense	5,500	3,052	2,448	55.50%	Monitoring - overall org code is over however state grant and reimbursement
	51210000-52468	Equipment maintenance	500	1,211	(711)	242.30%	monies not yet received for 2019
	51210000-52498	Other expense	5,000	3,648	1,352	73.00%	
Circuit Court - Juvenile	51212000-52210	GAL fees	18,000	25,271	(7,271)	140.40%	Overall budget is 108.10% of budgeted amount; court appointed attorneys
	51212000-52219	Physician fees	1,000	900	100	90.00%	
Circuit Court - No Reimbursement	52214000-52210	GAL fees	15,000	11,919	3,082	79.50%	Dependent on number of cases and types
Medical Examiner	51270000-50115	Additional pay	-	852	(852)	100.00%	
	51270000-51159	Worker compensation	1,129	653	476	57.90%	
	51270000-52371	Toxicology	-	778	(778)	100.00%	
	51270000-52408	Scene supplies	-	1,123	(1,123)	100.00%	
	51270000-52410	Office supplies	350	384	(34)	109.70%	
	51270000-52413	Printing	200	313	(113)	156.50%	Monitoring - overall budget at 41.5%
	51270000-52437	Funeral home travel	-	4,472	(4,472)	100.00%	
	51270000-52439	Other travel	8,000	4,960	3,040	62.00%	
	51270000-52494	Photographic expense	300	349	(49)	116.20%	
	51270000-42498	Operation expenditures	-	730	(730)	100.00%	
	51270000-52532	Rent/lease of building	-	2,917	(2,917)	100.00%	
	51270000-52980	Equipment and material acquisition	-	3,890	(3,890)	100.00%	
Corporation Counsel	51320000-52291	Purchase of service	2,000	9,253	(7,253)	462.70%	Monitoring - overall budget at 45.9%; pending BUA for purchase or service
	51320000-52410	Furniture and fixtures	-	56	(56)	100.00%	
County Board	51110000-51151	County share of social security	5,768	3,447	2,321	59.80%	
	51110000-51152	County share of state retirement	629	364	265	57.80%	
	51110000-52424	Dues/registration	10,000	9,924	76	99.20%	Monitoring - overall budget at 44.5%
	51110000-52435	Meals and lodging	4,500	3,070	1,430	68.20%	
	51110000-52436	Meals non-qualified	-	54	(54)	100.00%	
County Clerk	51420000-52413	Printing	400	869	(469)	217.30%	
	51420000-52429	Subscriptions	300	222	78	74.00%	Monitoring - overall budget is 45.6%
	51420000-52435	Meals and lodging	1,000	599	401	59.90%	
District Attorney	51315000-50114	Salaries - overtime	-	680	(680)	100.00%	
	51315000-52410	Office supplies	250	204	46	81.60%	Overall budget is 92.7%, however no state funding received in 2019 yet
	51315000-52424	Dues/registration	200	125	75	62.50%	
Emergency Management	52504000-50114	Salaries - overtime	-	41	(41)	100.00%	
	52504000-51154	Health and dental	461	2,255	(1,794)	489.20%	Monitoring - overall budget at 47.0%
	52504000-52435	Meals and lodging	200	164	36	82.00%	
	52504000-52468	Equipment maintenance	4,800	4,800	-	100.00%	

EMPG	52505000-50114	Salaries - overtime	-	20	(20)	100.00%	Overall budget at 252.6%; however no state funding received yet in 2019 - 50% County funded, 50% state funded
	52505000-50115	Additional pay	25	51	(26)	203.30%	
	52505000-51154	Health and dental	192	867	(675)	451.40%	
	52505000-52424	Dues/registration	1,500	1,150	350	76.70%	
	52505000-52468	Equipment maintenance	11,538	7,213	4,325	62.50%	
HS/FEMA/WEM	52510000-50111	Salaries	-	1,670	(1,670)	100.00%	No budget set-up for 2019; 3 year grant started in 2018; no funding received in 2019 yet - 25% County in-kind and 75% grant funded
	52510000-51151	County share of social security	-	122	(122)	100.00%	
	52510000-51152	County share of state retirement	-	109	(109)	100.00%	
	52510000-51154	Health and dental	-	387	(387)	100.00%	
	52510000-51155	Life insurance	-	3	(3)	100.00%	
	52510000-51159	Worker compensation	-	15	(15)	100.00%	
	52510000-55413	Printing	-	4	(4)	100.00%	
	52510000-52498	Operation expenditures	-	14,181	(14,181)	100.00%	
P&F - Property Management	51540000-51154	Health and dental	-	1,152	(1,152)	100.00%	2019 Property management charges not charged out to parcels taken in rem to record revenues
	51540000-51155	Life insurance	-	4	(4)	100.00%	
	51450000-52568	Administration	7,000	5,592	1,408	79.90%	
Parks	55210000-50114	Salaries - overtime	-	2,149	(2,149)	100.00%	Monitoring- overall budget is 30.9%
	55210000-51158	Unemployment expense	-	18,777	(18,777)	100.00%	
	55210000-52499	Other expense	1,000	1,181	(181)	118.10%	
County Forest	56110000-50114	Salaries - overtime	-	79	(79)	100.00%	Monitoring- overall budget is 26.2%
	56110000-51158	Unemployment expense	-	2,003	(2,003)	100.00%	
	56110000-52424	Dues/registration	15,000	13,552	1,448	90.30%	
	56110000-52426	Adv/Bids/Notices	500	397	103	79.40%	
	56110000-52435	Meals and lodging	500	397	103	79.30%	
	56110000-52567	Planting	20,000	37,106	(17,106)	185.50%	
Forest Roads	56153000-51154	Health and dental	-	3,423	(3,423)	100.00%	Monitoring - salaries at 23.9% of budget
	56153000-51155	Life insurance	-	8	(8)	100.00%	
Family Court Commissioner	51240000-50111	Salaries	123,351	119,474	3,877	96.90%	Monitoring - at 83.2% of budget. Department will likely need assistance at year-end for over budget accounts; retirement payout
	51240000-50114	Salaries - overtime	-	229	(229)	100.00%	
	51240000-51151	County share of social security	10,755	6,887	3,868	64.00%	
	51240000-51154	Health and dental	5,913	3,401	2,512	57.50%	
	51240000-51159	Worker compensation	240	219	21	91.30%	
	51240000-52413	Printing	600	936	(336)	156.00%	
Land Info Administration	56300000-50112	Salaries without retirement	-	1,950	(1,950)	100.00%	Monitoring - overall budget is 42.1%
	56300000-50114	Salaries - overtime	-	8	(8)	100.00%	
	56300000-50140	Salaries - per diem	-	457	(457)	100.00%	
	56300000-51133	Longevity pay	1,392	818	574	58.80%	
	56300000-52225	Telephone	1,100	987	113	89.70%	
	56300000-52413	Printing	2,500	5,333	(2,833)	213.30%	
	56300000-52492	Recording fees	-	90	(90)	100.00%	
Maintenance	51640000-50114	Salaries - overtime	4,422	13,872	(9,450)	313.70%	Monitoring - overall budget is 52.3%
	51640000-50115	Additional pay	3,581	4,780	(1,199)	133.50%	
	51640000-52426	Adv/Bids/Notices	300	572	(272)	190.60%	
	51640000-52468	Equipment maintenance	45,000	54,120	(9,120)	120.30%	
	51640000-52469	Grounds maintenance	32,500	27,508	4,992	84.60%	
Sheriff Administration	52110000-52980	Equipment and material acquisition	4,394	4,610	(216)	104.90%	Monitoring - overall budget is 53.6%
Sheriff Patrol	52120000-50115	Additional pay	-	3,494	(3,494)	100.00%	Monitoring - overall budget is 53.7%
Jail	52710000-50114	Salaries - overtime	40,000	45,526	(5,526)	113.80%	Monitoring - overall budget is at 49.5%
	52710000-50115	Additional pay	10,000	6,449	3,551	64.50%	
	52710000-52291	Purchase of service	-	2,644	(2,644)	100.00%	
	52710000-52413	Printing	1,500	2,459	(959)	163.90%	
	52710000-52438	Prisoner transport	40,000	43,756	(3,756)	109.40%	

Dispatch	52150000-52291	Purchase of service	42,500	30,145	12,355	70.90%	
	52150000-52413	Printing	450	385	65	85.50%	
	52150000-52424	Dues/registration	2,100	1,473	627	70.10%	
	52150000-52435	Meals and lodging	1,600	1,742	(142)	108.90%	Monitoring - overall budget is 52.8%
	52150000-52439	Other travel	500	577	(77)	115.34%	
	52150000-52468	Equipment maintenance	9,000	5,003	3,997	55.60%	
	52150000-52980	Equipment and material acquisition	1,200	1,406	(206)	117.20%	
Treasurer	51520000-52413	Printing	2,700	3,532	(832)	130.80%	
	51520000-52424	Dues/registration	200	159	41	79.50%	Overall budget is at 96.0%; not all revenues received in 2019 yet
	51520000-52426	Adv/Bids/Notices	550	511	39	92.90%	
	51520000-52468	Equipment maintenance	850	550	300	64.70%	
Tax Deed Expense	51911000-52291	Purchase of service	15,000	14,000	1,000	93.30%	Monitoring - account is over budget; 2019 revenues are less than anticipated
	51911000-52411	Postage	3,500	2,779	721	79.40%	

Fund 201

County Snow & Ice Control	53302000-52498	Operation expenditures	945	1,261,953	(1,261,008)	133.50%	Year-end overage can be covered by County Routine Maintenance account
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Fund 205

SS - CCI	54530000-52320	Care - Children	-	35,395	(35,395)	100.00%	Budget needs to be set-up; expected Share Academy to be open
Youth Aids - Foster Homes	54556000-52320	Care - Children	7,500	20,691	(13,191)	275.50%	High need children; additional revenues cover org code thru 6/30

Other:

Timber Sales	56110000-46811	Timber Sales	(3,328,900.00)	(1,011,441)	(2,317,459)	30.40%	Weather in 2019 contributed to slow revenues. Snow run off and rainy spring - muddy roads and standing water on sandy soils has slowed cutting in the spring. Oak restriction through July 15. Scales should begin to pick up per Pete. 20018/06 revenues \$915,764
Investment Revenue	51520000-48111	Interest	(500,000.00)	(689,127)	189,127	137.80%	Adjustments to MV
Sales Tax			(2,104,569.00)	(784,769)	(1,319,800)	37.30%	3 of 12 months posted (25%)
Contingency	51901000-52498	Contingency	510,000	205,000	305,000	40.20%	\$60,000 committed for broadband; \$10,000 committed for Children First Case Manager

Exhibit C

Marinette County
 Semi Annual T R R Report - C D's
 Begin Date: 12/31/2018, End Date: 6/30/2019

Description	CUSIP/Ticker	Beginning MV	Ending MV	Interest/Dividends	TRR-MV	Annualized TRR-MV	Beginning YTM @ Cost	Ending YTM @ Cost	Maturity Date
Affinity Federal Credit Union									
Affinity Federal Credit Union 2.65 4/3/2020	00832KAW9	0.00	243,845.88	0.00	2.02	4.09		2.650	04/03/2020
Sub Total/Average Affinity Federal Credit Union		0.00	243,845.88	0.00	2.02	4.09		2.650	
Allegiance Bank Texas									
Allegiance Bank Texas 2.2 11/3/2022	01748DAY2	237,193.15	246,700.23	2,720.54	5.17	10.62	2.200	2.200	11/03/2022
Sub Total/Average Allegiance Bank Texas		237,193.15	246,700.23	2,720.54	5.17	10.62	2.200	2.200	
Ally Bank Midvale Utah									
Ally Bank Midvale Utah 1.3 9/30/2019	02006LN66	247,176.75	249,268.25	1,611.64	1.50	3.02	1.300	1.300	09/30/2019
Sub Total/Average Ally Bank Midvale Utah		247,176.75	249,268.25	1,611.64	1.50	3.02	1.300	1.300	
Associated Trust									
Associated Trust 2.8 9/24/2021	CD0057-65-2	200,072.50	201,462.96	1,390.46	0.69	1.38	2.800	2.800	09/24/2021
Sub Total/Average Associated Trust		200,072.50	201,462.96	1,390.46	0.69	1.38	2.800	2.800	
Barclays Bank Delaware									
Barclays Bank Delaware 3.05 10/12/2021	06740KME4	213,274.33	217,946.80	3,254.56	3.71	7.55	3.050	3.050	10/12/2021
Sub Total/Average Barclays Bank Delaware		213,274.33	217,946.80	3,254.56	3.71	7.55	3.050	3.050	
BLC Community Bank									
BLC Community Bank 2.85 10/9/2020	05549CGT1	248,422.57	251,095.83	3,538.54	2.51	5.08	2.850	2.850	10/09/2020
Sub Total/Average BLC Community Bank		248,422.57	251,095.83	3,538.54	2.51	5.08	2.850	2.850	
BMW BANK NORTH AMERICA									
BMW BANK NORTH AMERICA 1.3 3/18/2019	05580ADW1	248,487.06	0.00	1,605.20	1.15	2.31	1.300		03/18/2019
Sub Total/Average BMW BANK NORTH AMERICA		248,487.06	0.00	1,605.20	1.15	2.31	1.300		
Citibank National Assoc									
Citibank National Assoc 3 9/7/2021	17312QS67	246,962.62	252,150.28	3,689.42	3.59	7.32	3.000	3.000	09/07/2021
Sub Total/Average Citibank National Assoc		246,962.62	252,150.28	3,689.42	3.59	7.32	3.000	3.000	
Comenity Cap Bk Utah									
Comenity Cap Bk Utah 2.55 5/16/2022	20033AW44	0.00	251,048.27	539.27	4.41	9.01		2.550	05/16/2022
Sub Total/Average Comenity Cap Bk Utah		0.00	251,048.27	539.27	4.41	9.01		2.550	
Connectone Bank Englewood									
Connectone Bank Englewood 3.2 12/28/2021	20786ACM5	247,938.00	253,828.50	3,957.14	3.99	8.14	3.200	3.200	12/28/2021
Sub Total/Average Connectone Bank Englewood		247,938.00	253,828.50	3,957.14	3.99	8.14	3.200	3.200	
Discover Bank									
Discover Bank 3 9/7/2021	254673TH9	246,962.86	252,150.53	3,689.42	3.59	7.30	3.000	3.000	09/07/2021
Sub Total/Average Discover Bank		246,962.86	252,150.53	3,689.42	3.59	7.30	3.000	3.000	
Eaglebank									
Eaglebank 2.85 3/8/2021	27002YDY9	246,754.54	250,701.71	3,524.33	3.04	6.17	2.850	2.850	03/08/2021
Sub Total/Average Eaglebank		246,754.54	250,701.71	3,524.33	3.04	6.17	2.850	2.850	
East Boston Savings Bank									
East Boston Savings Bank 1.95 9/28/2021	27113PCA7	240,048.62	246,543.25	2,411.38	3.72	7.58	1.950	1.950	09/28/2021
Sub Total/Average East Boston Savings Bank		240,048.62	246,543.25	2,411.38	3.72	7.58	1.950	1.950	
Farmers & Merchants Bank									

Description	CUSIP/Ticker	Beginning MV	Ending MV	Interest/Dividends	TRR-MV	Annualized TRR-MV	Beginning YTM @ Cost	Ending YTM @ Cost	Maturity Date
Farmers & Merchants Bank 1.05 9/21/2020	CD0113081225-20	113,958.29	113,958.29	0.00	0.52	1.04	1.050	1.050	09/21/2020
Sub Total/Average Farmers & Merchants Bank		113,958.29	113,958.29	0.00	0.52	1.04	1.050	1.050	
Firstbank Puerto Rico									
Firstbank Puerto Rico 2.25 9/1/2022	33767A4T5	238,421.74	247,519.87	2,782.36	5.00	10.25	2.250	2.250	09/01/2022
Sub Total/Average Firstbank Puerto Rico		238,421.74	247,519.87	2,782.36	5.00	10.25	2.250	2.250	
Goldman Sachs Bank USA									
Goldman Sachs Bank USA 2.35 8/30/2022	38148PNS2	239,347.03	248,285.45	2,937.95	4.96	10.17	2.350	2.350	08/30/2022
Sub Total/Average Goldman Sachs Bank USA		239,347.03	248,285.45	2,937.95	4.96	10.17	2.350	2.350	
GREAT NORTH BANK									
GREAT NORTH BANK 2.8 2/26/2021	39103QAG1	246,536.30	250,450.98	3,462.47	3.00	6.09	2.800	2.800	02/26/2021
Sub Total/Average GREAT NORTH BANK		246,536.30	250,450.98	3,462.47	3.00	6.09	2.800	2.800	
HSBC BANK USA									
HSBC BANK USA 2.45 3/21/2022	40434YGK7	241,889.78	248,097.71	3,013.03	3.81	7.77	2.450	2.450	03/21/2022
Sub Total/Average HSBC BANK USA		241,889.78	248,097.71	3,013.03	3.81	7.77	2.450	2.450	
Investors Bank/Short Hills									
Investors Bank/Short Hills 1.25 11/29/2019	46176PFT7	245,787.40	248,060.52	1,543.46	1.55	3.13	1.250	1.250	11/29/2019
Sub Total/Average Investors Bank/Short Hills		245,787.40	248,060.52	1,543.46	1.55	3.13	1.250	1.250	
Israel Discount Bk of NY									
Israel Discount Bk of NY 1.3 9/16/2019	465076JL2	247,340.50	249,358.00	1,611.64	1.47	2.96	1.300	1.300	09/16/2019
Sub Total/Average Israel Discount Bk of NY		247,340.50	249,358.00	1,611.64	1.47	2.96	1.300	1.300	
JP Morgan Chase Bank NA									
JP Morgan Chase Bank NA 2.6 4/30/2022-20	48128HTD0	0.00	246,890.27	0.00	2.43	4.93		2.600	04/30/2022
Sub Total/Average JP Morgan Chase Bank NA		0.00	246,890.27	0.00	2.43	4.93		2.600	
MBank Manistique MI									
MBank Manistique MI 1.55 12/30/2019	55275FKK3	246,117.33	248,294.33	1,596.67	1.53	3.09	1.550	1.550	12/30/2019
Sub Total/Average MBank Manistique MI		246,117.33	248,294.33	1,596.67	1.53	3.09	1.550	1.550	
Merrick Bank South Jordan Utah									
Merrick Bank South Jordan Utah 3.05 10/12/2021	59013J3X5	213,276.04	217,959.64	3,254.57	3.74	7.61	3.050	3.050	10/12/2021
Sub Total/Average Merrick Bank South Jordan Utah		213,276.04	217,959.64	3,254.57	3.74	7.61	3.050	3.050	
Morgan Stanley Bank NA									
Morgan Stanley Bank NA 2.45 1/25/2021	61747MG96	244,935.46	248,986.30	3,062.97	2.88	5.85	2.450	2.450	01/25/2021
Sub Total/Average Morgan Stanley Bank NA		244,935.46	248,986.30	3,062.97	2.88	5.85	2.450	2.450	
Morgan Stanley PVT Bank									
Morgan Stanley PVT Bank 3.05 2/14/2024	61760AVS5	0.00	252,621.23	0.00	3.96	8.08		3.050	02/14/2024
Sub Total/Average Morgan Stanley PVT Bank		0.00	252,621.23	0.00	3.96	8.08		3.050	
PCSB Bank									
PCSB Bank 2.7 6/8/2020	69324MAF2	248,396.92	250,217.36	3,352.28	2.09	4.22	2.700	2.700	06/08/2020
Sub Total/Average PCSB Bank		248,396.92	250,217.36	3,352.28	2.09	4.22	2.700	2.700	
Peshtigo Naitonal Bank									
Peshtigo Naitonal Bank 1.1 7/4/2019	216CD12036-19	19,074.21	19,074.21	104.63	0.27	0.54	1.100	1.100	07/04/2019
Sub Total/Average Peshtigo Naitonal Bank		19,074.21	19,074.21	104.63	0.27	0.54	1.100	1.100	
Peshtigo National Bank									
Peshtigo National Bank 1.1 7/4/2019	215CD12306-19	175,455.75	175,455.75	962.36	0.27	0.54	1.100	1.100	07/04/2019
Peshtigo National Bank 1.15 1/25/2020	CD11741-20	168,980.28	169,950.64	970.36	0.57	1.15	1.150	1.150	01/25/2020

Description	CUSIP/Ticker	Beginning MV	Ending MV	Interest/Dividends	TRR-MV	Annualized TRR-MV	Beginning YTM @ Cost	Ending YTM @ Cost	Maturity Date
Sub Total/Average Peshtigo National Bank		344,436.03	345,406.39	1,932.72	0.42	0.84	1.125	1.125	
PINNACLE BANK TN									
PINNACLE BANK TN 2 9/21/2021	72345SFV8	240,443.94	246,831.18	2,473.20	3.70	7.53	2.000	2.000	09/21/2021
Sub Total/Average PINNACLE BANK TN		240,443.94	246,831.18	2,473.20	3.70	7.53	2.000	2.000	
Sallie Mae Bank									
Sallie Mae Bank 2.6 1/17/2023	79545OJ30	240,041.68	249,490.73	3,250.50	5.27	10.82	2.600	2.600	01/17/2023
Sub Total/Average Sallie Mae Bank		240,041.68	249,490.73	3,250.50	5.27	10.82	2.600	2.600	
State Bank of India									
State Bank of India 2.9 3/29/2023	856285KL4	239,410.32	248,680.88	3,523.30	5.34	10.97	2.900	2.900	03/29/2023
Sub Total/Average State Bank of India		239,410.32	248,680.88	3,523.30	5.34	10.97	2.900	2.900	
Stephenson National Bank									
Stephenson National Bank 1.26 12/21/2020	CD0100436922-20	205,589.90	206,228.64	638.74	0.31	0.62	1.260	1.260	12/21/2020
Sub Total/Average Stephenson National Bank		205,589.90	206,228.64	638.74	0.31	0.62	1.260	1.260	
Stephenson National Bank & Trust									
Stephenson National Bank & Trust 1.25 1/22/202	CD0100431428-21	61,170.21	61,170.21	0.00	0.61	1.23	1.250	1.250	01/22/2021
Stephenson National Bank & Trust 2.25 5/26/202	CDAR1022652458	0.00	50,098.72	0.00	0.00	0.00		2.250	05/26/2022
Stephenson National Bank & Trust 2.89 10/21/20	CDAR1021919167	196,862.39	199,703.87	1,407.80	0.72	1.44	2.890	2.890	10/21/2021
Sub Total/Average Stephenson National Bank & Trust		258,032.60	310,972.80	1,407.80	0.67	1.34	2.501	2.464	
Synchrony Bank									
Synchrony Bank 3.2 5/25/2023	87165ERZ2	242,979.12	252,167.96	3,903.65	5.39	11.07	3.200	3.200	05/25/2023
Sub Total/Average Synchrony Bank		242,979.12	252,167.96	3,903.65	5.39	11.07	3.200	3.200	
THIRD FED SVGS & LN ASSN									
THIRD FED SVGS & LN ASSN 2 9/15/2021	88413QBR8	240,553.30	246,843.58	2,459.62	3.64	7.41	2.000	2.000	09/15/2021
THIRD FED SVGS & LN ASSN 2 9/15/2021	88413QBR8-602	155,769.27	159,627.64	3,193.54	4.56	9.32	2.000	2.000	09/15/2021
Sub Total/Average THIRD FED SVGS & LN ASSN		396,322.57	406,471.22	5,653.16	4.00	8.15	2.000	2.000	
TIAA FSB									
TIAA FSB 2.2 9/14/2022	87270LAT0	237,869.20	247,048.18	2,705.58	5.00	10.24	2.200	2.200	09/14/2022
Sub Total/Average TIAA FSB		237,869.20	247,048.18	2,705.58	5.00	10.24	2.200	2.200	
UBS Bank USA									
UBS Bank USA 3.15 5/30/2023	90348JCR9	245,389.25	254,785.76	3,244.84	5.18	10.64	3.150	3.150	05/30/2023
Sub Total/Average UBS Bank USA		245,389.25	254,785.76	3,244.84	5.18	10.64	3.150	3.150	
United Prairie Bank									
United Prairie Bank 2.5 12/28/2020	91134CBL4	242,361.60	246,123.32	3,054.12	2.82	5.72	2.500	2.500	12/28/2020
Sub Total/Average United Prairie Bank		242,361.60	246,123.32	3,054.12	2.82	5.72	2.500	2.500	
Virginia Partners Bank									
Virginia Partners Bank 1.25 1/27/2020	928066AR0	245,663.50	248,521.50	1,558.22	1.80	3.63	1.250	1.250	01/27/2020
Sub Total/Average Virginia Partners Bank		245,663.50	248,521.50	1,558.22	1.80	3.63	1.250	1.250	
Washington Trst Westerly									
Washington Trst Westerly 1.2 8/30/2019	940637HS3	247,491.50	249,474.00	1,504.11	1.41	2.84	1.200	1.200	08/30/2019
Sub Total/Average Washington Trst Westerly		247,491.50	249,474.00	1,504.11	1.41	2.84	1.200	1.200	
Webster Bank									
Webster Bank 1.15 4/15/2019	94768NKM5	248,203.45	0.00	1,427.83	1.14	2.29	1.252		04/15/2019
Sub Total/Average Webster Bank		248,203.45	0.00	1,427.83	1.14	2.29	1.252		
Wells Fargo Bank National Association									

Description	CUSIP/Ticker	Beginning MV	Ending MV	Interest/Dividends	TRR-MV	Annualized TRR-MV	Beginning YTM @ Cost	Ending YTM @ Cost	Maturity Date
Wells Fargo Bank National Association 3.2 12/28/20	949763WE2	247,938.00	253,828.50	3,957.14	3.99	8.14	3.200	3.200	12/28/2021
Sub Total/Average Wells Fargo Bank National Association		247,938.00	253,828.50	3,957.14	3.99	8.14	3.200	3.200	
Wex Bank Midvale Utah									
Wex Bank Midvale Utah 1.2 8/12/2019	92937CEG9	247,704.75	249,622.50	1,512.33	1.37	2.77	1.200	1.200	08/12/2019
Sub Total/Average Wex Bank Midvale Utah		247,704.75	249,622.50	1,512.33	1.37	2.77	1.200	1.200	
Whitney Bank/MS									
Whitney Bank/MS 1.7 1/27/2020	966594AW3	245,256.62	247,377.52	2,125.33	1.72	3.46	1.700	1.700	01/27/2020
Sub Total/Average Whitney Bank/MS		245,256.62	247,377.52	2,125.33	1.72	3.46	1.700	1.700	
Total / Average		9,543,508.03	10,269,547.73	102,526.50	2.97	6.02	2.197	2.292	

Exhibit D

Marinette County
 Semi annual T R R Report - M M & L G I P
 Begin Date: 12/31/2018, End Date: 6/30/2019

Description	CUSIP/Ticker	Beginning MV	Ending MV	Interest/Dividends	Current Rate	TRR-MV	Annualized TRR-MV	Beginning YTM @ Cost	Ending YTM @ Cost
American Deposit Mgmt Co									
American Deposit Mgmt Co MM	7653751	870.12	0.00	0.00		0.00	0.00	0.000	
Sub Total/Average American Deposit Mgmt Co		870.12	0.00	0.00		0.00	0.00	0.000	
Department of National Resources									
Department of National Resources MM	DNR	722,865.61	722,865.61	0.00	2.420	0.00	0.00	2.370	2.420
Sub Total/Average Department of National Resources		722,865.61	722,865.61	0.00		0.00	0.00	2.370	2.420
Huntington Bank									
Huntington Bank MM	1087228306	3,734.03	5,375.64	1,641.61	0.330	43.96	107.25	0.330	0.330
Sub Total/Average Huntington Bank		3,734.03	5,375.64	1,641.61		43.96	107.25	0.330	0.330
Local Government Investment Pool									
Local Government Investment Pool LGIP	2016CIP	572,343.72	579,365.50	7,021.78	2.420	1.23	2.47	2.370	2.420
Local Government Investment Pool LGIP	LGIP	6,135,376.72	11,521,678.73	128,234.51	2.420	1.32	2.66	2.370	2.420
Sub Total/Average Local Government Investment Pool		6,707,720.44	12,101,044.23	135,256.29		1.31	2.65	2.370	2.420
Total / Average		7,435,190.20	12,829,285.48	136,897.90		1.24	2.50	2.369	2.419

Marinette County
 TRR Report - U S Agencies
 Begin Date: 12/31/2018, End Date: 6/30/2019

Description	CUSIP/Ticker	Settlement Date	Beginning MV	Buy Principal	Sell Principal	Ending MV	Interest/Dividends	TRR-MV	Annualized TRR-MV	Beginning YTM @ Cost	Ending YTM @ Cost	Maturity Date	Amortization End Date
Corporate Bond													
APPLE INC 2.1 9/12/2022-22	037833DC1	09/21/2017	966,274.00	0.00	0.00	1,002,529.00	10,500.00	4.83	9.90	2.152	2.152	09/12/2022	09/12/2022
BANK OF NOVA SCOTIA 2.8 7/21/2021	064159FL5	09/24/2018	991,352.00	0.00	0.00	1,011,280.00	14,000.00	3.41	6.95	3.270	3.270	07/21/2021	07/21/2021
Bank of NY Mellon Corp 3.5 4/28/2023	06406RAG2	04/30/2018	501,500.50	0.00	0.00	521,452.50	8,750.00	5.71	11.75	3.405	3.405	04/28/2023	04/28/2023
BERKSHIRE HATHAWAY INC DEL 2.75 3/15/2023	084670BR8	03/15/2018	500,654.25	0.00	0.00	518,239.56	7,012.50	4.91	10.05	2.990	2.990	03/15/2023	03/15/2023
Chevron Corp New 2.355 12/5/2022-13	166764AB6	05/06/2019	0.00	991,664.81	0.00	1,004,668.00	11,775.00	5.37	11.02	2.600	2.600	12/05/2022	12/05/2022
NATIONAL AUSTRALIA BANK NEW YORK 3.375 9/20/2021	63254AAZ1	08/29/2018	998,259.00	0.00	0.00	1,021,437.00	16,875.00	4.00	8.17	3.238	3.238	09/20/2021	09/20/2021
Toronto Dominion Bank 1.8 7/13/2021	89114QBL1	12/18/2018	483,845.00	0.00	0.00	496,346.50	4,500.00	3.51	7.14	3.210	3.210	07/13/2021	07/13/2021
Wells Fargo & Company 2.15 1/30/2020	94974BGF1	06/22/2016	989,125.00	0.00	0.00	999,061.00	10,750.00	2.09	4.23	1.640	1.640	01/30/2020	01/30/2020
Westpac Bkg Corp 2.15 3/6/2020	961214DJ9	03/06/2017	494,639.00	0.00	0.00	499,616.50	5,375.00	2.09	4.22	2.150	2.150	03/06/2020	03/06/2020
Sub Total/Average Corporate Bond			5,925,648.75	991,664.81	0.00	7,074,630.06	89,537.50	3.82	7.79	2.692	2.679		
FFCB Bond													
FFCB 1.16 11/1/2019-17	3133EGA62	11/03/2016	987,531.00	0.00	0.00	997,465.00	5,800.00	1.59	3.21	1.184	1.184	11/01/2019	11/01/2019
FFCB 1.17 10/3/2019-17	3133EGWF8	10/03/2016	989,012.00	0.00	0.00	998,039.00	5,850.00	1.50	3.02	1.170	1.170	10/03/2019	10/03/2019
FFCB 1.22 4/30/2019	3133EA6M5	05/19/2016	1,244,933.75	0.00	1,250,000.00	0.00	7,625.00	1.24	2.50	1.139		04/30/2019	04/30/2019
FFCB 1.25 3/29/2019-17	3133EFV38	03/29/2016	997,152.00	0.00	1,000,000.00	0.00	6,250.00	1.24	2.49	1.250	1.250	03/29/2019	03/29/2019
Sub Total/Average FFCB Bond			4,218,628.75	0.00	2,250,000.00	1,995,504.00	25,525.00	1.42	2.87	1.183	1.177		
FHLMC Bond													
FHLMC MBS 2 5/1/2028	3128MMQU0	06/18/2013	448,032.35	0.00	40,424.36	415,621.25	4,447.19	2.90	5.89	2.003	2.003	05/01/2028	12/29/2021
FHLMC MBS 2 9/15/2041	3137AM2T3	04/30/2013	247,239.56	0.00	23,440.14	232,687.82	2,447.65	4.83	9.90	1.474	1.474	09/15/2041	02/01/2023
FHLMC MBS 2.5 4/15/2038	3137A0UL7	04/21/2011	136,791.60	0.00	21,748.52	115,764.80	1,617.42	1.82	3.68	3.295	3.295	04/15/2038	07/26/2020
FHLMC MBS 2.5 7/15/2032	3137B15Z1	12/03/2013	408,796.98	0.00	36,217.90	379,765.67	4,974.54	3.10	6.30	2.205	2.205	07/15/2032	01/13/2022
FHLMC Pool # 18469 MBS 2 6/1/2028	3128MMGX4	06/28/2013	449,222.73	0.00	42,026.80	415,375.15	4,411.51	2.93	5.95	2.600	2.600	06/01/2028	06/23/2022
FHR 3835 BA MBS 4 8/15/2038	3137A9VR4	06/21/2011	137,574.10	0.00	21,558.67	115,983.41	2,442.86	1.92	3.88	2.803	2.803	08/15/2038	06/17/2020
FHR 4466 NL MBS 3.5 8/26/2021	3137BHXY0	10/06/2017	613,706.33	0.00	63,126.34	562,219.69	10,177.53	3.72	7.58	2.350	2.350	08/26/2021	08/26/2021
FHR 4784 PA MBS 3.5 3/15/2043	3137F5G52	04/09/2019	0.00	995,554.88	17,295.01	977,429.00	5,662.71	1.50	3.02	2.793	2.793	03/15/2043	07/25/2022
Sub Total/Average FHLMC Bond			2,441,353.65	995,554.88	265,837.74	3,214,846.79	36,181.41	2.95	5.98	2.291	2.439		
FNMA Bond													
FNMA 1.35 8/26/2019-16	3136G3BF1	02/26/2016	991,764.00	0.00	0.00	998,567.00	6,750.00	1.36	2.74	1.350	1.350	08/26/2019	08/26/2019
FNMA MBS 1.25 4/25/2028	3136ADEN5	04/16/2013	313,844.64	0.00	39,453.12	283,361.67	1,964.58	3.68	7.50	1.250	1.250	04/25/2028	10/14/2020
FNMA MBS 1.8 8/21/2020	3136G4LA9	02/21/2017	988,067.00	0.00	0.00	998,470.00	9,000.00	1.96	3.96	1.800	1.800	08/21/2020	08/21/2020
FNMA MBS 2 12/25/2039	3136A93M8	10/30/2012	334,179.21	0.00	37,206.41	307,216.10	3,323.28	4.25	8.68	1.599	1.599	12/25/2039	12/17/2020
FNMA MBS 2 2/25/2041	3136A2R39	03/04/2014	313,381.66	0.00	30,772.98	292,461.99	3,072.81	4.33	8.85	3.307	3.307	02/25/2041	09/20/2021
FNMA MBS 2 7/25/2041	3136A75F5	03/07/2014	128,602.43	0.00	11,451.89	120,779.19	1,271.53	3.93	8.02	3.552	3.552	07/25/2041	05/08/2023
FNMA MBS 2 8/25/2041	3136A5GF7	03/12/2014	65,594.52	0.00	7,873.59	58,535.36	649.13	2.31	4.67	3.695	3.695	08/25/2041	05/19/2022
FNMA MBS 2.5 1/25/2042	3136A7RJ3	03/07/2014	165,184.51	0.00	15,822.97	154,280.60	1,980.35	4.41	9.01	2.772	2.772	01/25/2042	06/29/2023
FNMA MBS 2.5 5/25/2039	3136AHAZ3	12/12/2013	576,840.95	0.00	63,930.42	525,164.57	7,050.15	3.47	7.05	2.474	2.474	05/25/2039	07/17/2020
FNMA MBS 2.5 7/25/2043	3136AF3R3	08/28/2013	244,437.51	0.00	16,610.55	235,887.96	3,081.46	4.62	9.46	2.600	2.600	07/25/2043	09/18/2020
FNMA MBS 3 1/25/2040	31398SP80	04/21/2011	134,490.88	0.00	17,970.88	118,315.77	1,920.51	2.90	5.89	3.399	3.399	01/25/2040	12/08/2019
FNMA MBS 4 2/25/2039	31397SE83	03/28/2012	13,593.48	0.00	13,613.06	0.00	185.36	1.83	3.69	2.540	2.540	02/25/2039	05/10/2019
FNMA MBS 5 2/25/2038	31396YHT2	01/06/2012	9,205.02	0.00	3,349.07	5,869.90	182.54	2.54	5.14	2.156	2.156	02/25/2038	11/29/2019
FNMA MBS 5 7/25/2050	31398THK0	11/22/2010	170,874.79	0.00	4,654.65	170,038.72	3,960.63	4.62	9.45	4.635	4.635	07/25/2050	09/15/2020
Sub Total/Average FNMA Bond			4,450,060.60	0.00	262,709.59	4,268,948.83	44,392.33	2.89	5.86	2.146	2.127		
GNMA Bond													
GNMA MBS 4.25 2/16/2041	38377VFU5	04/29/2011	242,178.13	0.00	19,528.12	225,786.86	4,795.11	3.40	6.91	3.061	3.061	02/16/2041	12/06/2022
GNMA REMIC 2009-54 PH MBS 5 7/20/2039	38374VC98	06/05/2012	158,306.16	0.00	11,241.57	150,023.35	3,645.46	4.30	8.78	2.186	2.186	07/20/2039	07/28/2023
GNR 09-14 ND MBS 5 3/20/2039	38374XAE5	04/30/2009	182,855.77	0.00	0.00	187,322.04	4,096.08	4.71	9.65	4.896	4.896	03/20/2039	11/13/2023
Sub Total/Average GNMA Bond			583,340.06	0.00	30,769.69	563,111.25	12,536.65	4.06	8.29	3.334	3.370		
Municipal Bond													
Energy Northwest Wash Elec Rev 2.653 7/1/2020	29270CYN9	03/02/2017	498,535.00	0.00	0.00	501,725.00	6,632.50	1.95	3.93	1.805	1.805	07/01/2020	07/01/2020
Galveston Cnty Tex 4.708 2/1/2019	364195BH9	02/05/2016	370,606.80	0.00	370,000.00	0.00	8,709.80	1.32	2.66	1.450		02/01/2019	02/01/2019
NEW YORK NY CITY TRANS FIN 4.75 2/1/2020	64971ML34	03/21/2014	243,650.40	0.00	0.00	243,813.60	5,700.00	2.39	4.84	2.520	2.520	02/01/2020	02/01/2020
Sioux Falls SD Sales Tax Revenue 2.15 11/15/2021	829594KJ8	02/11/2019	0.00	122,820.00	0.00	125,588.75	1,343.75	3.97	8.10	2.810	2.810	11/15/2021	11/15/2021
Stratford Conn Taxable Go UT 4.137 8/15/2021	8628113W4	03/15/2017	615,864.00	0.00	0.00	621,864.00	12,411.00	2.96	6.00	2.602	2.602	08/15/2021	08/15/2021

Description	CUSIP/Ticker	Settlement Date	Beginning MV	Buy Principal	Sell Principal	Ending MV	Interest/Dividends	TRR-MV	Annualized TRR-MV	Beginning YTM @ Cost	Ending YTM @ Cost	Maturity Date	Amortization End Date
Sub Total/Average Municipal Bond			1,728,656.20	122,820.00	370,000.00	1,492,961.35	34,797.05	2.53	5.12	2.110	2.339		
SBA													
SBA DEV PART CERT MBS 2.76 10/1/2031	83162CUH4	05/06/2013	415,400.53	0.00	20,388.57	396,689.76	5,762.63	1.79	3.62	1.706	1.706	10/01/2031	04/19/2024
Sub Total/Average SBA			415,400.53	0.00	20,388.57	396,689.76	5,762.63	1.79	3.62	1.706	1.706		
Total / Average			19,763,088.54	2,110,039.69	3,199,705.59	19,006,692.04	248,732.57	2.93	5.96	2.144	2.327		

MARINETTE COUNTY FINANCE DEPARTMENT
SUMMARY OF COLLECTIONS THROUGH JUNE 2019

DEPARTMENT	YEAR	# OF ACCTS PLACED	AMOUNT PLACED	# OF ACCTS PAID IN FULL	# OF ACCTS RETURNED TO DEPARTMENT	# OF ACCTS WRITTEN OFF BY SDC	AMOUNT RETURNED TO DEPARTMENT	AMOUNT WRITTEN OFF BY SDC	TOTAL COLLECTIONS FROM STATE	TOTAL COLLECTIONS FROM CLIENTS	TOTAL COLLECTIONS RECEIVED	ACTIVE ACCTS	ACTIVE AMOUNT
HEALTH & HUMAN SERVICES	2014	226	\$ 98,643.67	14	13	2	\$ 11,423.18	\$ 19.14	\$ 3,195.64	\$ 250.00	\$ 3,445.64	197	\$ 83,755.71
	2015	284	\$ 123,741.95	98	6	13	\$ 9,872.62	\$ 2,118.76	\$ 18,411.01	\$ 2,825.87	\$ 21,236.88	364	\$ 90,513.69
	2016	221	\$ 148,168.06	140	9	13	\$ 8,294.94	\$ 7,110.44	\$ 28,138.71	\$ 4,858.49	\$ 32,997.20	423	\$ 99,765.48
	2017	186	\$ 117,956.96	117	25	11	\$ 44,019.02	\$ 1,330.51	\$ 32,238.44	\$ 3,966.00	\$ 36,204.44	456	\$ 36,402.99
	2018	237	\$ 103,562.52	137	2	23	\$ 199.50	\$ 5,506.34	\$ 55,106.11	\$ 2,383.83	\$ 57,489.94	531	\$ 40,366.74
	2019	143	\$ 73,445.66	71	0	12	\$ -	\$ 504.16	\$ 33,717.91	\$ -	\$ 33,717.91	591	\$ 390,028.20
	TOTAL	1297	\$ 665,518.82	577	55	74	\$ 73,809.26	\$ 16,589.35	\$ 170,807.82	\$ 14,284.19	\$ 185,092.01		
SHERIFF	2014	47	\$ 55,579.21	1	0	1	\$ -	\$ 260.00	\$ -	\$ 332.00	\$ 332.00	45	\$ 54,987.21
	2015	250	\$ 330,446.41	15	0	2	\$ -	\$ 780.00	\$ 14,693.17	\$ 735.00	\$ 15,428.17	278	\$ 314,238.24
	2016	289	\$ 350,118.19	52	2	11	\$ 1,680.00	\$ 11,336.04	\$ 44,724.26	\$ 2,242.00	\$ 46,966.26	502	\$ 290,135.89
	2017	257	\$ 380,759.58	63	0	21	\$ -	\$ 19,524.88	\$ 91,074.71	\$ 4,198.00	\$ 95,272.71	675	\$ 265,961.99
	2018	197	\$ 245,022.62	69	4	24	\$ 1,742.34	\$ 31,892.31	\$ 91,019.40	\$ 3,645.00	\$ 94,664.40	775	\$ 1,042,046.90
	2019	85	\$ 124,157.30	42	1	8	\$ 1,770.00	\$ 6,375.81	\$ 50,708.09	\$ 2,790.00	\$ 53,498.09	809	\$ 1,104,560.30
	TOTAL	1125	\$ 1,486,083.31	242	7	67	\$ 5,192.34	\$ 70,169.04	\$ 292,219.63	\$ 13,942.00	\$ 306,161.63		
FINANCE	2014	0	\$ -	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -	0	\$ -
	2015	4	\$ 3,058.51	3	0	0	\$ -	\$ -	\$ -	\$ 3,058.51	\$ 3,058.51	1	\$ -
	2016	1	\$ 124.69	2	0	0	\$ -	\$ -	\$ -	\$ 124.69	\$ 124.69	0	\$ -
	2017	1	\$ 310.53	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -	1	\$ 310.53
	2018	4	\$ 1,160.42	3	0	0	\$ -	\$ -	\$ -	\$ 657.88	\$ 657.88	2	\$ 813.07
	2019	0	\$ -	2	0	0	\$ -	\$ -	\$ 813.07	\$ -	\$ 813.07	0	\$ 0.00
TOTAL	10	\$ 4,654.15	10	0	0	\$ -	\$ -	\$ 813.07	\$ 3,841.08	\$ 4,654.15			
FORESTRY & PARKS	2014	0	\$ -	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -	0	\$ -
	2015	1	\$ 60,604.45	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -	1	\$ 60,604.45
	2016	2	\$ 360.00	1	1	0	\$ -	\$ 60,784.45	\$ -	\$ -	\$ -	1	\$ (60,424.45)
	2017	2	\$ 240.00	2	0	0	\$ -	\$ -	\$ 180.00	\$ 80.00	\$ 260.00	1	\$ (20.00)
	2018	0	\$ -	1	0	0	\$ -	\$ -	\$ 160.00	\$ -	\$ 160.00	0	\$ (160.00)
	2019	0	\$ -	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -	0	\$ -
TOTAL	5	\$ 61,204.45	4	1	0	\$ -	\$ 60,784.45	\$ 340.00	\$ 80.00	\$ 420.00			
HIGHWAY	2014	0	\$ -	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -	0	\$ -
	2015	2	\$ 565.21	1	0	0	\$ -	\$ -	\$ -	\$ 279.75	\$ 279.75	1	\$ 285.46
	2016	1	\$ 100.56	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -	2	\$ 100.56
	2017	0	\$ -	0	0	0	\$ -	\$ -	\$ 57.18	\$ -	\$ 57.18	2	\$ (57.18)
	2018	3	\$ 984.03	2	0	0	\$ -	\$ -	\$ 478.03	\$ -	\$ 478.03	3	\$ 506.00
	2019	0	\$ -	1	0	0	\$ -	\$ -	\$ -	\$ 553.09	\$ 553.09	2	\$ 281.75
TOTAL	6	\$ 1,649.80	4	0	0	\$ -	\$ -	\$ 535.21	\$ 832.84	\$ 1,368.05			
LAND INFO & MAR-OCO										\$ -	\$ -	0	\$ -
										\$ -	\$ -	0	\$ -
										\$ -	\$ -	0	\$ -
										\$ -	\$ -	0	\$ -
	2018	4	\$ 456.25	4	0	0	\$ 212.75	\$ -	\$ -	\$ 243.50	\$ 243.50	0	\$ -
2019	1	\$ 13.25	1	0	0	\$ -	\$ -	\$ -	\$ 13.25	\$ 13.25	0	\$ -	
TOTAL	5	\$ 469.50	5	0	0	\$ 212.75	\$ -	\$ -	\$ 256.75	\$ 256.75			
CLERK OF COURTS	2014	0	\$ -	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -	0	\$ -
	2015	204	\$ 132,191.27	3	2	0	\$ 20.00	\$ -	\$ 378.50	\$ 1,039.00	\$ 1,417.50	199	\$ 130,753.77
	2016	206	\$ 94,080.06	37	16	0	\$ 7,674.29	\$ -	\$ 22,774.25	\$ 5,034.94	\$ 27,809.19	352	\$ 58,596.58
	2017	226	\$ 121,908.03	65	3	17	\$ 3,313.55	\$ 5,829.93	\$ 32,769.17	\$ 9,797.92	\$ 42,567.09	493	\$ 70,197.46
	2018	221	\$ 115,934.47	59	8	10	\$ 2,931.11	\$ 2,637.73	\$ 35,071.08	\$ 951.56	\$ 36,022.64	637	\$ 74,342.99
	2019	204	\$ 91,147.41	42	1	1	\$ 435.68	\$ 6.28	\$ 21,627.30	\$ 2,224.70	\$ 23,852.00	797	\$ 400,744.25
TOTAL	1061	\$ 555,261.24	206	30	28	\$ 14,374.63	\$ 8,473.94	\$ 112,620.30	\$ 19,048.12	\$ 131,668.42			
TOTAL FOR ALL DEPARTMENTS:		3509	\$ 2,774,841.27	1048	93	169	\$ 93,588.98	\$ 156,016.78	\$ 577,336.03	\$ 52,284.98	\$ 629,621.01	1948	\$ 1,157,915.70

ADMINISTRATIVE COMMITTEE
 SCHEDULE OF APPROPRIATION ENTRIES
 JULY 18, 2019

Department	County Board	2019 ENTRIES	JE #	Period	Amount	Increase/Decrease	Org	Org Description	Object	Object Description
Highway	Y	Transfer to move previously budget purchase of service to salary and fringe accounts; Financial Accountant and Accounting Clerk budgeted in 2019 in Finance w/ an interdept transfer from purchase of service. Financial Manager and Administrative Specialist 50% moved to Highway Department January, 2019	7	07	\$ 62,875.00	Increase	53110000	Highway Administration	50111	Salaries
					\$ 212.00	Increase	53110000	Highway Administration	51133	Longevity Pay
					\$ 4,404.00	Increase	53110000	Highway Administration	51151	Co Share of Social Security
					\$ 4,132.00	Increase	53110000	Highway Administration	51152	Co Share of State Retirement
					\$ 12,487.00	Increase	53110000	Highway Administration	51154	Health & Dental Insurance
					\$ 88.00	Increase	53110000	Highway Administration	51155	Life Insurance
					\$ 107.00	Increase	53110000	Highway Administration	51159	Workmen Compensation
					\$ 2,250.00	Increase	53110000	Highway Administration	52225	Telephone
					\$ 84,617.00	Decrease	53110000	Highway Administration	52291	Purchase of Service
					\$ 1,938.00	Decrease	601	Highway	33900	Retained Earnings Unreserved
P&F/ER Management	N	Transfer 2019 budget for building maintenance from Parks and Forestry to Emergency Management due to relocation of departments	8	07	\$ 5,000.00	Decrease	56110000	County Forest	52467	Building Maintenance
					\$ 5,000.00	Decrease	55210000	Parks	52467	Building Maintenance
					\$ 5,000.00	Increase	52504000	Emergency Management	52467	Building Maintenance
					\$ 2,500.00	Increase	52505000	EMPG Grant	52467	Building Maintenance
					\$ 2,500.00	Increase	52506000	EPCRA	52467	Building Maintenance
Wellness	N	Appropriate funds to remove previous GHT grant budgeted; County contributed \$15,000 in 2019	9	07	\$ 903.00	Increase	51432000	Wellness Grant	51151	Co Share of Social Security
					\$ 425.00	Increase	51432000	Wellness Grant	52402	Corp Challenge/Yoga
					\$ 400.00	Increase	51432000	Wellness Grant	52403	Weight Watchers
					\$ 900.00	Increase	51432000	Wellness Grant	52405	Health Fair
					\$ 12,400.00	Decrease	51432000	Wellness Grant	52406	Fitness Club Reimbursements
					\$ 589.00	Increase	51432000	Wellness Grant	52424	Dues, Registration & Tuition
					\$ 600.00	Decrease	51432000	Wellness Grant	52496	Programming
					\$ 400.00	Decrease	51432000	Wellness Grant	52497	Fitness Incentives
Parks & Forestry	Y	Transfer from Forestry and Parks Development fund balance to cover the cost of double chip sealing Goodman Park Road and entrance of Goodman Park at a cost not to exceed \$70,000	50	07	\$ 70,000.00	Increase	55290000	Forestry & Parks Development	53890	Outlay
					\$ 70,000.00	Decrease	217	Forestry & Parks Development	34290	Fund Balance-Unreserved
Corporation Counsel	N	Transfer to purchase of service from contingency fund to retain outside counsel	174	07	\$ 9,253.00	Increase	51320000	Corporation Counsel	52291	Purchase of Service
					\$ 9,253.00	Decrease	51901000	Contingency	52498	Operation Expenditures

2020 User Fees

COUNTY CLERK			
<i>Fee Description</i>	<i>Fee Amount</i>	<i>Fee Determination</i>	<i>Collection Method</i>
Marriage Licenses \$25 Due State \$20 Due Court Commissioner \$20 Due County	\$65.00	County Board	Time of Service
Marriage License Waiver	\$10.00	State Statute	Time of Service
Domestic Partnership Termination \$25 Due State \$40 Due County	\$65.00	State Statute	Time of Service
Document Replacement Marriage Lic & Domestic Partnership	\$25.00	County Board	Time of Service
Copies Poll Lists Minutes, etc.	\$.25 Per Page	Elections Board County Board	Time of Service
WisVote	\$75.00 per Election	County Board	Time of Service
WisVote	\$60.00 per Hour	County Board	Time of Service

2020 User Fees - No Changes

TREASURER			
<i>Fee Description</i>	<i>Fee Amount</i>	<i>Fee Determination</i>	<i>Collection Method</i>
Delinquent Taxes	1% per Month	State Statute	Tax Collection
Copies of tax receipts, etc. Mailed Copies Microfiche	\$.25 per Page Add \$.75 per Copy \$1.00 per Copy	Actual Cost	Quarterly Invoice
District Tax Collection Fee - Admin Parcel Fee	\$250.00 per District \$.85 per Parcel	County Board	Yearly Invoice
In-Rem Administrative Fee (Tax Foreclosure)	\$100 Per Parcel	Estimated Cost	Collected from Property Owner Prior to applying tax payments

MARINETTE COUNTY CREDIT CARD USER FEES

Credit Card fees will be assessed on all payments made via on site credit card payments. The intent of the credit card fee charge is to cover charges assessed to the County by the credit card vendor. Fees will be posted in each department accepting credit card payments and printed on the customer's receipts. Marinette County Department of Health and Human Services credit card users are not assessed credit card fees and any fees are paid by the Department.

2020 Credit Card Fees

\$0.00 - \$50.00	2.5 \$3.50
\$50.01 - \$100.00	\$4.50
\$100.01 - \$200.00	\$6.50
\$200.01+	2.75%

MARINETTE COUNTY COPY POLICY

Marinette County has established a copy policy. The copy fee shall be twenty-five cents (\$.25) per page for black and white and fifty cents (\$.50) per page for color. A black and white copy page is defined as a one or two sided sheet, any size that may be reproduced from a standard copier. A color copy page is defined as one single sided sheet, any size, that may be reproduced from a standard copier. These copy fees apply to all requests.

Copy fees excluded from this policy are fees set by statute and fees for copies produced by the Land Information Department's large copier.

The fee for copies faxed or scanned shall be \$.25 per page.

The media and County Board Supervisors are excluded from paying fees when requests are for copies to be used in the performance of official duties.

Under Wisconsin sales tax law, the gross receipts from charges imposed by the County for a search and copy of a public record are exempt from sales tax.

MARINETTE COUNTY NON-SUFFICIENT FUND CHECK POLICY

Effective February 24, 2004, Marinette County established a non-sufficient fund check policy for all county departments. Effective January 1, 2018, a fee of Thirty dollars (\$30.00) will be added to the amount due to each account where a NSF check was presented for payment.

MARINETTE COUNTY OVER/UNDER PAYMENT POLICY

The Marinette County Board of Supervisors adopted a Marinette County Over/Under Payment Policy on December 17, 2002.

The policy reads as follows:

Unless otherwise authorized by law, county agencies, but also including the Office of District Attorney **may** retain overpayment of licenses, fees and any other charges when the overpayment is five-dollars (\$5) or less, unless such refund is specifically requested in writing to the department where the fee is originally collected within 60 days of the date of original payment.

Underpayment of not more than five dollars (\$5) **may be waived** at the discretion of the department head. The intent of this policy is to preclude any individual or organization from exceeding a five-dollar aggregate annually.

MARINETTE COUNTY STOP-PAYMENT FEE POLICY

The Marinette County Board of Supervisors adopted a Marinette County Stop-Payment Fee Policy on October 26, 2010.

The policy reads as follows:

In the event an accounts payable check has to be voided due to county error and the check amount is over the bank stop-payment charge, a stop-payment order will be issued. The county will absorb the stop-payment fee. If the check is less than the bank charge, the county will not issue a stop-payment order.

In the event an accounts payable check has to be voided due to vendor/provider error and is over the bank charge, a stop-payment order will be issued. The stop-payment fee will then be deducted from the reissuance. The bank charge reimbursement will be credited to the Treasurer's miscellaneous revenue. If a stop-payment order is not needed because the check was returned, no fee will be deducted.



maglec1@nationwide.com
Cody

Dear PAT KASS,

RE: MARINETTE COUNTY, 0036638001

Thank you for your continued partnership on your 457b Deferred Compensation Plan. We have received your Option Sheet selection to update the Guaranteed Minimum Interest Rate on your Fixed Annuity Contract and appreciate your timely response.

It's been brought to our attention that an incorrect Fixed Account Amendment was sent to your plan. We are providing a copy of the correct amendment for your review and signature. We apologize for any inconvenience our mistake has caused.

The original intent of the option sheet and schedule will remain the same. This corrected amendment gives Nationwide the authority to implement the rate adjustment per your election. Please sign the attached Fixed Account Amendment and return it along with a copy of this letter by June 30, 2019, in the attached pre-stamped envelope. It can also be faxed to 1-877-677-4329 or emailed to NRSFORU@Nationwide.com.

As a reminder, you previously selected Option Two. The original table is below.

2018	2019	2020	2021	2022	2023
3.5%	3.0%	2.5%	2.0%	1.0%	0.5%

The contract is amended to lower the Guaranteed Minimum Interest Rate annually on the same schedule shown in the above table. Additionally, the per participant exchange and transfer limit is also increased from 20% to 40%.

The contract's quarterly Crediting Rate will continue to be set based on Nationwide's normal business practices and may vary depending on market conditions and investment performance. However, because of the increased exchange and transfer limit, the Crediting Rate under this option will be less than under Option One. At the time of this letter, this difference is 0.1% annually, but the variance is not guaranteed to remain at this level.

If you have any additional questions, please contact our service center at 877-496-1630 or your local Nationwide Retirement Solutions Representative. Our specialists are available Monday through Friday, 8 a.m. to 8 p.m. Eastern time.

Again, thank you for your partnership as we work together to help your participants prepare for and live in retirement.

Sincerely,

Nationwide Retirement Solutions

NRM-17279AO (02/19)

new

C

NATIONWIDE LIFE INSURANCE COMPANY
ONE NATIONWIDE PLAZA
COLUMBUS, OHIO 43215

FIXED ACCOUNT AMENDMENT
to
Group Flexible Purchase Payment Deferred Variable Annuity Contract

General Information Regarding this Amendment

This Fixed Account Amendment replaces the Fixed Account Endorsement that was previously issued to the Contract Owner and is made a part of the Contract to which it is attached. To the extent the terms of the Contract and this Amendment are inconsistent, the terms of this Amendment shall control the Contract accordingly. Non-defined terms shall have the meaning given to them in the Contract.

WHEREAS, the above-referenced group annuity Contract was issued to the Contract Owner for the benefit of the Participants and their Beneficiaries in the Contract Owner's Plan by Nationwide Life Insurance Company ("Nationwide") along with a Fixed Account Endorsement; and

WHEREAS, Nationwide and the Contract Owner wish to modify the Contract provisions that were added to the Contract through the Fixed Account Endorsement pursuant to the Alteration or Modification section of the Contract,

NOW, THEREFORE, pursuant to the agreement of Nationwide and the Contract Owner, the Contract is hereby modified as follows:

- 1. The terms and provisions that were added to the Contract through the Fixed Account Endorsement are deleted in their entirety and replaced with the following:

DEFINITIONS

The following definitions are modified in, or added to, the Contract:

Annual Guaranteed Interest Rate - The minimum guaranteed interest rate applied to the Fixed Account for a calendar year. Nationwide determines this rate at its sole discretion.

Contract Value - The combined value of the Variable Account(s) and the Fixed Account.

Exchange - The movement of amounts attributable to Participant Accounts to a Companion Investment Option under the Plan, or from one or more Sub-Accounts of the Variable Account to one or more Sub-Accounts of the Variable Account, or from one or more Sub-Accounts of the Variable Account to the Fixed Account, or from the Fixed Account to a Companion Investment Option under the Plan or to one or more Sub-Accounts of the Variable Account.

Fixed Account - An option funded by Nationwide's general account crediting specified interest rates.

Guaranteed Minimum Fixed Account Interest Rate - A minimum interest rate established under the Contract. All rates under the Contract are guaranteed to be at least as great as the Guaranteed Minimum Fixed Account Interest Rate.

Participant Account Value - The present value of the units and the Fixed Account attributable to a Participant's Account.

Quarterly Guaranteed Interest Rate - The minimum guaranteed interest rate applied to the Fixed Account for a calendar quarter. This rate may be equal to or greater than the applicable Annual Guaranteed Interest Rate. Nationwide determines this rate at its sole discretion.

FIXED ACCOUNT

The following is added to the Contract:

General Information Regarding the Fixed Account

The Fixed Account is an investment option under the Contract offering an Annual Guaranteed Interest Rate and a Quarterly Guaranteed Interest Rate. The Contract also provides a Guaranteed Minimum Fixed Account Interest Rate. Nationwide credits interest to the Fixed Account at these rates that it prospectively declares. At no time will there be an interest rate declared that is lower than the Guaranteed Minimum Fixed Account Interest Rate. Interest rates are determined at the sole discretion of Nationwide, and Nationwide reserves the right to modify the Guaranteed Minimum Fixed Account Interest Rate upon notice to the Contract Owner in accordance with the Alteration and Modification section of the Contract. Nationwide declares all of its rates as annual effective yields. Nationwide reserves the right to discontinue accepting additional Purchase Payments and Transfer and Exchange allocations to the Fixed Account at any time.

Fixed Account guarantees are supported by the general account of Nationwide and are not insured by the FDIC, NCUSIF or any other agency of the Federal government. The Fixed Account is a non-participating option. Allocations to the Fixed Account do not share in any surplus of Nationwide.

Guaranteed Interest Rates

The Guaranteed Minimum Fixed Account Interest Rate for the Contract is listed on the Contract Specifications Page. Nationwide reserves the right to modify the Guaranteed Minimum Fixed Account Interest Rate upon notice to the Contract Owner in accordance with the Alteration or Modification section of the Contract.

No later than the last Business Day of a calendar year, Nationwide declares the Annual Guaranteed Interest Rate for the Fixed Account for the next calendar year. In addition, no later than the last Business Day of a calendar quarter, Nationwide will declare the Quarterly Guaranteed Interest Rate, that is calculated on an annualized basis, to be credited to the Fixed Account for the next calendar quarter.

Crediting Interest to the Fixed Account

Nationwide interest rates are all declared as annual effective yields. An effective yield takes into account the effect of interest compounding. Nationwide credits interest to the Fixed Account on each Business Day. Annual effective yields are converted by Nationwide into a daily interest rate factor. The current Fixed Account value is calculated by taking the daily interest rate factor and multiplying it by the previous Business Day's Fixed Account value. Because interest is credited only on Business Days, interest from multiple non-Business Days (e.g., days falling on a weekend or holidays) accumulate and are credited on the next available Business Day.

Calculating the Fixed Account Value

The Fixed Account value on any given Business Day is equal to:

- (1) total Purchase Payments allocated to the Fixed Account; plus
- (2) The daily interest earned; plus
- (3) Exchanges or Transfers to the Fixed Account; minus
- (4) Exchanges or Transfers out of the Fixed Account; minus
- (5) Withdrawals from the Fixed Account; minus
- (6) Participant Benefit Payments; minus
- (7) any applicable Contract Maintenance Charge, the aggregate Participant Account Charge, charges associated with plan expenses or additional services, additional expense charges, and premium taxes that are applied to Participant Accounts.



Calculating a Participant Account Value in the Fixed Account

A Participant Account Value in the Fixed Account on any given Business Day is equal to:

- (1) total Participant Contributions allocated to the Fixed Account; plus
- (2) the daily interest earned on the Participant's Account; plus
- (3) Exchanges or Transfers to the Fixed Account; minus
- (4) Exchanges or Transfers out of the Fixed Account; minus
- (5) Withdrawals from the Fixed Account; minus
- (6) Participant Benefit Payments; minus
- (7) any applicable Contract Maintenance Charge, the aggregate Participant Account Charge, charges associated with plan expenses or additional services, additional expense charges, and premium taxes that are applied to Participant Accounts.

CONTRACT EXPENSES

The "Contract Expenses" provision of the Contract is amended with the addition of the following.

Unless otherwise mutually agreed to by the Contract Owner and Nationwide, all expenses and charges attributable to the Contract, except the Variable Account Charge, will be deducted proportionally from the Variable Account(s) and the Fixed Account based on the value each account bears to the total Contract Value. Any applicable expenses or charges attributable to a Participant Account will be deducted proportionally and in the same manner.

Premium Taxes

Any applicable premium taxes will be deducted from the Fixed Account in the manner described in the Contract.

EXCHANGES AND TRANSFERS

The following is added to the Contract:

Exchanges and Transfers to and from the Fixed Account

Nationwide will generally accept Exchanges and Transfers to the Contract. Nationwide reserves the right to discontinue accepting Exchanges and Transfers to the Fixed Account at any time.

Exchanges and Transfers out of the Fixed Account are subject to certain limitations. The Contract Owner elects at the time of application to accept a Participant level Exchange and Transfer limitation or an aggregate Contract level Exchange and Transfer limitation. Liquidations of Contract Value via Exchange and Transfer are combined into a single percentage limitation. The type of limitation and percentage limitation are listed on the Contract Specifications Page.

Nationwide, in its sole discretion, may agree not to impose any Exchange or Transfer restrictions. If no such Exchange or Transfer restrictions will be imposed, this will be reflected on the Contract Specifications Page. In the event that Exchange or Transfer restrictions are imposed under the Contract, Nationwide may agree to waive any Exchange and/or Transfer restrictions listed on the Contract Specification Page on Exchanges and Transfers involving Participants actively utilizing asset allocation models or asset allocation services available under the Plan.

All Exchange and Transfer limitations are set, or reset, on a calendar year basis. The permissible Exchange and Transfer amount cannot be rolled from year to year or otherwise "banked" for utilization in subsequent calendar years.



The Contract Owner may request to change the type of Exchange and Transfer limitation for the next calendar year if Nationwide receives, in a form acceptable to Nationwide, the request by at least ninety (90) days prior to the end of the preceding calendar year.

All Exchanges to and from the Fixed Account are done in conjunction with a Companion Investment Option. In order for Nationwide to accept Exchanges to or from a Companion Investment Option, the Contract Owner must identify the Companion Investment Option to Nationwide in writing and Nationwide must agree to accept Exchanges to or from the identified Companion Investment Option. Nationwide may discontinue accepting Exchanges to or from a Companion Investment Option by giving the Contract Owner at least thirty (30) days advance written notice.

In the event the Contract Owner elects to add a Companion Investment Option to the Plan with characteristics in structure, investment time horizon, rate setting, or any other characteristics that could compel on-going Exchanges between the Fixed Account and such Companion Investment Option, the Contract Owner shall provide Nationwide with notice of the addition of such a Companion Investment Option to the Plan at least ninety (90) days prior to the addition of such Companion Investment Option. If such a Companion Investment Option is added to the Plan, then Nationwide may impose an equity wash that prohibits direct Exchanges between the Fixed Account and such Companion Investment Option. Nationwide will notify the Contract Owner in the event an equity wash will be imposed with regard to Exchanges with a Companion Investment Option and the Fixed Account.

Nationwide processes Transfer requests within seven (7) Business Days of the date the request is received and accepted by Nationwide from the Contract Owner on behalf of the Participant, or directly from the Participant if permitted by the Plan. Nationwide may require Transfer requests to be on a form it provides.

Sixty Month Exchange or Transfer Program

If the Contract Owner has elected a Participant level Exchange and Transfer limitation, Nationwide may permit Participants to direct the complete liquidation of amounts attributable to a Participant Account that are allocated to the Fixed Account via a monthly Exchange or Transfer over a period of sixty (60) months. Nationwide may, in its sole discretion, permit the Contract Owner, on behalf of a Participant, to direct the complete liquidation of amounts attributable to a Participant Account that are allocated to the Fixed Account via monthly Exchange or Transfer over a period of sixty (60) months. Any such sixty (60) month Exchange or Transfer shall be subject to the following.

- (1) The amount to be Exchanged each month is equal to the value of the Fixed Account of the Participant Account divided by the number of remaining months until the 60 month Exchange or Transfer program is completed.
- (2) Any additional Participant Contribution, Exchange and/or Transfer to the Fixed Account of a Participant Account where the 60 month Exchange or Transfer program is in effect will result in immediate cancellation of any additional Exchanges or Transfers under this program.
- (3) If the Participant level Exchange limitation (whether the percentage limitation or number of transactions limit) has been met in the calendar year in which the request to initiate the 60 month Exchange or Transfer program is received, Nationwide will reject the request. The request may be made again beginning on the first day of the next calendar year.
- (4) The 60 month Exchange or Transfer program is only available for Participant Account Values of at least \$1,000.



TERMINATION AND WITHDRAWALS

The following is added to the Contract.

Termination

In the event the Contract Owner or Nationwide terminate the Contract, the following will apply to the Fixed Account.

At least thirty (30) days prior to the effective date of termination, the Contract Owner must elect one of the two Withdrawal methods listed below for amounts attributable to the Fixed Account.

- (1) Lump-sum Payment. If the Contract Owner elects to have funds Withdrawn from the Fixed Account in one lump-sum payment, Nationwide will pay to the Contract Owner the Withdrawal Value of amounts attributable to the Fixed Account less a market value adjustment if the present value of amounts attributable to the Withdrawal are less than the present Contract Value of such amounts. The market value adjustment is determined by Nationwide at its sole discretion, but will be done in a manner consistent with making a reasonable approximation of the present value of assets attributable to the Fixed Account. Nationwide will provide the Contract Owner the current procedures it uses to determine the market value adjustment upon request.
- (2) Sixty (60) Monthly Installments. If the Contract Owner elects to have funds Withdrawn from the Fixed Account in sixty (60) monthly installments, Nationwide will begin installment Withdrawals no later than ninety (90) days following the effective date of termination of the Contract, unless otherwise mutually agreed by the Contract Owner and Nationwide. The amount of each installment is determined by the following:

the Fixed Account value on the date before the installment is Withdrawn; divided by

- a) the number of remaining installments.
- b) Fixed Account Withdrawals in addition to installment Withdrawals will not be permitted, nor will any Exchanges or Transfers be permitted.

IN WITNESS WHEREOF, the parties have caused this Amendment to be executed this ___ day of _____, 201__.

APPROVED:

CONTRACT OWNER: _____

NATIONWIDE LIFE INSURANCE COMPANY:

By: _____

By:  _____



**AMENDMENT 105
MARINETTE COUNTY
PERSONNEL POLICIES AND PROCEDURES MANUAL
SECTION 1.105 COMPENSATION PLAN**

The Policies & Procedures Manual shall be amended to read as follows:

...

(K) Travel Per Diem. ~~Effective January 1, 2018,~~ Highway Department Equipment Operators I & II shall receive a five (5) dollar per week travel per diem payment for each full week physically worked during the months of May through October to offset the expense of reporting to a various work locations throughout the County with their personal vehicles site other than a County Highway shop. ~~Employees will receive as two lump sum payments; 08/15 of each year for May, June and July and 11/15 of each year for August, September and October. Effective August 4, 2019 employees will receive payment as part of their bi-weekly payroll.~~

...

This amendment shall become effective August 4, 2019.

Approved by Administrative Committee:

Approved by County Board:

RECEIVED
JUN 17 2019



MARINETTE COUNTY
POSITION REQUEST FORM

BY:

Administration Completes and returns to the Department

Applicable dates:

Governing Committee HHSB 7-10-19
Administrative Committee 7-18-19
County Board 7-30-19

Permission to proceed: JL

(County Administrator initials and dates)

Department Completes and submits to Human Resources

Department: Health and Human Services
Department Head: Robin Elsner
Supervisor: Melissa Freeman
Position Title: Mental Health Therapist - Eliminate
New Position Title: Create AODA Counselor
Hours per Week/Year: 40
Effective Date: 7 / 1 / 2019

Account Number(s): 205-54-54309000-50111

Funding taken from: 205-54-54310000-50111 (i.e. salaries with or without fringes)

Justification for request: Please attach

New Positions:	<input type="checkbox"/> Permanent
(check all that apply)	<input type="checkbox"/> Seasonal
	<input type="checkbox"/> Project
	<input type="checkbox"/> LTE
	<input checked="" type="checkbox"/> Addition of Current Position
	<input checked="" type="checkbox"/> Eliminate/Create
Changes to	<input type="checkbox"/> Hours of Work
Existing:	<input type="checkbox"/> Title Change
	<input type="checkbox"/> Location Change

Human Resources Completes and submits to Finance

Wage Scale: MC
Pay Rate/Salary: \$ 23.40 : 26.74 : 30.08
Pay Level: H

Human Resources Initials: KQ

Finance Completes and returns to Administration

Cost of Request:

Wages:	\$ _____	Workers Comp:	\$ _____
FICA:	\$ _____	Life Insurance:	\$ _____
Retirement:	\$ _____	Longevity:	\$ _____
Other (explain):	<u>All attached</u>		
Total Cost:	\$ _____	Finance Initials:	<u>LM</u>

Approval*

Department Head: [Signature]
County Administrator: [Signature]

5/29/19
6/19/19

* Minutes from the applicable Governing Committee, Administrative Committee, and County Board meeting must be attached.

received
KL 5-29-19

Justification for Request: The Health and Human Services Department is requesting to eliminate 1 Mental Health Therapist position and create 1 AODA Counselor position. The mental health services delivered by the ADAPT Clinic is meeting the community need at this time. The current service delivery need is in the alcohol and drug treatment area. This will give the clinic 4 AODA Counselor positions. The fiscal impact to Marinette County is a savings of \$9,015.26.

**Marinette County Health & Human Services
 Fiscal Impact - MH Therapist vs. AODA Counselor
 Using 2019 Budget Figures**

Staff	Hours	Per Hour	6.55%			.17% or 2%			Total Benefits	Total S&B
			111 SALARY	151 S.S.	152 RET	154 H&D	155 LIFE	159 W/C		
AODA Counselor	2,080.00	\$ 23.40	\$ 48,672.00	\$ 3,723.41	\$ 3,188.02	\$ 25,287.84	\$ 50.40	\$ 973.44	\$ 33,223.10	\$ 81,895.10
MH Therapist	(2,080.00)	\$ 27.13	\$ (56,430.40)	\$ (4,316.93)	\$ (3,696.19)	\$ (25,287.84)	\$ (50.40)	\$ (1,128.61)	\$ (34,479.96)	\$ (90,910.36)
	-		(7,758.40)	(593.52)	(508.18)	-	-	(155.17)	(1,256.86)	(9,015.26)

Total Fiscal Impact(Levy Reduction) (9,015.26)

Eliminate FT Mental Health Therapist - Step 1, Grade J, Family H&D
 Create FT AODA Counselor - Step 1, Grade H, Family H&D

	Priority	Preferred
Single/Single	\$ 8,232.25	\$ 8,439.99
Family/Family	\$ 24,660.70	\$ 25,287.84
Emp/Sp	\$ 17,824.52	\$ 18,269.12
Emp/Ch	\$ 14,248.85	\$ 14,598.14



Job Title: Alcohol & Other Drug Abuse (AODA) Counselor

Department: Health & Human Services

Position Reports to: Community Services Supervisor

Pay Grade Level: Carlson-Dettmann H

FLSA Status: Non-Exempt

Position Status: Full Time

JOB ANALYSIS

This position is responsible to provide AODA evaluations, crisis consults, information and referral, case management and counseling services to assigned caseload. Additional duties include performing Operating While Intoxicated (OWI) assessments. Decisions regarding daily work activity are made independently within the context of established policies and procedures.

ESSENTIAL JOB FUNCTIONS

- A. Assess and assign provisional diagnoses to new cases requesting services.
- B. Evaluate and provide ongoing AODA services to assigned caseload.
- C. Provide emergency face-to face or telephone crisis counseling.
- D. Provide information and referral, as well as, case management activities on a case-by-case basis.
- E. Complete all medical record documentation required for the cases within the timeframe identified by administrative code.
- F. Provide consultation to other agencies/resources regarding cases and service provisions.
- G. Complete billing, timesheets, re-certification, provider applications and all other record keeping functions within timeframes identified by the department.
- H. Provide recommendations regarding caseload information as directed by the staff psychiatrist and clinical supervisor.
- I. Provide minimum levels of face-to-face contact with clients per week as determined by the department.
- J. Administer urine drug tests and breathalyzer alcohol tests.
- K. Assess OWI cases.
- L. Record patient contacts and clinical documents into computer software/programs to provide essential input regarding clinical treatment.

REQUIRED ABILITIES

- A. Maintain security of confidential matters and materials.
- B. Maintain knowledge of applicable current local, state, and federal laws, rules and regulations.
- C. Communicate orally and in writing effectively.
- D. Remain calm and levelheaded in difficult, unexpected or emergency situations.
- E. Establish and maintain an effective working relationship with department heads, employees, the general public and other agency staff.
- F. Respond effectively to the most sensitive inquires or complaints.
- G. Define problems, collect data, establish facts and draw valid conclusions.
- H. Memorize and retain information over long and short periods of time.
- I. Plan and monitor assigned activities.
- J. Prioritize multiple tasks and meet scheduled deadlines.
- K. Work in the presence of distractions or under monotonous conditions without significant loss of efficiency.
- L. Work as team player in the absence of or with minimal supervision.
- M. Work independently and exercise sound professional judgment.
- N. Maintain all certifications and training standards.

QUALIFICATIONS

- A. Requires one of the following:
 - 1. Active WI Clinical Substance Abuse Counselor Certificate or Active WI Substance Abuse Counselor Certificate at time of hire.
 - 2. Active WI Substance Abuse Counselor In-Training Certificate and one year of related experience. Full Substance Abuse Counselor Certificate must be attained within three years of hire.
- B. Possess an active Wisconsin OWI Assessor Certification within nine months of hire.

- C. Possess and maintain an insurance acceptable driver's license.
- D. Requires qualification under the Wisconsin Caregivers Law, Wisconsin Act 27.

ENVIRONMENTAL CONDITIONS OF THE WORKPLACE

- A. Work indoors in a controlled environment.
- B. Work with long periods of solitary work.
- C. Deal with challenges and criticism on a regular basis.
- D. Interact with abusive and/or difficult individuals occasionally.
- E. Work in fast-paced high-pressure situations.
- F. May be exposed to body fluids and communicable diseases.

PHYSICAL DEMANDS

- A. Requires hand-eye coordination.
- B. Sit for long periods of time.
- C. Lift and/or carry up to ten pounds frequently, occasionally lifting in excess.

ADDITIONAL DUTIES

- A. Work outside of normal hours when necessary.
- B. Perform additional duties as assigned.

THE ABOVE STATEMENTS ARE INTENDED TO DESCRIBE THE GENERAL NATURE AND LEVEL OF WORK BEING PERFORMED BY THE EMPLOYEE ASSIGNED TO THIS POSITION. THEY ARE NOT TO BE CONSTRUED AS AN EXHAUSTIVE LIST OF ALL JOB RESPONSIBILITIES AND DUTIES PERFORMED BY PERSONNEL SO CLASSIFIED.

MARINETTE COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER. IN COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT, THE COUNTY WILL PROVIDE REASONABLE ACCOMMODATIONS TO QUALIFIED INDIVIDUALS WITH DISABILITIES AND ENCOURAGE BOTH PROSPECTIVE AND CURRENT EMPLOYEES TO DISCUSS POTENTIAL ACCOMMODATIONS WITH MARINETTE COUNTY WHEN NECESSARY.

Prepared: 08/08
Approved: 08/19/2008
Revised: 10/08
Approved: 10/13/2008
Revised: 10-5-2011
Approved: 10-5-2011
Revised: 01/2012
Approved: 01/26/2012
Revised: 09/2015
Approved: 02/2017

08/31/2017 Updated to new Pay scale

Revised: 03/2018
Approved: 03/21/2018